

Annual Report

1 July 2021 – 30 June 2022



WORKING
WOMEN'S
CENTRE

Acknowledgement of Country

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 and present. First Nations sovereignty has never been ceded. We support the Uluru Statement, and we are committed to achieving racial justice for First Nations people.

Contents

4	Objects	26	Spotlight on Insecure Work and Gendered Violence Project
7	People	28	Training Report
8	Chair's Report	29	Life Member Report – Emeritus Professor Suzanne Franzway
11	Director's Report	30	Volunteer Report – Angela Scarfo
13	Treasurer's Report	32	Data
14	Legal and Industrial Report	34	Financial Reports
22	Advocacy Report		

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, focussing 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 including by providing legal 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.





People

Staff

Director

Abbey Kendall

Senior Industrial Officer

Emma Johnson

Industrial Officers

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

Kirsty Rutherford

Junior Advocacy Officer

Meng Liu

Casual Relief Workers

Angela Scarfo

Caitlin Feehan

Manasvi Muthukrishnan

Matea Hayden

Management Committee

Chair

Michelle Hogan

Deputy Chair

Melissa Stokes

Secretary

Emeritus Professor

Suzanne Franzway

Treasurer

Christina Mastropolito

Union Representatives

Emma Lowe

Sarah Andrews

Catherine Story



Community Representatives

Melissa Stokes

Isobel Montgomery

Jamila Ahmadi

Emma Thornton

Small Business Representative

Natalie Wade

Volunteers

Manasvi Muthukrishnan

Matea Hayden

Mahya Panahkhahi

Tahlia Moffatt

Grannine Ni Chonaiil

Tahlia Gilbert

Chanel Trezise

Angela Scarfo

Caitlin Feehan

Tahlia Forster

Courtney Eldridge

Zanna Fournaros

Chair's Report

Michelle Hogan

This is my fifth and final year as the Chair of the Working Women's Centre SA Inc. Board. I want to record this to ensure that our planned transition is documented in writing, but also to proudly reflect on the amazing amount of work we have completed during my tenure!

I intend on remaining on the Board as one of our community representatives. I look forward to supporting the new Chair to lead an organisation that has grown and consolidated its service for South Australian women and its leadership of Working Women's Centres nationally.

The last 12 months have been significant for us in clarifying our strategic direction and moving our work to a more strategic level. We have formalised this by moving from a Management Committee to a Board – which requires of all our members to undertake the governance duties of Board members. 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 Abbey Kendall will outline the detail of the operational activities and achievements of the Centre.

But first I must commend all the staff for their hard work over the past 12 months. We showcase in these reports the enormous effort and trust we receive from the fabulous women who work here in fulfilling our strategic plan, who repeatedly step up to the challenges of the job and swing with the punches!



The current plan has come to an end in the 2022/23 financial year, and I am proud to announce that we are about to commence a significant expansion of our work (and amazingly enough – our staff!) with a new strategic plan.

Part of the context of our new plan is the issue that has gained public precedence over the last two years, but unfortunately has been a part of the Centre's work since we commenced over 40 years ago - sexual violence at work. The Centre had prioritised Precarious Work and Sexual Violence at Work as our two key work areas in our previous three-year plan. This has established us as a lead agency nationally in this work.

The release of the national report *Respect @Work* by Kate Jenkins, Sex Discrimination Commissioner, along with the *Set the Standard Review into Commonwealth Parliamentary Workplaces* and the *Review of Harassment in the SA Parliamentary Workplace* has finally brought the issue of violence at work to the attention of our politicians. The new Federal Albanese Labor Government committed to fulfilling the recommendations of the *Respect@Work* report and this work will be a large part of the new strategic plan for the Centre.

The completion of the accreditation for the Centre to become a Community Legal Centre has formalised our role in providing legal services as well as industrial advice and advocacy for working women in South Australia.

Our last AGM amended our constitution to reflect this new capacity and provided the recognition of our lawyers' qualifications to fulfil this role. This has made us eligible for a new funding stream through the Attorney General's Department and the provision of legal services to fulfil Recommendation 53 of the *Respect@Work* report.

The accreditation process engendered a discussion within the Centre regarding what makes our service model as a Working Women's Centre unique. We are not a union, but we strongly partner with the union movement as the key organisations in our industrial system that can achieve structural change for working women. We are not (only) a Community Legal Centre, as we do not only provide one-to-one legal case work for individual women. Our holistic feminist model of practice attempts to make the power dynamic transparent in the way we work with women. Our clients lead the decision-making on what action they want to take, using a strengths-based approach. We combine individual problem solving with advocacy and education for systemic change. Our partnership with the major industrial institutions is pivotal, helping women to understand who has the power in these structures and how they can use their own power collectively. Our unique operational model has allowed us to build new partnerships, from our traditional partnership with the women's sector to consolidating our partnership with the union movement and initiating a formal partnership with the Community Legal Centre sector.

Our model and staffing structure was formalised over the past year in three teams, with Emma Johnson, Nikki Candy, Kylie Porter and Lungaka Mbedla forming the Industrial team, Meng Liu and Kirsty Rutherford in Advocacy and Cassandra Deon-Wierda in Education and Training. They were supported by the Director Abbey Kendall, our Client Services Officer Sarah Devenport and Communications Officer Shaylee Leach. Last year I reported that we were investing in our advocacy, communications, education and training work through the employment of specialised staff. This required, as our Treasurer will report, a deficit budget, drawing on our reserves. Unfortunately, good governance could not let us continue this investment without ongoing funding.

Nationally, we have promoted our model of practice through the continued work of the National Network of Working Women Centres. As the longest running Centre, South Australia has led this strategic work, and with our sister organisations in Queensland and Northern Territory we have worked collectively to produce a range of submissions regarding women and work. The recognition of the need for Working Women's Centres in Recommendation 49 of the *Respect@Work* report resulted in the production of a joint proposal for funding a national network of Working Women's Centres and we are currently in discussion with the ACTU and Minister Bourke regarding the nature and division of funding for this network. It is a momentous period in the history of the Working Women's Centres and we are excited to again be planning how a national network can improve services for women across Australia.



Our planned expansion has also meant that we are outgrowing our current location and while everyone has enjoyed the much-needed renovations that we have completed for both our infrastructure and technology, we are now scoping future accommodation for the next stage of our development. This will also allow us to grow our successful Education and Training program by making available on-site training facilities. We are enormously indebted to Cassandra for her work in expanding our training both in person and online.

The last 12 months has seen an extensive updating of our public profile, with the new website and logo/corporate image and an improved social media presence. We thank Shaylee for her work on this and the training she provided to staff to be able to continue work on our professional profile.

Our constitution specifies the Board composition. This includes three union representatives, currently filled by Louise Firrell (Independent Education Union) Roushan Walsh (currently on parental leave post Australian Nursing and Midwifery Federation) and Cath Story (Public Service Association) supported by deputy member Meredith Farmer (Australian Education Union) (AEU). We thank Sarah Andrews (Professionals Union, and now successful State MP) and Emma Lowe (AEU, and now Women's Officer in the AEU's national office in Melbourne). We have been pleased to welcome a new small business representative, given the importance of our small business employer program, with the membership of Sarah Gun, Director of a B Corp and Social Traders accredited event management social business employing people experiencing homelessness. Under the category 'Supporter of the Objects' we have Melissa Stokes

(Organisational Psychologist Department of Health) and Claire O'Connor, (Senior Counsel Barrister at Villeneuve Smith Chambers). We have three positions for Community Representatives, one of which I hold as Chair along with Isobel Montgomery (Policy and Research Officer, No to Violence) and Ann Marie Hayes (Community Services Consultant). Our Office Bearers include Wan Zhang (Accountant with Plus One Accounting), one of our past clients who wanted to volunteer her services after we successfully resolved her case. Wan has commenced as Treasurer, replacing Christina Mastripolito. I have agreed to remain as Chair while we complete the negotiations with the ACTU regarding the establishment of the national network of Working Women's Centres, and Isobel Montgomery has commenced as Secretary.

In my role as Chair, I want to thank everyone for their work on the Centre's Board over the past year, and for renominating for another year. This Annual Report includes a special report from our past Secretary, Emeritus Professor Suzanne Franzway, who became our first Life Member at the last AGM, to commemorate her 30+ years on the Management Committee. As part of our governance and risk management strategy, the Board has undertaken extensive training over the past year on inclusion and diversity and we are commencing several new partnerships with relevant organisations to ensure the expansion of our representation to diverse communities is achieved within a safe working environment.

We look forward to working with you all over the next year and beyond.

Director's Report

Abbey Kendall

In my last report I wrote about how the mission of the Centre is aligned with the political, legal, and cultural agendas of Australian working women and how this mission was catapulted into the national political discourse. Since we took to the streets, our focus at the Centre has been to solidify government funding promises to assist us to realise the full potential of our unique model of service. That is, the legal, advocacy and education model applauded in the *Respect@Work* report. As many of our supporters will know, it is one thing to be recognised on a national level, but it is entirely another thing to convince politicians and decision-makers to fund to the cause.

Over the last year, we have extended our networks and worked closely with the Northern Territory and Queensland Working Women's Centres to ask government to fund and establish Working Women's Centres across the nation.



This work requires a thorough understanding of the leverages of power, a precise communication strategy, skills in rapid response and competent spokespeople. It also takes grit and determination because as we all understand in the community sector, we often approach funding with a scarcity mindset and in response to short electoral terms. It is difficult to be ambitious in this funding environment and the work must be done at the same time as service delivery. Ultimately, we were able to secure a \$24 million promise from the Albanese Government, and we look forward to contributing to the establishment of Centres across the country.



Who we assisted

As in most years, our clients were overwhelmingly women and were employed in part-time or in casual roles. Fourteen percent of our clients were from regional South Australia and 13% of our clients were from non-English speaking backgrounds. Two percent of our clients were Aboriginal or Torres Strait Islander and 49% of our clients identified as being disabled, which is a significant increase from previous years. Thirty-two percent of our clients are aged between 35 – 50 years and we are advising them, for the most part, about dismissal, wage theft and discrimination.

As reported in the Legal and Industrial Report we have provided advice on over 2000 legal issues to marginalised women and we represented over 200 of those women. Our case outcomes are outstanding for a small legal team and despite ad-hoc funding for the Advocacy Team, we have managed to deliver a short but powerful report about the intersection of gendered violence and insecure work. We are hopeful that this work will contribute to government policy regarding increased funding to the community sector, and minimum requirements of secure employment for South Australian women.

Our Training Team along with our Advocacy Team's work sits right within the primary prevention sector and despite another period of uncertainty due to Omicron, we grew our revenue by 25%

and expanded our client base and training program. This work is so important to our preventative and systemic approach to our workplaces, and we are confident that our training programs will continue to improve the workplace conditions at a systemic level.

We are looking forward to expanding our legal and training program over the following years and we will continue to campaign for ongoing and secure advocacy funding to ensure that our model of service can reach its potential. We thank our volunteers who are passionate about equity in all its forms, and we look forward to offering a regular volunteer program. Our work could not be done without brilliant and radical Management Committee members who are incredibly skilled people and who continue to diligently govern our team.



Treasurer's Report

Christina Mastripolito

Throughout the 2021-22 financial year the Centre has experienced growth and achieved some incredible goals all while maintaining a strong financial position.

In 2021-22, the Centre has managed to recover a remarkable total of \$1.01 million in wages and compensation for vulnerable workers. This is almost double last year's recovery of \$662,000 which is highly reflective of the Centre's increasing impact in the community.

Regarding the financials, the Centre has maintained the practice of using and reviewing monthly budgets which closely track prepared budgets to actuals. Similar to the prior year, the budget was met for a majority of the year and has proven to be an excellent tool in helping the Centre achieve its goals.

As mentioned in previous Treasurer's Reports, for the last two financial years the Centre has received COVID-19 cash boost payments which have attributed to the resulting surpluses in each of those years. For the 2021-22 financial year the Centre did not receive a COVID-19 cash boost payment and returned a deficit of \$187,248, which was an expected outcome from forecast budgeting, given the growth experienced by the Centre during the year.

Going forwards, the Centre is continuing down a path of significant growth which will only continue to be of benefit for surrounding communities. With additional employees and an ever-growing volunteer base, the Centre is strengthening its ability to be an advocate for vulnerable workers and to help implement structural changes in the workplace to make them a fairer place for all.



Industrial and Legal Report

Emma Johnson



In the 2021-2022 financial year the Working Women's Centre SA Inc. became a Community Legal Centre. This meant that the Industrial Team became a legal practice. All Industrial Officers, in response to funding we received from the Fair Work Ombudsman, were required to be lawyers; to be admitted into the Supreme Court of South Australia and to be issued practising certificates. Our strong and consistent team of four was maintained, comprising of Emma Johnson, Kylie Porter, Nikki Candy and Lungaka Mbedla. In January 2022 a Senior Industrial Officer position was created, to which Emma was appointed

The Legal Team had our biggest year yet, recovering \$1,012,626.99 for workers, nearly equalling the amount recovered in the previous two financial years.

This compensation represents recovered stolen wages, compensation for sexual harassment and discrimination, and compensation for unfair dismissals and general protections claims. It is an outstanding achievement for such a small team of lawyers, representing vulnerable workers often with traumatic circumstances.

The determination of the Legal Team continued this year, with our Industrial Officers striving for greater and larger settlements. In this reporting period we increased our compensation recovery by more than 100%, compared to the previous financial year. We represented 213 workers in courts and commissions and provided advice on more than 2000 issues.

Many of our clients come to us with complex legal matters, often with multiple claims including unfair dismissal, wage theft and discrimination all from the one employer. We represent our clients in multiple courts, tribunals and commissions including the Fair Work Commission, South Australian Employment Tribunal, Equal Opportunity Commission, Australian Human Rights Commission, South Australian Civil and Administrative Tribunal, and the Magistrates Court of South Australia.

Employment law is a fast-paced area of law. During this period the Centre has responded to and advised in the forever changing COVID-19 pandemic. This year we saw a large increase in inquiries relating to compulsory vaccine policies from employers and mandates from Government. This led to a large increase in stand downs and dismissals for employees in South Australia. Our COVID-related enquiries and advices increased particularly over the November – January period. We introduced COVID Advice Clinics during this time to respond to the large and increased demand.

In relation to wage theft matters, our Legal Team have continued to file money claims and pecuniary penalty claims simultaneously in the South Australian Employment Tribunal. This continues to be a successful approach to wage theft matters, particularly where there are multiple breaches of a modern award and the *Fair Work Act 2009*. Regularly and consistently, we are recovering our clients full outstanding entitlements as well as a payment in lieu of a pecuniary penalty.

Case Study

Sally is a young Aboriginal woman who worked at a retail store. She was paid \$20 per hour, in cash. She did not receive any penalty rates for working on the weekend or public holidays. Sally was opening and closing the store and was entitled to be paid at a level 3 of the General Retail Industry Award 2020. Sally is a particularly vulnerable young worker, and her boss deliberately took advantage of her lack of knowledge of her legal rights. Sally approached the Centre at one of the first Uni SA Legal Clinics. We helped her calculate an underpayment of \$1,600 and make a claim for wages and pecuniary penalties in the South Australian Employment Tribunal. We represented Sally at conciliation. A settlement agreement was reached where Sally received payment of \$9,000 in lieu of pecuniary penalties with the settlement agreement allowing her to tell her story, and not requiring strict confidentiality. This case is a clear example of the pressure our legal team places on employers, to get good outcomes for our clients. The settlement amount was significantly higher than the initial monetary amount claimed.

◆ Pro Bono Panel

The Centre has had the guidance and learned advice from a team of pro bono barristers. These barristers have provided advice on a range of legal matters, have been mentors to our lawyers, and have represented our clients in court proceedings. A huge thank you goes to Simon Blewett, Paris Dean, Kaz Eaton, Jane Powell, Rick Manuel, Jane Abbey, and Leah Marrone, who have been on our pro bono team this year. We look forward to continuing to strengthen this relationship in the coming year.

◆ Legal support and referral base

We regularly refer clients to lawyers at Johnston Withers Lawyers and Bianca Barca Lawyers. We made 109 legal referrals over the financial year. We are thankful for the accurate, efficient and trauma informed assistance our clients receive from our legal partners.

We also referred 128 workers to community, health and support services in South Australia.

Working Women's Centre SA Inc. wins \$50,260 for a client in the South Australian Employment Tribunal

Wan came to the Centre in July 2020 for assistance. She is a migrant worker, and had been in Australia for five years, studying accounting.

Wan worked at Gratitude Massage as a receptionist on the weekends. She was told she needed an Australian Business Number (ABN) and that she would be an independent contractor. She was paid \$50 per day, and later \$70 per day, plus a small commission to work from 10am-7pm on Saturdays and Sundays. This equated to between \$9 and \$16 per hour which was well below the relevant award rate.

The Centre assisted Wan to make an application to the South Australian Employment Tribunal (SAET). Emma Johnson, Industrial Officer, represented Wan at a hearing in October 2021.

It took almost two years, but in April 2022 the SAET found that Wan was a part-time employee, that she should have been paid at a Level 3 of the Health Professionals and Support Services Award 2020 and ordered the respondents to pay \$16,760 in outstanding wages, entitlements, superannuation and interest.

On 31 May 2022 the SAET further ordered that the respondents were in breach of the *Fair Work Act 2009*, for failing to pay the minimum rate of pay, failure to pay penalty rates, failure to provide breaks, failure to pay superannuation, failure to pay leave entitlements, failure to provide a Fair Work Information Statement, failure to make and keep employee records, and failure to provide payslips. *The employer company was ordered to pay \$22,000 in penalties and her boss was found personally liable for the breaches and ordered to pay \$11,500.*

The Judge found that the respondents had exploited Wan as a vulnerable worker and that the underpayment was significant.

The total amount we recovered for Wan is \$50,260.



Sexual Harassment

– a continued focus of the Centre

The Legal Team has continued to focus on and represent vulnerable workers in relation to sexual harassment matters. Women continue to be sexually harassed at work at alarming rates. In this period, we have had 60 enquiries from vulnerable workers in relation to sexual harassment. We see a trend in sexual harassment particularly affecting migrant workers, and precariously and casually employed workers. These trends in statistics come as no surprise as sexual harassment is often most prevalent in circumstances where there are power imbalances between the perpetrator and the victim. Often, due to the nature of their employment, workers are hesitant to report and address the sexual harassment for fear of retribution or loss of their job.

In this reporting period, the Legal Team has been committed to increasing compensation outcomes for clients who have made sexual harassment complaints. Far too often, sexual harassment complaints settle for meagre amounts of compensation for a number of reasons, including employers not accepting responsibility or taking claims seriously, and clients not wanting to pursue their matter to a hearing and settling therefore for less. We have been negotiating fiercely for our clients in these matters and we have been successful in achieving some incredible compensation outcomes. We are proud to report we negotiated a payment **\$85,000** in damages for injury to feelings (only) for Kelly* in her sexual harassment complaint. You can read Kelly's story below:



Kelly worked as the Duty Manager for a Hotel. The owner of the bar worked alongside her and would continuously sexually harass her. His behaviour ranged from inappropriate jokes, continued requests for sex, inappropriate touching and grabbing, attempts to kiss her, and a sexual assault. The behaviour went on for nine months. Kelly developed a psychological injury and became too unwell and afraid to return to work.

Kelly contacted the Centre for advice.

We assisted Kelly to make a workers compensation claim which was approved. She received ongoing payments of compensation for income maintenance and payment for medical bills.

We then filed a complaint of sexual harassment and sex discrimination in the Australian Human Rights Commission. The Centre negotiated a payment of damages in the amount of \$85,000 for pure non-economic loss/ injury to feelings. This amount was on top of the weekly payments for her workers compensation claim.

*Kelly is a pseudonym.

Outreach

In addition to casework another important aspect of our work is outreach. Outreach involves our lawyers connecting with other legal teams, organisations, universities and clients in the community. We detail below some of our successful partnerships and projects in the reporting period.

University of South Australia

The 2021/2022 period has seen us continue to foster a very successful relationship with the University of South Australia and their legal faculty. We conducted four legal clinics each semester, where we hold client interviews on-site at the University, and model client interviews for the students. This partnership has assisted in the development of the students and their skills, as well as creating a path for the students to come and complete a placement at the Centre. This year we hosted four law students at the WWC, from the University of South Australia.



Kangaroo Island

In September 2021, the WWC partnered with Community Legal Centres South Australia – Bushfire Project, to conduct outreach to Kangaroo Island. Our Industrial Officers Emma, Kylie and Lungaka met with Bushfire Community Legal Project's Holly McCoy, to hold a free seminar on *Employment Contracts and Industrial Rights* at the Kangaroo Island Business Hub. The following day we conducted a legal clinic where employees and small business employers could come and receive free industrial advice. This was a very successful and well attended rural outreach event.



Collaboration between the three arms of the Centre

The Legal Team is supported and partnered by both the Advocacy and Training Teams of the Centre. The Legal Team regularly reports trends in our casework which helps to inform the work of the Advocacy Team. The Training Team uses this to develop training sessions. This year we saw the Training Team conducting Community Legal Education in relation to bullying and sexual harassment.

A proud example of the three arms of the Centre working together was an event we held in collaboration with Fair Go SA. This was a bilingual, education workshop and industrial advice clinic for Chinese-speaking workers in South Australia. Led and translated by our Junior Advocacy Officer Meng, training conducted by our Training Officer Cassandra, and our Industrial Officers on hand to provide advice. This was the perfect combination of our teams working together to assist vulnerable migrant workers.

Collaborating with SA Unions for legal clinics

The Centre collaborated with SA Unions to host free legal advice clinics over three days in June 2022. We met with 17 workers either in-person or on the phone for a free and confidential legal advice session for up to 30 minutes. The issues raised by the workers were broad and covered queries about wages and conditions, dismissals and sexual harassment. We also had some great conversations about union membership and the importance of being a member of your union. With the worker's permission, the Centre was able to provide their contact details to their relevant union and the SDA confirmed that two members signed up after their legal advice session with the Centre. It was a really successful collaboration and the Centre is excited to partner with SA Unions again in the future.





Artwork by Sam Wallman

Case Study

The Centre's past and present connection to unions fosters ongoing endorsement of union principles to our clients. An example of where this endorsement resulted in our client becoming a union member is in the following case.

Amy^{} was working as an apprentice plumber and contacted the Centre to seek legal advice after experiencing sexual harassment in her workplace. Industries such as plumbing are male-dominated environments, which increases the already vulnerable position of a young female apprentice. She had also been a victim of wage theft in this workplace, where she was expected to work 5 days a week at 40+ hours but was only paid for 3 days a week.*

In Amy's initial interview with her former employer, she was told that they couldn't offer her a plumbing apprenticeship because they had legal trouble with a previous apprentice and were barred from taking on another one. They told Amy that they wanted to hire her but would only pay her the equivalent of a 1st year apprentice wage despite not being formally recognised as an apprentice.

Industry specific advice on trades and the apprenticeship relationship is the Communication, Electrical, Plumbing Union's (CEPU) bread and butter, so the Centre connected Amy with her Union for support in relation to these issues. Amy became a member of the CEPU. Through collaboration between the CEPU and the Centre, Amy was able to pursue her legal claim for wage theft and sexual harassment. The Centre was able to recover these stolen wages plus pecuniary penalties back into Amy's pocket.

Since becoming a CEPU member she now receives ongoing support from other women in her industry and has collective bargaining power with the assistance of her union representatives. Amy's story is an example of why it is more important than ever for workers to join their union.

*This client's legal name has been redacted for confidentiality reasons.

Supervision

In 2022 we have enjoyed hosting, training and providing placement opportunities for law students. We have taken on three Practical Legal Training students; Angela Scarfo, Caitlin Feehan and Tahlia Forster. Students have received real and practical experience volunteering at our Centre, setting them up for future roles. Two of our students Angela and Caitlin completed their training and have now been offered Graduate Industrial Officer positions at the Centre. Angela has generously written about her time with us on page 30.

Advocacy Report

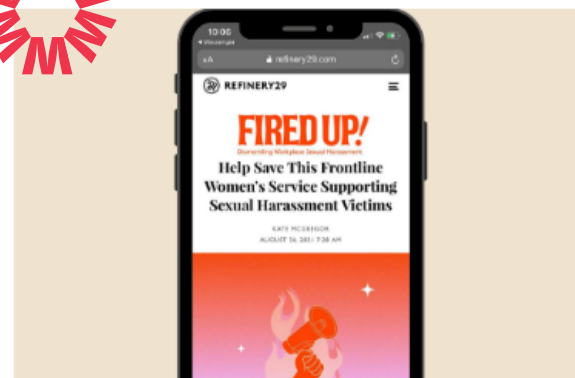
Our year in advocacy was particularly busy. This was the first time, in a long time, that we had a dedicated advocacy team that allowed us to expand our community-building project work, extend our networks to reach vulnerable women and thread the links between the Legal, Advocacy and Training Teams even deeper.

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

We have always known that our impact is far greater when these three teams work in cohesion and are adequately funded. However, the Advocacy Team had (as many advocacy and activists do) the unfortunate circumstance of suffering funding precarity. This meant that for most of the financial year, the team's work was funded by one-off short-term grants. Our goal was to secure ongoing funding so that could continue our work into the future. Anyone who has worked in the community sector will understand how difficult it is to win funding and continue to be present in the community, raise consciousness, share skills, lead and support positive change for us all. Despite these pressures, our work was recognised and at state and national level and we conducted advocacy on issues related to our two key strategic focuses: insecure work and workplace sexual harassment.

We increased our media engagement and appeared in 23 media stories and reached

over 65,000 people with our social media content. We also continued our volunteer program and recruited 4 volunteers to assist us with our activity.



26 AUG 2021 • UNCATEGORIZED

IN THE MEDIA: Help Save This Frontline Women's Service Supporting Sexual Harassment Victims

→ [Read article](#)

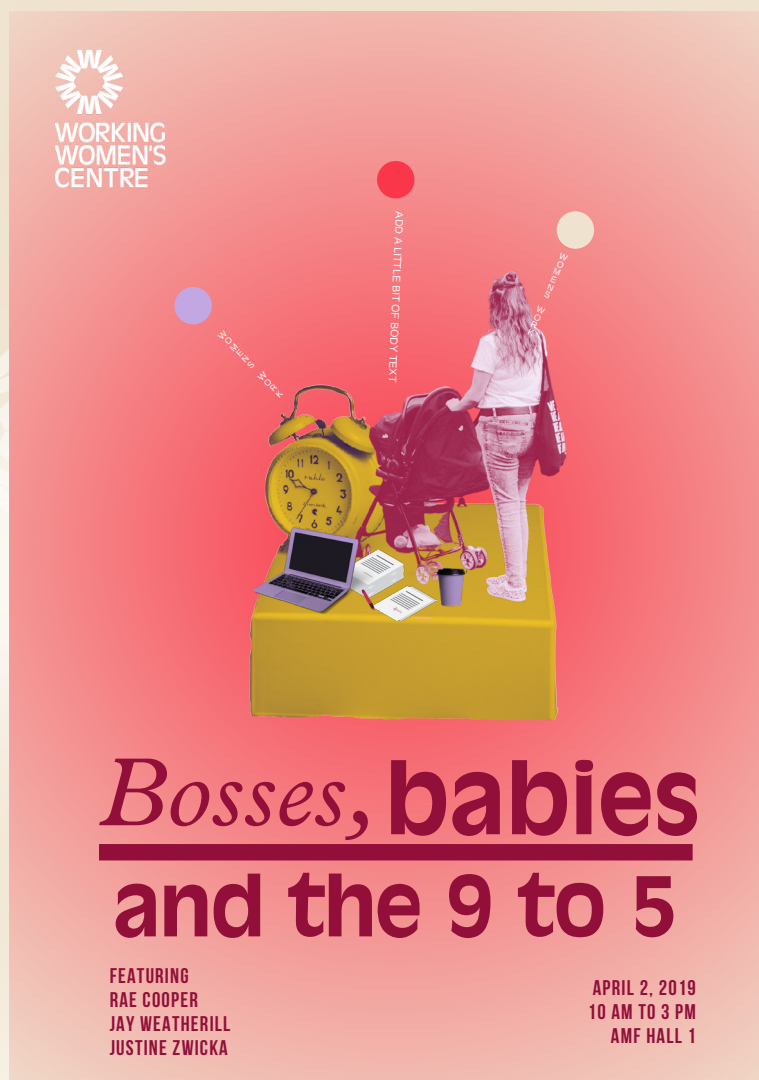


Babies, Bosses and the 9-5

We hosted Professor Rae Cooper and Associate Professor Elizabeth Hill, two pre-eminent experts in the world of women, family, and work, to discuss how public policy and legislation effects women, work, and families.

We discussed the big-ticket public policies that rule the first 12 years of parenting, including:

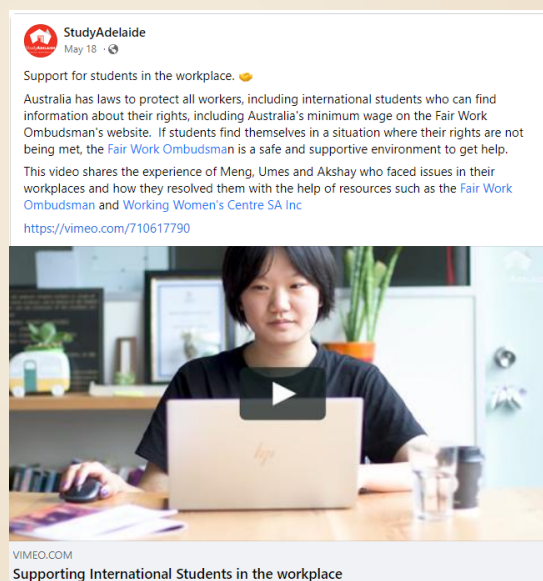
- Parental leave;
- Childcare; and
- Flexible working arrangements.



Collaboration with Study Adelaide

Off the back of our work in the criminalization of wage theft work, we built a relationship with Study Adelaide. Study Adelaide is a government and university funded organisation that aims to attract and care for international students in Adelaide.

Through our legal and advocacy arms, we noticed that international students were at extreme risk of exploitation and worked closely with grassroots organisations, unions and government to spotlight this at-risk group and think about ways we could prevent exploitation. Over the year we built a relationship with Study Adelaide, and our Junior Advocacy Officer Meng starred in their promotional video talking about how we can assist international students with workplace issues.



Feminist Action Sessions

Feminist Action Sessions are a series of regular volunteer-led events that engage the Centre's supporters to connect and promote the Centre's work and campaigns. We aim to create a relaxed but meaningful space to build a positive relationship with current and potential supporters, while providing our volunteers' opportunities to enhance their leadership skills and strengthen the advocacy capacity of the Centre. The theme of each session was different depending on the volunteer's interests, the Centre prioritized campaigns and relevant current affairs. These sessions were not funded by any specific grant but were run in addition to our major advocacy projects.



**FEMINIST
ACTION
SESSION**

Sign up to get notified of the next event

We hosted two Feminist Action Sessions with a view to raise consciousness and skill-share with the Centre's community. In the first session we explored the impact of sexual harassment on workers and discussed and thought about how we can prevent sexual harassment from occurring in our workplaces. In the second session we explored advocacy among young people. We broke down what advocacy meant and discussed how young people are successfully advocating for themselves and others.



Spotlight on:

Insecure Work and Gendered Violence project

Through our casework with individual women and vulnerable workers, we started thinking about the structural factors in the workplace that drive sexual harassment and other forms of gendered violence. We noticed connections between insecure work and workplace sexual harassment. The Advocacy Team undertook this project to build awareness of the links between insecure work and workplace sexual harassment.



What did we do?

- We developed and published a report on existing research and our experiences of the links between insecure work and gendered violence and the impact of COVID-19, through observations of our lawyers who work with hundreds of women on employment law issues each year.
- On 5th October 2021 we held a panel event about the links between insecure work and gendered violence. Our guest speakers were 2021 South Australian of the Year Tanya Hosch, Senator Sarah Hanson-Young and Flinders PhD candidate Gemma Beale.
- We held meetings with stakeholders, including industry employer bodies, such as GoGo Events, Zahra Foundation, SA Unions, Minda, and the Red Cross.
- We held meetings with employers, including the Independent Education Union, Adelaide Fringe, and Sandpit Digital, to discuss what improved job security might look like for their organisations.
- We held a CEO's Roundtable event with community sector representatives of organisations in the social and community services sector about steps that organisations can take to improve job security. We coordinated this through the South Australian Council of Social Services. The CEOs represented 14 South Australian organisations who employed over 10,000 people. We estimate that 80% of these workers are women.

What we found

Our research found that insecure work makes it more difficult to resist, report and recover from gendered violence and it also contributes to violence occurring in the first place.

A worker employed precariously is more vulnerable to gendered violence:

- They have less power in the workplace, which drives sexual harassment.
- They have less power, money and security in their home life, which drives domestic violence.
- They are more likely than other workers to experience consequences if they resist or report workplace sexual harassment and are therefore less likely to report it.
- It is harder for them to access workplace legal protections.
- It is harder for them to leave a violent relationship.
- It is harder for them to recover from gendered violence.



Job security can play a protective role in the prevention of gendered violence. It provides strengthened economic independence, which can allow women to escape violent relationships without sacrificing their homes and standards of living, and paid time off to deal with the personal impacts. Job security also improves gender outcomes in the workplace by reducing power imbalances between permanent and insecure staff, making workers feel safer to report incidents of gendered violence.

Employers we spoke to shared their organisations' practices in dealing with disclosures and supporting their staff. They observed that the COVID-19 pandemic increased the number of domestic violence reports their organisations received. All representatives agreed each organisation needs to actively try to create a safe space where workers can also feel comfortable talking about issues outside of the workplace.



Training Report

Cassandra Deon-Wierda

The 2021-2022 financial year has seen a period of continued growth and interest in our Workplace Training Programs. We were pleased to have successfully engaged workplaces to promote a culture of best practice, by facilitating 47 workshops to 18 organisations, with over 750 people participating in our training programs nationally, making this our most successful year yet. This year was not without challenges, while the start of the year is historically unpopular for training, the Omicron outbreak resulted in all our February and March bookings being postponed. Most of these bookings were rescheduled for May. The most requested training topic is now Prevention of Sexual Harassment. Given the current conversation regarding sexual harassment in the workplace, the demand for this program has been welcomed.

Historically the public sector has been our biggest training client, and this year we saw an increase in interest from unions, political parties, and the legal sector. This year has also allowed us to expand our audience nationally and internationally, having trained organisations in ACT, VIC, NSW, WA, United States, Singapore, and China.

In 2021 the newly designed workshop in *Addressing Sexual Harassment - Continuing Professional Development for Legal Practitioners* launched. We identified a gap in this area and developed an evidence-based workshop to provide law firms and legal practices with the tools to prevent incidents of unwanted behaviors in their office, while also obtaining their 1 CPD point in Bullying, Discrimination and Harassment for the Law Society of South Australia.

The casework within the Centre continues to inform the direction of our training. As the



Training Team and Legal Team of the Centre work together closely, we can grow training resources using direct feedback of what's happening in workplaces. Our training scenarios are adapted from real experiences, ensuring the training program is educated by the issues of our clients.

This year also saw us enter an accredited partnership with White Ribbon Australia to continue to deliver our *Recognise and Respond to Domestic and Family Violence* workshops to organisations across Australia. This training is delivered to managers, contact officers and staff to provide the tools necessary to handle disclosures in the workplace.

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.

Life Member Report

*Emeritus Professor
Suzanne Franzway*



My Very Final Report.

Thirty years!! And what a marvellous time it has been. The Centre has been a bright, colourful thread in the fabric of my life for at least 30 years. Well even more than that really. The WWC was one of an exciting crop of women's centres that were set up around the same time in the late 1970s. We had the Women's Health Centre, The Rape Crisis Centre, etc. as well as the Women's Studies Resource Centre, where I had been Director and then member of the Collective as we called managing bodies then.

I was delighted to become a 'supporter of the objects' in 1992. Such a clever way to bring some flexibility to the categories of membership of the Management Committee, but also the objects of the Centre were/are really close to my heart. As I was a lecturer and researcher in women's studies and sociology of work and family, the whole concept of the Centre was a terrific fit for my work and feminist politics. The Centre gave me a way to be involved with the trade union movement, especially women unionists, and to be part of debates about politics and strategy. Being present at the launch of the Timor-Leste Centre in Dili was very special, but so too was seeing the production of many excellent projects. Over the years, getting to know staff, Management Committee members, and Centre supporters gave me insights into the everyday lives of activists and

the skills and persistence we need to be able to make a difference.

The Management Committee was always filled with amazing volunteers. They get no sitting fees, but sometimes there are nice chocolate biscuits, and sometimes pizza turns up. Members bring their skills and knowledges from their own fields of expertise and give the Centre a most valuable base from which to meet the demands of all our stakeholders, and most importantly from those the Centre is for: working women in all our multiple workplaces.

I served as Chair for a couple of periods, one during the memorable pearl necklace/silk shirt campaign when we were being reviewed by the State Government looking to find a way to delete the whole thing or at least cut our funding. We were meeting with Mary Beasley (who I think was Equal Opportunity Commissioner) and who never wore jeans in her life, so dress-ups seemed the go. And we did win. It was not the only campaign for survival during these 30 years. Sometimes the pressures have been intense when governments, our main funders, are reluctant to support what the Centre represents and its progressive and essential work. At times the pressures spike and we've had our share of intense meetings, but we have survived, and continue to flourish in the face of demanding and changing conditions.

I am very proud to have been part of this splendid organisation and all that it stands for. The Centre gave me so many opportunities to participate in very material ways in making feminist politics. The Centre and all the people involved with it have enriched my life enormously.

Volunteer Report

Angela Scarfo

I was a volunteer at the Centre prior to commencing my role as a Graduate Industrial Officer in July 2022. This was an incredible opportunity. This is some insight into my journey at the Centre.

I came across the Centre while I was working at Women's Legal Service SA (WLSSA). I had referred many workers who called WLSSA to the Centre, but in late 2021 I got the opportunity to learn more about their service. The Centre's staff came into the office to talk about the work they do. I have always been passionate about access to justice, and I wanted to undertake my Practical Legal Training placement (placement) in a firm or community legal centre that aligned with my values. I sent an email to Emma Johnson, and she worked with me to plan out my placement structure, to meet my university criteria.

I finished my practical legal training theory topics, feeling confident and ready to get into placement. However, when the 14th of February came around, I was not only excited, but incredibly nervous. This partnered with my fear of making a monumental/huge/life changing mistake during my placement, made the butterflies feel more like birds. This subsided the moment I walked into the WWC SA.

I started my placement (placement) at the Centre on 14 February 2022. This is a day I will never forget, and the reason for which, has nothing to do with the fact it was Valentine's Day and everything to do with the way the staff made me feel that day. It was an instant

welcome. The kind that can only come from a group of people who are genuinely inviting, accepting, and inclusive.

Emma was my placement supervisor. She went above and beyond to assure me that there was no such thing as a stupid question. This wasn't only a statement, it was reinforced by her actions, and the actions and attitudes of every staff member at Centre. I was given interesting research tasks, the opportunity to take instructions from clients, draft letters, draft advice, observe conciliation conferences, complete South Australian Employment Tribunal (SAET) forms, and file forms in the SAET. I got the opportunity to attend employment court for a matter that Emma had been working on for 2 years, the outcome of which, was an incredible win of \$33,500.00 in Pecuniary Penalties in the SAET.



Wage theft, unfair dismissal, sexual harassment in the workplace, and employers failing to return employees to the workplace after parental leave. These were the matters that kept me busy as a placement student. These were the matters that fuelled my desire to continue working in employment law.

My placement was not only valuable because of what I learned; it was valuable because I got the opportunity to understand how important human connection is when providing legal advice to vulnerable people. I learned quickly that there was no point in drafting a letter or an email, that a client would not be able to understand. During this learning process, I found the Centre to be excellent at providing constructive feedback. Staff were open to new ideas, open to feedback and happy to provide resources. I formed relationships at the Centre, that I know will last a lifetime and I am immensely grateful that I had the opportunity to undertake my placement at the Centre.

I received constructive feedback throughout my placement and gained valuable insight into the way employment law functions in South Australia. I loved my experience at the Centre so much that I continued to volunteer, after I completed placement.

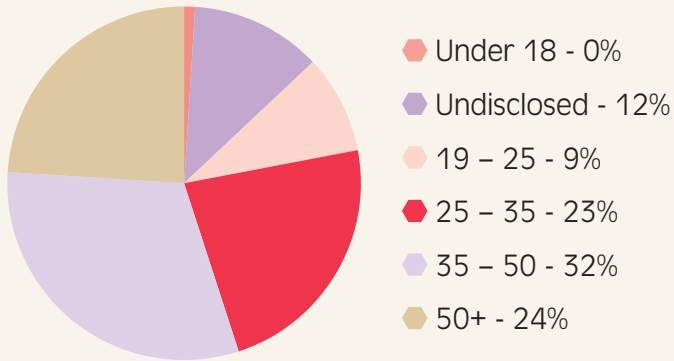
My experience at the Centre gave me a holistic view of the legal profession. There is so much more that can be done other than providing legal advice. It is the rallies, the campaigning, and the activism. It is the fact that lawyering alone cannot spark widespread change or benefit the collective. The Centre is so much more than a legal centre because it is dynamic. It operates on three key levels, legal, advocacy and education. In doing this the Centre works to empower vulnerable workers, to put energy towards advocating for change for collective benefits, and to educate both workers and employers to prevent needless breaches of workers' legal rights.

The combination of law and social justice themes made my time as a placement student/volunteer at the Centre rewarding and unforgettable. It is a safe place to learn, ask questions and explore curiosity. I cannot recommend the Centre enough for both placement, and volunteer opportunities.

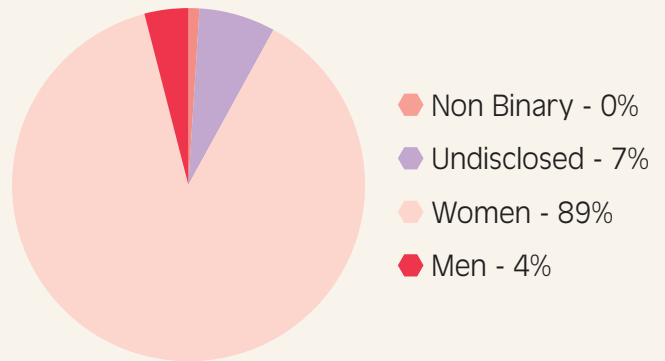


Who are our clients?

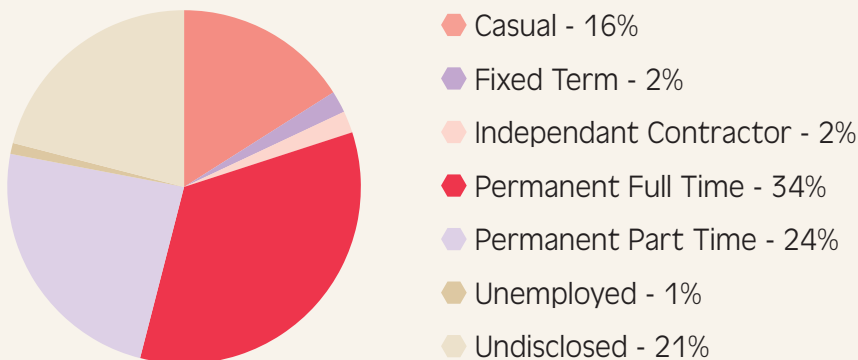
Age Demographic



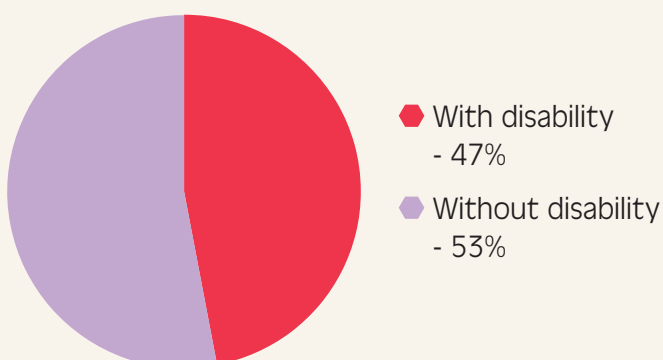
Gender



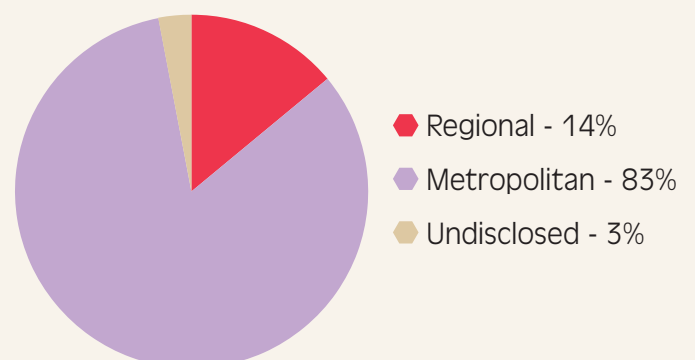
Employment Status



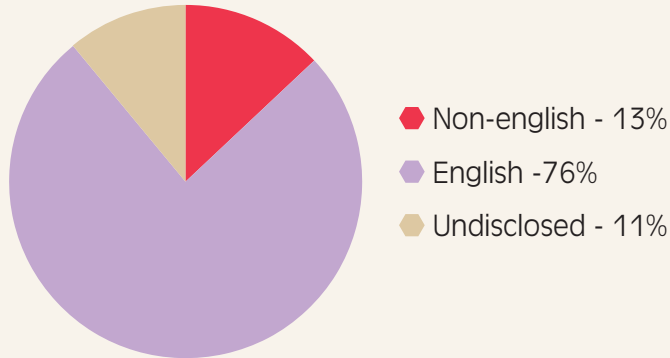
Clients with a disability



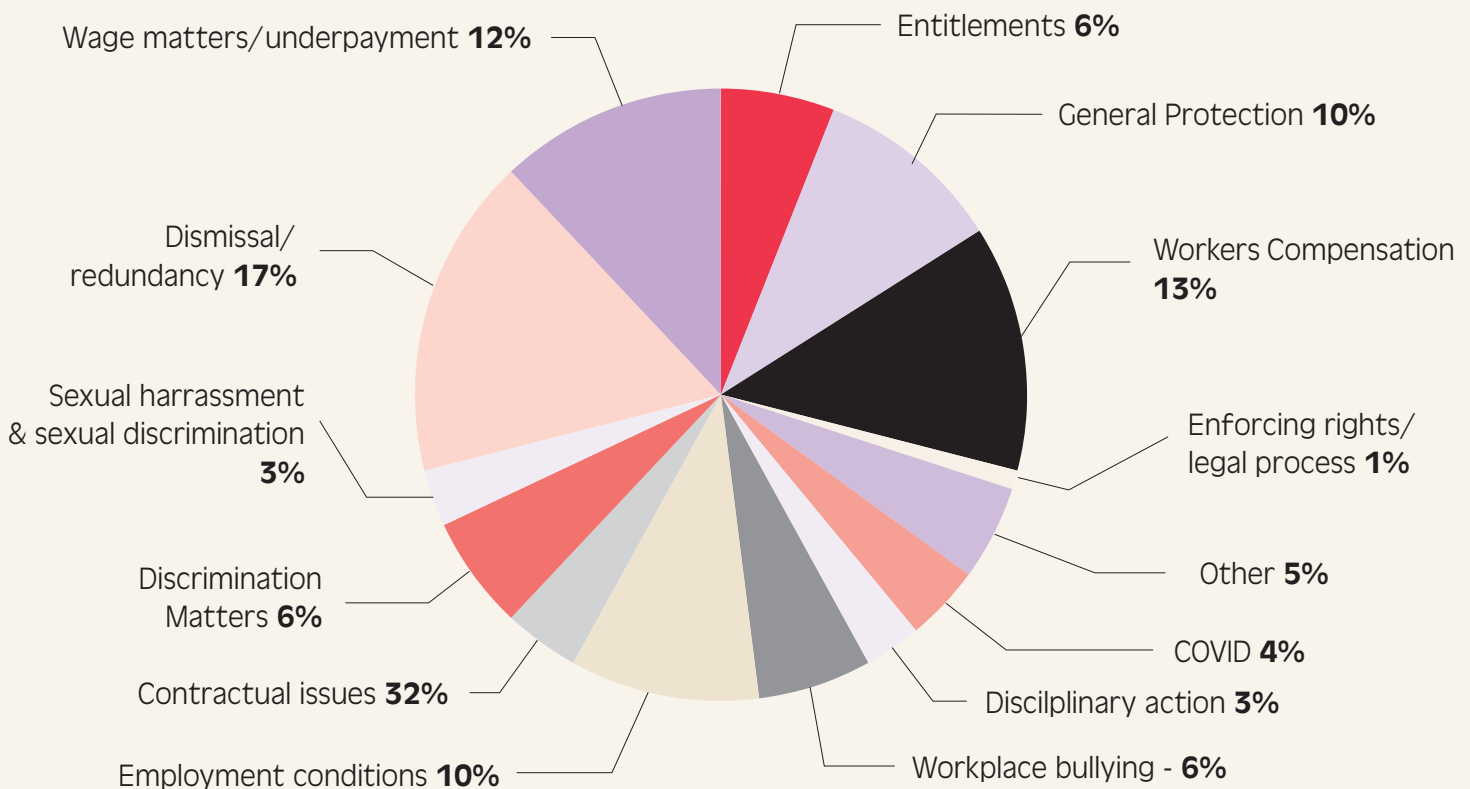
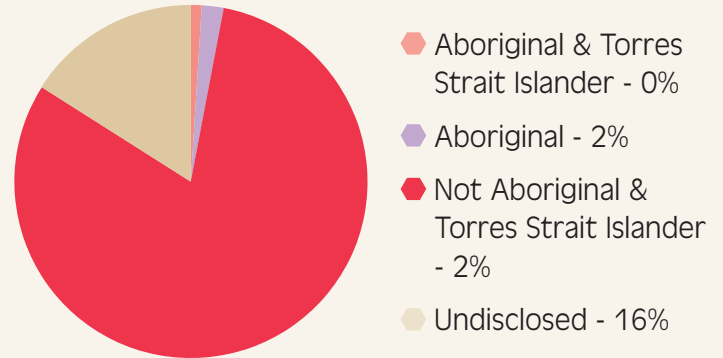
Residence



Language Background



Aboriginal & Torres Strait Islander Clients



Note: Undisclosed data arises from clients who may be unwilling to provide information, clients who have been referred to another organisation (due to not meeting our eligibility criteria, needing support on a non-work-related matter, or are from another state) prior to capturing all data, and/or from clients who submit an incomplete online inquiry form who are then uncontactable to provide further information or an appointment. Every effort is made to capture complete data and the Centre aims for continuous improvement and will focus on reducing the percentage of undisclosed data in the next reporting period

Financial Statements

Working Women's Centre South Australia

ABN 54 253 257 443

For the year ended 30 June 2022

Prepared by Lee Green & Co Pty Ltd

Contents

3	Income and Expenditure Statement
5	Statement of Financial Position
7	Notes to the Financial Statements
8	Management Committee Reports
9	Auditor's Report

Income and Expenditure Statement

Working Women's Centre South Australia For the year ended 30 June 2022

	2022	2021
Income		
Income from Grants		
Grant Revenue - Minister for the Status of Women	487,490.00	475,600.00
Grant Revenue - Office of the Fair Work Ombudsman	318,181.82	285,637.01
Grant Revenue - Department of Human Services - Covid19 National Partnership - Domestic Violence	79,748.97	20,251.03
Grant Revenue - Department of Human Services - Website Upgrade	-	9,500.00
Grant Revenue - Department of Human Services - Youth Project Officer	25,881.36	94,118.64
Total Income from Grants	911,302.15	885,106.68
Donations		
Donations	16,791.59	43,299.63
Total Donations	16,791.59	43,299.63
Other Income		
Fee For Service Training Revenue	67,177.45	40,160.00
Augusta Zadow 2018	-	6,146.69
Augusta Zadow 2019	-	10,000.00
Mount Barker District Council	-	5,319.32
Interest Received	322.40	8,028.52
Covid19 Cashflow Boost	-	43,350.00
Other Revenue	10,037.96	717.65
Total Other Income	77,537.81	113,722.18
Total Income	1,005,631.55	1,042,128.49
Expenditure		
Accounting/Payroll Fees	15,000.00	8,031.18
Advertising & Promotion	4,053.78	994.98
Audit Fees	1,300.00	1,900.00
Bank Account Fees	2,722.72	1,603.60
Board Expenses	848.13	4,228.20
Car Parking	162.65	-
Cleaning	1,774.27	2,057.28
Computer & Software Expenses	6,742.48	20,185.22
Consulting & Accounting	15,000.00	12,000.00
Electricity	2,777.93	4,649.25
Equip Lease - (Copier)	1,433.39	1,194.50
Equipment/Furniture Purchases	12,310.41	5,149.05
Functions	2,057.21	1,461.97
Insurance	20,893.62	5,732.07
Meal Allowances	-	343.40
Outreach Events	-	173.66
Postage & Courier	361.64	213.18
Printing & Stationery	3,384.42	3,286.23

The accompanying notes form part of these Financial Statements.

	2022	2021
Project Costs	-	3,646.05
Rent	71,427.85	43,829.91
Repairs & Maintenance	1,195.79	1,124.60
Staff Amenities	592.93	1,552.71
Staff Training & Development	25,033.12	8,728.80
Sub Contractors	-	1,199.93
Sundry Expenses	2,652.51	3,423.37
Telephone/Fax/Internet	7,735.46	5,012.46
Translating & Interpreting Services	1,217.30	1,350.60
Travel & Accommodation	(394.11)	4,050.96
Website Development & Updating	650.00	8,722.00
Employment Expenses		
Wages & Salaries	812,505.77	666,421.82
Prov E/ee Entitlements - An Lv	12,300.22	15,290.03
Prov E/ee Entitlements - Lng Sv L	19,694.40	10,520.54
Prov E/ee Entl - Redundancy	39,044.51	(8,435.06)
Superannuation	95,098.64	79,596.49
Workcover Levy	13,302.51	12,785.95
Total Employment Expenses	991,946.05	776,179.77
Total Expenditure	1,192,879.55	932,024.93
Current Year Surplus/ (Deficit)	(187,248.00)	110,103.56

The accompanying notes form part of these Financial Statements.

Statement of Financial Position

Working Women's Centre South Australia As at 30 June 2022

	NOTES	30 JUN 2022	30 JUN 2021
Assets			
Current Assets			
Cash Floats and Bank Accounts			
Society Cheque Account		14,069.51	14,069.51
Commercial Money Market Account		799,474.90	1,010,326.75
Term Deposit - Payroll Account		22,770.22	22,510.84
Term Deposit - Rent Account		19,097.00	19,097.00
Petty Cash Imprest		250.00	250.00
Total Cash Floats and Bank Accounts		855,661.63	1,066,254.10
Trade and Other Receivables			
Accounts Receivable		22,530.04	7,700.00
Prepayments		14,791.75	16,453.04
Total Trade and Other Receivables		37,321.79	24,153.04
Total Current Assets		892,983.42	1,090,407.14
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		892,983.42	1,090,407.14
Liabilities			
Current Liabilities			
Bank Overdraft			
Visa Business Card 2 - WWC		4,068.05	3,809.22
Total Bank Overdraft		4,068.05	3,809.22
Accounts Payable		34,481.01	20,019.14
GST Payable			
Goods and services tax		12,649.13	1,715.20
Total GST Payable		12,649.13	1,715.20
Total Current Liabilities		51,198.19	25,543.56
Payroll Liabilities			
Payroll Clearing - RTWSA A/c		(668.55)	(529.04)
PAYG Withholdings Payable		11,741.52	10,884.00
Superannuation Payable		8,626.01	10,782.30
Total Payroll Liabilities		19,698.98	21,137.26
Accruals			
Accrued Expenses		-	422.40

The accompanying notes form part of these Financial Statements.

	NOTES	30 JUN 2022	30 JUN 2021
Accrued Salaries & Wages		16,102.07	27,967.54
Social Club Liability		432.00	240.00
Total Accruals		16,534.07	28,629.94
Grants in Advance			
Grant In Adv - Covid19 National Partnership - Domestic Violence (Sexual Violence & Precarious Work)		-	79,748.97
Grant In Adv - Youth Project Officer		-	25,881.36
Grant In Adv - DHS Grants SA - Young Queer Women Employment Support Project		23,695.00	-
Total Grants in Advance		23,695.00	105,630.33
Revenue In Advance			
Revenue In Adv-Adelaide White Ribbon		-	1,400.00
Revenue In Adv-Augusta Zadow Scholarship		8,900.00	8,900.00
Revenue In Adv-Fee For Service Training		-	4,000.00
Revenue In Adv-IWD Collective		2,887.27	2,887.27
Revenue In Adv-Reclaim The Night		1,273.54	1,273.54
Total Revenue In Advance		13,060.81	18,460.81
Provisions			
Provision for Annual Leave		57,417.73	45,117.52
Prov'n For Furniture Replaceme		-	6,000.00
Provision for LSL > 4 YRS<7YRS		41,998.38	26,626.87
Total Provisions		99,416.11	77,744.39
Non-Current Liabilities			
Provisions			
Provision for Lng Sv Lv >7 YRS		12,646.86	8,323.96
Provision E/ee Redundancy		133,539.84	94,495.33
Total Provisions		146,186.70	102,819.29
Total Non-Current Liabilities		146,186.70	102,819.29
Total Liabilities		369,789.86	379,965.58
Net Assets		523,193.56	710,441.56
Member's Funds			
Opening Balance		710,441.56	600,338.00
Current Year Earnings		(187,248.00)	110,103.56
Total Member's Funds		523,193.56	710,441.56

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 2022

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.

Management Committee Reports

Working Women's Centre South Australia For the year ended 30 June 2022

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, 2022 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, 2022 -

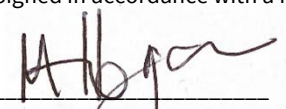
- (a) (i) no officer of the association;
- (ii) no firm of which the officer is a member; and
- (iii) no body corporate in which an officer has a substantial financial interest,

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.

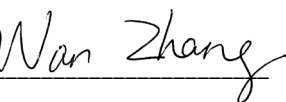
Signed in accordance with a resolution of the Management Committee on:


Chairperson

Date 14 / 11 / 2022


Director

Date 14 / 11 / 2022


Treasurer

Date 14 / 11 / 2022

Auditor's Report

Working Women's Centre South Australia For the year ended 30 June 2022

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 2022, 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 2022 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).

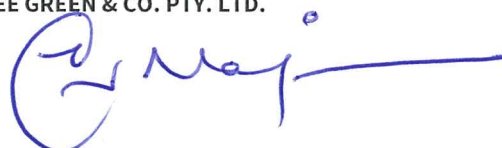
Basis of Accounting and Restriction on Distribution

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 14th day of October, 2022.

TIM MAJOR

LEE GREEN & CO. PTY. LTD.





SUPPORTED BY:

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

Illustrations by Catherine Story.



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