



Annual Report

1 July 2022 – 30 June 2023

Working Women's Centre South Australia Inc

Artwork: *Michelle* by Catherine Story



Acknowledgement of Country

The Working Women's Centre SA Inc. Board and staff acknowledge that the Kaurna people are the traditional custodians of the land upon which we predominately carry out our work. We pay our respects to Elders past and present.

The South Australian Working Women's Centre supports the inclusion of a First Nations voice in the constitution. We said Yes. We approached the referendum not as a complete resolution to the inequality that First Nations people experience as a result of colonisation and racism, but rather as a crucial step to the equal and loving treatment of this country's sovereign first peoples.

We call on the Australian government to immediately negotiate a treaty with First Nation's people. We call on government, schools, universities, churches, state institutions, community organisations, the media, historians and record keepers to tell the truth. We will also tell the truth about women, work and labour in South Australia. We ask that our funders, supporters, comrades and working women keep us accountable.

Contents

4	Objects	21	Education and Training Report
5	People	24	Legal Volunteer Program
6	Chair's Report	26	Our clients: Statistical Snapshot
8	Director's Report	34	Spotlight – Timor-Leste Working Women's Centre
11	Treasurer's Report	40	Audited Report
12	Legal Report		
17	Advocacy Report		

Objects

The principal 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 principal 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

Director

Abbey Kendall

Deputy Director

Nikki Candy

Senior Lawyer

Emma Johnson

Lawyers

Angela Scarfo

Caitlin Feehan

Hiranya Ekanayake

Alice Bitmead

Lungaka Mbedla

Kylie Porter

Training Officers

Cassandra Deon-Wierda

Holly Giblin

Client Services Coordinator

Sarah Devenport

Client Services Officer

India Candy

Finance Officer

Jacqueline Shaw

WWC Board Chair

Michelle Hogan

Ann-Marie Hayes

Deputy Chair

Isobel Phoebe Montgomery

Secretary

Claire Thomson

Treasurer

Wan Zhang

Union representatives

Louise Firrell

Roushan Walsh

Meradith Farmer

Catherine Story

Community Representatives

Claire O'Connor SC

Mellissa Stokes

Small Business representative

Sarah Gunn

Volunteers

Ayan Ali

Gabriella Candido

Hayley Tan

Jasper Wyld

Maddie Thelning



Chair's Report

Ann-Marie Hayes

Vale Michelle Hogan.

As mentioned in her Chair's report last year Michelle flagged that she would move from being the Chair of the Working Women's Centre of South Australia (WWC SA) Inc Board of Management, to a Community Representative after five years at the helm. Sadly that transition was not to be, and as most of you would be aware, Michelle died in March of this year. Her loss to the Board and staff was significant, as was her contribution to the WWC SA. Michelle's contribution has been longstanding and her steady leadership steering the Centre over the last five years as Chair was at a critical time of change, growth and development. Michelle was a brilliant leader, a fearless advocate and a first-rate networker on behalf of both women and the WWC SA. Therefore, her loss has been felt across the Board and within the staff group on a day-to-day basis and more importantly she is greatly missed.

The stated objectives and values of the WWC SA were embodied by Michelle and the work she undertook on behalf of the WWC over the last year, often behind the scenes, was significant. It won't surprise anyone that Michelle worked tirelessly as the Chair and often like it was her full-time position. It has been both a privilege and a pleasure to work alongside Michelle as her Deputy on the Board. As I have transitioned into the role of Chair I continue to ensure that we strive for better outcomes for both individual women, women as a collective and that we continue advocating for lasting and widespread systemic change in all areas in which we can contribute. I have attempted to fill her shoes initially as the interim chair from March and now as the Chair, with the support of both the Board members and the staff.

We will take the opportunity towards the end of the Annual General Meeting to honour and toast Michelle Hogan for her contribution, her unwavering support and mostly for her wonderful leadership and contribution to the WWC SA, and I warmly welcome her partner Rob, her family and friends to the meeting.

In this annual report our Treasurer Wan Zhang will present our financial position and our Director Abbey Kendall will outline the detail of the operational activities and achievements of the staff and the Centre.

Highlights for 2022-23

WWC SA Inc having achieved accreditation as a community legal centre in 2022 has had success in attracting funding from the SA Attorney General's Department to provide increased legal services for women and vulnerable workers on matters related to sexual harassment and discrimination at work.

As many people would be aware prior to her death Michelle led the Board and Centre in discussion and collaboration with both the Northern Territory and Queensland Working Women Centres, advocating strongly for the adoption of a model of Advocacy, Legal Service and Education. This model has been crucial in the success of WWC SA. Ultimately, ensuring that the model being adopted by the Commonwealth government agency which is responsible for funding the 'Respect at Work' Recommendations.

The WWC SA Board, Chairs and Director, together with Queensland and Northern Territory WWCs have jointly achieved success and ensured that direct tendering will occur in relation to Commonwealth funding for 'Respect at Work' Recommendations across Australia. We anticipate that the funding will directly flow to WWC SA in the next year.

WWC SA will remain focused on doing business in a way that includes both individual and societal outcomes for respectful workplaces that are free from sexual violence, harassment and discrimination.

I would like to take this opportunity to commend the WWC SA Director Abbey Kendall, Deputy Director Nikki Candy and all staff. I thank them for their patience, input to planned changes in the Centre and then forbearance as we bedded down the new staffing structure. This has resulted in increased governance for our legal work and a renewed clarity of focus in each of the different teams. Our new(ish) Deputy Director Nikki Candy has strengthened the leadership and management capacity within the Centre. The new teams and roles in the Centre ensure that we are well positioned for future challenging and ever-expanding work across South Australia.

I would also like to acknowledge the impact that the loss of Michelle has had on staff, the work they have continued to undertake and thank them for their commitment to the Centre and the work that was required to be continued in March and since. The staff were very aware and supportive of Michelle's attitudes and beliefs about the importance of our services to the women and clients who seek assistance from the WWC SA and with support continued to ensure this occurred during a very difficult time in the Centre.

Strategic Directions

The Board, along with the Director and Deputy Director held a planning day in May 2023. The planning day was a good opportunity to come together, and review the strategic and operational environment, goals and management of the Centre.

The Board reaffirmed the need to consolidate our current and future directions:

- Sexual violence at work and the intersection of precarious employment
- Continue to explore the benefits of focusing on Small Businesses (NDIS/ Family)

- Maintain a focus on unrepresented workers including Aboriginal and migrant women
- Ensure this work will be active in all three areas including Legal, Advocacy and Education teams. Partnerships with other like-minded organisations and groups will continue to be developed.

We have also committed to our first Reconciliation Action Plan (RAP). We have engaged Nik&Co. Consultancy, an Aboriginal consultancy organisation, to work with us on the RAP and I know we all look forward to the launch of this critical document and finalising necessary actions during this financial year.

Finally, as Chair, I would like to say a big thank you to all of the Board members for their ongoing work, support and commitment to the WWC SA. This year has been a challenging year for us, and your input, strong engagement and support has been extremely valued and very much appreciated. I'm also pleased that you are re-nominating to the Board and look forward to working with you over the next year. Thank you and I hope you enjoy the evening at the WWC SA AGM.

Director's Report

Abbey Kendall



This report is my fourth annual report at the Working Women's Centre and while it should be easier to write, this report has been the most difficult. This year has been nothing short of extraordinary.

The past twelve months have seen us embark on a journey marked by unprecedented growth, extensive travel, actioning innovative ideas, the unexpected shock of an unforeseen loss, the weight of grief, and our unwavering commitment to solidify and strengthen our internal operations.

I am hopeful that this year's annual report reflects and translates the solidarity, kindness, softness, intellectual resilience, and renewal the Centre has experienced.

In Memoriam

This year brought the loss of a beloved member of our community, Board and movement.

On March 8, 2023, Michelle Hogan, our long-term Chair and board member, who dedicated an impressive 25 years to the Working Women's Centre passed.

I feel disbelief, devastation and pride when I think back on the last year and most days it is hard to separate these binding and overwhelming emotions.

I don't feel comfortable celebrating our achievements and reporting to you on our work without Michelle. Michelle's passing feels like a great void and the Centre's successes



over the last few months don't feel as good or as worthwhile as I expected them to. Or, at least, the highs are nowhere near as satisfying as if we were celebrating with Michelle.

Michelle worked tirelessly and fearlessly to ensure that the Centre expanded in a sustainable and purposeful manner. She made countless phone calls, sent many emails and letters, drew on her extensive feminist networks and devised a campaign strategy that will have ultimately increased Working Women's Centre funding at least by 150% by the end of 2023.

Michelle was cautious though, and she was clear in her vision that we will never solve systemic problems with lawyers and that change occurs when ordinary people organise themselves, connect and educate each other. With Michelle's politics in mind, we look forward to building the advocacy and education arms of the centre.

Michelle's contributions were immeasurable, leaving an indelible mark on the Centre. We will be working closely with SA Unions, Robert Hattam (Michelle's partner), the WWC Board, and the wider feminist community to honor Michelle's memory and encourage feminist activists to continue her legacy of fearlessness, hope, and action.

Funding and Growth

We have over the last few years found ourselves at the centre of the national discourse, but it took some years for the discussion to turn to action. It is pleasing to report that since the last AGM, we have been funded to expand our services by the South Australian and Federal governments.

One of the most notable achievements this year was securing increased funding

from the South Australian Government's Attorney General's Department. This funding, amounting to over \$2 million over four years, was designated to support our legal services addressing sexual harassment and discrimination and allocated in response to recommendation 53 of the Respect@Work report.

Recommendation 53: All Australian governments provide increased and recurrent funding to community legal centres, Aboriginal and Torres Strait Islander Legal Services, and legal aid commissions to provide legal advice and assistance to vulnerable workers who experience sexual harassment, taking into account the particular needs of workers facing intersectional discrimination.

Our decision in 2021 to pursue community legal centre accreditation proved pivotal, as it became a prerequisite for funding eligibility.

While we have been providing services to women experiencing sexual harassment and discrimination for decades, the additional funding has allowed us to dedicate a legal team to these issues, and with some persistence, use our improved laws and judicial systems to gain positive legal impacts for women. In doing so, we undertook a substantial upscale of our legal, client and administrative operations. In October 2022, we adopted a 6-month upscale plan that included recruitment, organisational reporting restructures and digital infrastructure to meet increased sexual harassment and discrimination targets.

To effectively manage this growth, we implemented a new management structure, promoting Nikki Candy to Deputy Director and Emma Johnson to Senior Lawyer. This structural change allows for a more streamlined delegation of duties and aligns with our ever-expanding responsibilities to the community. This management structure is a change for the Centre, as we have historically had a flat structure with staff

members working across all arms (legal, advocacy and education) of the Centre. I am pleased to report that the new structure has greatly assisted the Centre to prosper and recognise the specific and unique skills sets required across our three arms. I am confident that we have laid the foundations for successful growth in the coming years.

A Network of Working Women's Centres

We are so pleased to report that the Federal Government has recently decided to directly engage and fund existing Working Women's Centres in South Australia, the Northern Territory and Queensland. We look forward to welcoming newly established Working Women's Centres in Western Australia, Tasmania, New South Wales, Victoria and the Australian Capital Territory by the end of 2024.

We also look forward to the funding and establishment of a national body. As the longest running, independent and most resourced Centre in the country, we hope to play a leading role in shaping the design and function of this national body.

Celebrating Achievements



In closing I must mention one unexpected highlight of this year - a shoutout to our Centre from none other than Billy Bragg at *WOMADelaide*. We spent a few hours with Billy, talking about our work, the far right, gender politics, and trans inclusivity. A few days later Billy took to the stage in front of 15,000 people and praised the political passion of the Working Women's Centre staff, underscoring the importance of our work. He also took some time to show off our WWC socks. It was a moment we won't soon be forgetting.

As we reflect on a year filled with highs and lows, including the loss of Michelle and unexpected moments like Billy Bragg's shout-out, we are determined to move into 2024 with a positive and hopeful vision.

We extend gratitude to all our supporters, volunteers, and the dedicated Board members who tirelessly govern our team and thank our dedicated staffing group.



I want to particularly thank Ann-Marie Hayes and Nikki Candy for helping me through the year, and stepping in and up, despite your own deep and profound grief.

Our cover page is a painting titled Michelle, by our very own Catherine Story. Thank you to Cath, for pouring yourself into this absorbing piece.

Treasurer's Report

Wan Zhang



I am pleased to present the Treasurer's Report for the financial year 2022-23 on behalf of the Working Women's Centre SA. This past year has been marked by significant growth and the achievement of noteworthy goals, all while maintaining a strong financial position.

As we conclude the 2022/23 fiscal year, I am pleased to report that the Centre has sustained a robust financial standing, allowing us to continue our dedicated advocacy for the working women of South Australia. This favorable position has been carefully nurtured through consistent monthly financial management reporting, which tracked actual expenses against budget for both the month and year-to-date.

In terms of financial outcomes, the Centre achieved a surplus of \$37,776 in the 2022-23 fiscal year, a significant improvement compared to the deficit of \$187,248 recorded in the previous financial year. This period also witnessed a notable expansion in our service delivery efforts, with WWC SA contracted for the frontline support to address workplace sexual harassment receiving nearly half a million dollars this year for new grants from the Attorney General's Department. Additionally, our core income for services was received from various sources including the Minister for the Status of Women, the Office of the Fair Work Ombudsman, the Attorney General's Department, the Department of Human Services, and fee for service training.

As a service delivery organisation, a substantial portion of our expenses are allocated to employment expenses. The increase in employment expenses is a result of changes in staffing and an adjustment in staff salaries in accordance with industry standards. The growth in net assets can be

attributed to the increase in Cash and Cash Equivalents, which is in tandem with the rise in service revenue and accounts receivable. Similarly, the increase in liabilities is due to the increase of income received in advance when compared to prior year, which is in line with the increased income from grants.

This is an exciting time of opportunity for the Centre to increase its impact in the community. We eagerly anticipate the year ahead, looking forward with enthusiasm and determination to support better outcomes for women facing challenges in the areas of industrial relations, sexual harassment, and discrimination.

Finally, I am pleased to see that Jacqui Shaw, our esteemed bookkeeper, has joined our in-house team this year. I would like to extend my heartfelt thanks for her valued work for the Centre over the past two decades.

Legal Report

In the 2022-2023 year we saw the legal team grow substantially in size and saw many changes to the team. Throughout the year the team comprised of Abbey Kendall, Principal Lawyer, Emma Johnson, Senior Lawyer, Nikki Candy Lawyer, Kylie Porter Lawyer, Lungaka Mbedla Junior Lawyer, Hiranya Ekanayake Lawyer, Alice Bitmead Lawyer, Angela Scarfo Graduate Lawyer and Caitlin Feehan Graduate Lawyer.

In November 2022 the Centre received funding as a result of Recommendation 53, of the Respect @Work Report. Community legal centres were to be funded to provide legal advice and assistance to vulnerable workers who experience sexual harassment and discrimination. Due to an increase in funding, we were able to hire additional lawyers. After volunteering and completing their Practical Legal Training placement with the Centre, we welcomed Graduate Lawyers Angela Scarfo and Caitlin Feehan to the team. We were delighted that the increased funding allowed us to provide employment opportunities for Graduate Lawyers, and grow our Graduate Program.



We sadly said goodbye to two valued colleagues. Our first Graduate Lawyer Lungaka Mbedla who moved back to New South Wales and Kylie Porter our Outreach Lawyer who has moved on to a fantastic opportunity in government. Their presence in our team has been greatly missed.

We have warmly welcomed two further Lawyers to the team, Hiranya Ekanayake and Alice Bitmead, nearly doubling the team for the year.

In 2022/2023 we saw the impacts of the Respect@Work Report cascading through the industrial legal landscape. In addition to bringing in new funding, many amendments were made to the *Fair Work Act 2009* (Cth) and the *Sex Discrimination Act 1984* (Cth), to support women and vulnerable workers who experience sexual harassment in their workplaces. Some important amendments to note include:

1. The increase in time limits from 6 months to 24 months, allowing those who experience sexual harassment more time to make a claim.
2. The imposition of a 'positive duty' on employers to eliminate as far as possible sex discrimination and sexual harassment at work.
3. The imposition of hostile workplace environments, making it unlawful for a person to subject another to a workplace environment that is hostile on the ground of sex.
4. The new jurisdiction of sexual harassment disputes in the Fair Work Commission.

These changes prompted vital, public focus, on sexual harassment. Since that time women and vulnerable workers have approached us in droves to enquire as to their rights to make a sexual harassment claim. In response the legal team adapted. We created a

litigation strategy to ensure we focus and prioritise sexual harassment matters. In the 2022-2023 FY we have advised and represented vulnerable workers in relation to sexual harassment matters more than ever.

We provided 203 legal advice sessions in relation to sexual harassment and discrimination matters.

We have represented clients in the Fair Work Commission, Equal Opportunity Commission, Australian Human Rights Commission, South Australian Employment Tribunal, South Australian Civil and Administrative Tribunal and the Federal Court of Australia. We continue to be leaders in the field of Applicant representatives in relation to sexual harassment.

Case study

Amalina* is 27 years old and commenced her employment as a casual support worker in May 2022 with a disability support organisation.

Amalina worked with clients with intellectual and neurodevelopmental disabilities. In February 2023 she was sexually assaulted by a manager. She lodged a complaint to management in March 2023 regarding the incident. There was an investigation, and the perpetrator was dismissed. However, he and other workers began slut-shaming Amalina, and spreading rumours she was 'luring' male colleagues.

Shortly after these rumours circulated, management dismissed Amalina over email for continuing to discuss the investigation regarding the perpetrator. She was not provided notice or any opportunity to respond. Amalina was also sent a 'cease and desist' letter from management after she spoke to colleagues about her dismissal. Amalina has been experiencing severe mental health issues as a result of the initial assault and the consequent impacts of complaining to management about it. Amalina sought assistance from the WWC SA. Subsequently, the WWC SA lodged an unfair dismissal claim for her at the Fair Work Commission as well as a complaint at the Australian Human Rights Commission. The WWC SA has also provided her information to pursue a workers compensation claim.

The WWC SA secured a settlement of \$25,000 for both the dismissal and sexual harassment claims.

National Community Legal Centres Conference 2023

In March 2023 Angela, Caitlin, Hiranya, Kylie and Emma flew to Hobart for the National Association of Community Legal Centres Conference. This gave the team the opportunity to make connections with other lawyers from community legal centres around Australia. The conference was divided into plenary sessions that delved into emerging legal issues, in employment law, environmental law, and human rights law. Dr Bob Brown, former Tasmanian Greens Senator and environmental activist, delivered a passionate seminar on the current issues facing environmentalism in Australia, and recent decisions impacting environmental law.

Further, there were plenary sessions dedicated to conversations on the upcoming Voice to Parliament referendum. This provided balanced and diverse approaches, centred around First Nations people. We heard the perspectives of community centres, support providers, and First Nations groups and corporations.

In particular, the Employment Law Network was a fantastic opportunity for employment lawyers around the country to get together and discuss recent amendments to the *Fair Work Act 2009*. These discussions involved collaborating on approaches to the new Sexual Harassment Dispute jurisdiction in the Fair Work Commission. Our lawyers had a lot to contribute to this discussion and found great value in the views of employment lawyers from around Australia.



Safe – Equal – Respected Conference

In June 2023 Emma represented the WWC SA and presented at the Safe – Equal – Respected Conference in Launceston, Lutruwita (Tasmania).

Emma presented to community legal sector lawyers and community workers on - “Sexual harassment payouts – what should women be asking for?”. It was incredible for the Centre to be asked to present interstate, in relation to the type of outcomes we are seeing at the Centre in relation to sexual harassment. This presentation was received well and it was fantastic to see the audience members engaged in the content.

As a part of this presentation, we shared one of our client’s stories Alicia*. This year the Working Women’s Centre represented Alicia to make an application for sexual harassment and sex discrimination to the Equal Opportunity Commission. Alicia is a 24-year-old migrant worker from China. She applied for a job as a Real Estate Assistant. Alicia was successful at the job interview and worked two days for this employer. After her first day of work, her boss sends her a text saying “I want to take a picture of you tomorrow, so we can post it on facebook”. He further texts, and requests that she brings various outfits, including stockings, heels and a skirt.

On her second day at work Alicia’s boss asked her very personal questions about her sex life, asked who she was having sex with, whether she had a boyfriend, whether she use sex toys, and many other sexualised questions. Alicia’s boss sat in front of her and touched Alicia inappropriately on her face. When she rejected him, she was fired.

The WWC SA represented Alicia and assisted Alicia to reach a settlement with her employer including that he pay her \$40,000 in general damages, and participate in sexual harassment training.

Although sexual harassment has been a clear focus of the WWC SA throughout this year, we continue to advise and represent vulnerable workers in a plethora of industrial matters. We have advised workers in relation to unfair dismissals, general protections

claims, discrimination, wage theft and employment entitlements, disciplinary matters, workers compensation, employment contracts, and general employment conditions.

"We acted for 205 clients in a case work capacity, which includes legal representation at courts and tribunals."

Case study

Patty was employed by a wholesale company. She worked full time hours. She was in the process of applying for permanent residency and needed pay slips to support her application.

Patty's employer told her that he would only provide her pay slips if she provided cash to him to cover own wages, tax and, super. When Patty resisted her employer said words to the effect of

"Do you want permanent residency or not? If you want permanent residency, you have to work for free for two months as I am giving you knowledge and wasting my time to teach you. There's a lot of stuff you need to learn. It took me four months to learn everything and the female worker took three months to learn. But I had started paying her money after she finished her two months. That's how fair I am".

Patty agreed to this arrangement and provided fortnightly cash payment of \$1270 to her employer. In return, Patty's employer provided her pay slips that show 20 hours per week, despite the fact that she worked on a full-time basis. After two months of working without any pay Patty's employer started paying her \$15 per hour.

When Patty raised her right to be paid, her employer would scream at her words to the effect of "***How dare you to call me ask me about pay? And I don't feel like paying you now. You may please leave the company now. I don't want this kind of people in my company. I'm coming on Thursday. I'll deal with you on that day".***

Patty's employer was abusive and screamed at her every day. Patty was expected to clean up the workplace after parties that her employer had with his friends. This included cleaning up betel quids, which is a red substance that you chew and spit out. Eventually, Patty stood up to her employer and asked him to stop yelling at her. Patty's employer then dismissed her. When Patty asked for her final pay and raised her right to pursue her pay, her employer said words to the effect of:

"They cannot touch me because I am a citizen. They can deport you. If you go to a lawyer, I will see to your end. I will never leave you alone".

WWC SA represented Patty in the Fair Work Commission filing a general protections claim, and in the South Australian Employment Tribunal in an underpayment of wages claim, and pecuniary penalty claim. WWC SA also gave Patty guidance to file a worker's compensation claim.

WWC SA represented Patty in multiple conciliation conferences and negotiated a global settlement of \$45,223.72.

Continuing Professional Development

As a part of our requirements as legal practitioners, we are required to complete Continuing Professional Development (CPD) each year.

The Lawyers at the WWC SA are very lucky to have many senior and experienced practitioners volunteer their time to provide us with CPD sessions. The legal team would love to thank the following practitioners for providing us with CPD this year – Emma Thornton Johnston Withers Lawyers, Bianca Barca Bianca Barca Lawyers, Jess Rogers CEPU, Professor Andrew Stewart the University of Adelaide, Chris Charles Aboriginal Legal Rights Movement, Paris Dean Victoria Square Chambers and Kate Eastman SC New Chambers.



Practical Legal Training Placements

The Centre continues to take on students for Practical Legal Training (PLT) placement. After volunteering with us, through the University of South Australia we were very lucky to have Roxanne Davari complete her PLT with us. Roxanne's ability was confirmed when she was snapped up by a law firm, just prior to her placement finishing.

If you are a final year law student, looking for a placement please do not hesitate to contact us.

*Client names have been changed to protect anonymity.



Committees

We make it a priority to ensure we are on representative groups for lawyers and in the community. In the last year, we have been representatives on many groups including – Australian Labour and Employment Relations Association, Women Lawyers Association South Australia, City of Adelaide Gender Steering Committee, Sex Industry Decriminalisation Action Committee, South Australian Council of Social Services Policy Council and the SA Unions Women's Standing Committee.

Advocacy Report

Ongoing, direct funding for Working Women's Centres

We started this year's advocacy program having just completed the Power of Job Security and Inclusive Workplaces for LGBTIQ+ Women and Non-Binary People program. These programs were particularly successful however we were unable to continue with our activity as the funding was project based and not on an ongoing basis.

Our goal for the last five years has been to secure ongoing funding for an advocacy and education team that would allow us to design and implement sustainable and ongoing advocacy work. Often, our advocacy work is executed and led by our Director, Abbey and it is being conducted in addition to and secondary to our funded legal and fee-for-service education programs.

We recognised in May 2023, that federal funding for Working Women's Centres across the country would be the best pathway to secure ongoing funding for our education and advocacy programs. Given that many of the issues facing working women are federal issues, we also recognised that a network of Centres, as well as additional funding focused on prevention, is key to developing a sustainable advocacy program.

In our last report, we noted that the federal government has promised 32 million over 4 years to fund operating Working Women's Centres and establish centres in states and territories currently without a centre.

In this reporting period, we have worked towards securing that funding and we have, in collaboration with the Northern Territory and Queensland Centres, participated in negotiations and consultation with the Department of Employment and Workplace Relations (DEWR). We attended three Australian Human Right's Commission

consultations and our Director, Abbey represented us on the national Respect@ Work Council. This work has led to DEWR announcing that they will enter direct tender negotiations with us by the end of 2023.

We are also looking forward to welcoming newly established Working Women's Centres in 2024 and a national body to help coordinate the eight Australian Centres. It will be crucial that all state and territory governments contribute to Working Women's Centres funding. It has always been the ongoing combination of federal and state funding that has allowed Centres to prosper.



Submissions

This year we worked with our sister organisations in the Northern Territory and Queensland to submit three parliamentary submissions:

- Senate Select Committee on Work and Care 2022
- Review of the Fair Work Act Amendment (Paid Family and Domestic Violence Leave Bill) September 2022
- Submission to the Inquiry by the Joint Select Committee on Parliamentary Standards, September 2022

On 6 December 2022, Abbey and Caitlin gave evidence to the parliamentary enquiry and Senate Committee focused primarily on:

- secure and flexible work,
- paid care; and
- access to care services and support

Our written submissions were well received and incorporated into the interim report released in October 2022. In our oral evidence, we were able to provide case studies and suggest ways in which the interim report recommendations would assist our clients.



Regional Impact: Extending our Reach to Empower Regional Working Women

Thanks to additional National Assistance Partnership Funding (NLAP), we have embarked on a mission to address the significant and unique issues facing regional working women in South Australia. This year, 14% of workers contacting us were from regional South Australia. Workers in regional areas have specific risks associated with



their work due to the isolated geographical location and lack of resources in remote areas.

Coober Pedy and the APY Lands Outreach: September 2022

In September 2022, Abbey and Nikki journeyed to Coober Pedy and the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands in collaboration with the Aboriginal Legal Rights Movement (ALRM). While we faced challenges with low attendance at our initial legal clinic in Coober Pedy, we leveraged the opportunity to visit work sites and promote our services, leaving behind valuable resources.

To increase our exposure, we secured interviews with Dusty Radio and an article in the Coober Pedy Regional Times, helping us reach a wider audience. We even ran into our Attorney General Kyam Mahar at the Coober Pedy bakery.

In Mimili, Indulkana, and Fregon, we engaged with workers from various programs, highlighting our sexual harassment and discrimination services and leaving behind resources for their reference.



In Marla, we discussed the risks of isolation in relation to sexual harassment with disability and community support workers. This conversation resulted in many referrals from the sector.

It was clear from this trip that when workers are in crisis or experiencing issues in the workplace, there are very few resources or support for them. Often workers live and work in the same community and as such their separation from the workplace, and the ability to clock-off is not as easy as others.

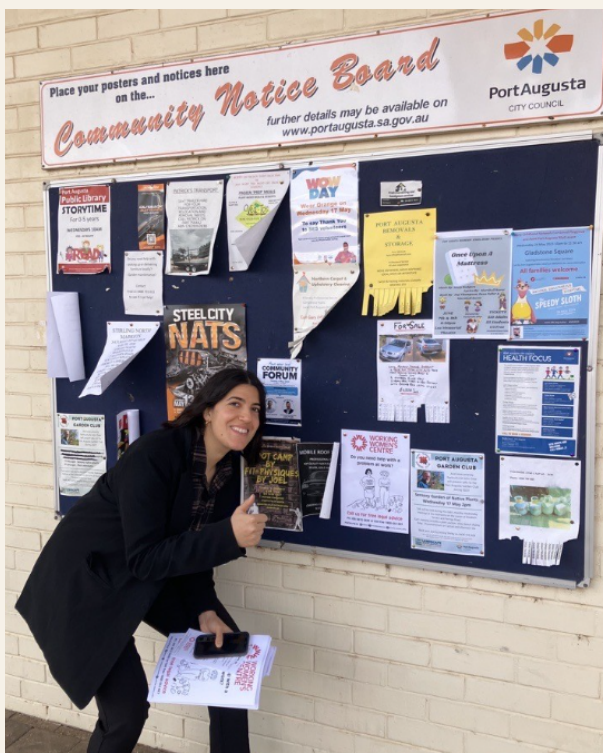
We were also lucky enough to meet world renowned artist Kaylene Whiskey at Iwantja Arts – an Aboriginal-owned art centre situated in Indulkana.



Mid North Regional Outreach Report:

In May 2023, our team, consisting of Director Abbey, Graduate Lawyers Angela Scarfo and Caitlin Feehan, along with Training Officer Holly Giblin, travelled to Nukunu and Banggarla country in the mid-north region. This collaborative effort involved partnerships with the Aboriginal Legal Rights Movement, Legal Services Commission, and Westside Lawyers.

In Port Pirie, we hosted a seminar on workplace sexual harassment and discrimination, drawing participants from various organisations and the local community. This event highlighted the demand for extended training programs, particularly for young LGBTQIA+ workers. Our evening walk-in legal clinic further emphasised the need for our services.



Moving on to Port Augusta, we learned the importance of in-person networking in regional towns while holding a legal clinic. We engaged with the community, reinforcing our dedication to addressing their concerns.

In Whyalla, we delivered a successful workplace harassment training session, demonstrating the strength of collaboration between our legal and training teams. This session underscored the value of working closely together whenever possible.

Lastly, in the Flinders Ranges, we presented at a Women's Yarn Group held by Uniting Country SA, addressing the importance of

healthy relationships at work and our service model. This interactive discussion allowed women to inquire about sexual harassment and workplace entitlements. Leaving Adelaide, this session was not on our agenda at first, however after meeting some of the organisers in Port Augusta, we were invited to come along to the serene Tickle Belly Hill. This invitation is a great example of why it is important to de-centralise our services as much as possible and meet people in their homes and towns.



Education Report

Training Team Report 2022/2023

The WWC Training Team has had another successful year, full of growth and development with new staff, new partnerships and new training packages.

In October 2022 Holly Giblin commenced employment at the WCC as a Training Officer, and joined our long-standing Training Officer Cassandra Deon-Wierda. Initially Holly was employed to back-fill Cassandra's parental leave absence but has continued to work alongside Cassandra as we build-up the training arm of the Centre to increase our workplace training business.

In the 2022-2023 financial year the Training Team delivered 30 paid training sessions and generated \$45,500 in revenue. Defining & Handling Workplace Sexual Harassment & Bullying and Recognise and Respond to Domestic and Family Violence in the Workplace continue to be our most popular training sessions. The Training Team also delivered six in-kind or free sessions to organisations including TAFE Women's Studies class. Cassandra also delivered training to the WWC staff on vicarious trauma and a session on building positive team culture.

The federally legislated positive duty to take reasonable and proportionate measures to prevent sexual harassment, sex discrimination and victimisation in the workplace came into effect in December 2022. This marks a dramatic shift from organisational response systems relying solely on complaints-based systems, to a prevention and cultural change approach. The WWC has developed factsheets, policy review documents and adapted our training packages to focus on this explicit duty. Preventing and Responding to Sexual Harassment in the Workplace is our second most popular training topic. We anticipate sexual harassment training and policy reviews to become more popular as

organisations and businesses become more aware of positive duty and need training and policy advice in order to demonstrate their commitment to taking reasonable measures.

The Training Team has been working to expand the number of training packages we offer and developed several new partnerships and new training packages.

Partnership with Aboriginal Legal Rights Movement and South Australian Aboriginal Community Controlled Organisations Network

In October 2022, Abbey Kendall, Caitlin Feehan and Holly Giblin from the WWC met with Chris Charles at the Aboriginal Legal Rights Movement (ALRM) office to discuss how we might work together given both ALRM and the WWC were recipients of National Legal Assistance Partnership (NLAP) funding. That initial meeting resulted in a plan to combine the NLAP funding we had both won, to deliver sexual harassment and discrimination prevention training to interested South Australian Aboriginal Community Controlled Organisational Network (SAACCON) member organisations. This idea emerged from an identified need for workplaces generally to familiarise themselves with the newly updated Respect@Work legislation. There is now an explicit, legally enshrined positive duty on employers to take 'reasonable and proportionate' measures to prevent sexual harassment and sex discrimination from occurring in connection to work duties.

The WWC Training Team has been co-developing this program with ALRM since early October 2022. We pitched the program to SAACCON member organisations at one of their membership meetings in November 2022. In January 2023 we entered a formal

contract with ALRM to co-develop and deliver the training. Holly worked closely with Dimitra Droulias and Sharon Lucas to adapt the WWC's existing sexual harassment training to the SAACCON context. This included some more explicit attention paid to Aboriginal and Torres Strait Islander employees' intersectional experiences of discrimination and cultural load, and in particular Aboriginal and Torres Strait Islander women's experiences.

The WWC is pleased to have partnered with Khatija Thomas to co-deliver the training and to consult, provide feedback and ongoing development. Khatija is an Aboriginal woman, lawyer and community worker with decades of experience working in Aboriginal Community Controlled Organisations and justice spaces.

We are booked to deliver the pilot package to ALRM in early October 2023. We have good interest in the program and are negotiating with three more organisations to tailor and deliver the training. Now that the bulk of the development is done, we are looking forward to streamlining the process of incorporating feedback, tailoring the trainings to future organisation and rolling out the program fully.

The WWC and ALRM have enjoyed a strong working relationship for the 22/23 financial year and the Training Team are looking forward to maintaining this relationship, in part, through this partnership for the coming years.

Young LGBTQIA+ Women & Non-Binary Employment Support Program

In the reporting period the WWC received a small grant from Grants SA Funding Program for a Young Queer Women Employment Support Project.

The WWC used the grant to develop a new training program called Young Queer Women and Non-Binary Worker Program. The

program was designed in consultation with young SA LGBTQIA+ women and non-binary workers and aims to aid human resource leaders, managers and other employees to foster safe and supportive workplaces for LGBTQIA+ women and non-binary workers. The WWC held two consultation forums with young South Australian LGBTQIA+ women and non-binary workers and sought their views on the content and delivery of the training.

Maddie Thelning volunteered with the WWC through the duration of the project and we thank her for her fantastic contribution to the development of the program.

The WWC ran the pilot program which was received well and provided very useful feedback to incorporate in the training moving forward. The package is now visible on our website and the Training Team is ready to take further bookings.

New bullying, harassment and/or discrimination CDP for lawyers

In April 2021 the Law Society of South Australia introduced a new requirement for lawyers to maintain their practicing certificates which requires them to undertake a bullying, harassment and/or discrimination continuing professional development (CPD) unit. In response, the WWC Training Team developed a training program specifically to provide the bullying, harassment and/or discrimination CDP to lawyers.

In partnership with Australian Services Union and the Women Lawyers' Association, Cassandra delivered the session which was met with excellent feedback and commendation. After that session, the Women's Lawyers' Association formally endorsed the WWC's CPD and many other legal practices have booked and undertaken the session. Other law firms have continued to show interest in the session, and we anticipate this program will continue to garner interest and generate business.

WWC White Ribbon Accreditation

Early in the financial year, the WWC became a White Ribbon Accredited training provider in partnership with Basic Rights Queensland. Ensuring women and marginalised workers who are experiencing domestic and family violence are adequately supported in their employment is a major financial security and equity issue.

Cassandra worked closely with Kathryn Rendell to develop the package to meet White Ribbon's standards. 11 of the 15 Recognise & Respond to Domestic and Family Violence in the Workplace packages delivered were the White Ribbon Accredited package. Recognising and responding to domestic and family violence in the workplace is our most popular package and the White Ribbon accreditation is a clear value-add to the package.



Law Student Volunteer Program Report

In the 2022/2023 reporting period the Working Women's Centre SA (WWC) developed and introduced our new Law Student Volunteer Program, for law students in their final or penultimate year of law school, to work with our Client Services and Legal Teams.

The volunteer program was designed to provide law students with particular interest in employment law, including discrimination and sexual harassment matters, firsthand experience dealing with clients and casework in a Community Legal Centre. The program asks law students to commit to volunteering one day per week at the Centre for the duration of the university semester.

Our Law Student Volunteer Program commenced in March 2023 and coincided with Semester 1 of the university timetables. We recruited three law students, Gabriella Candido, Hayley Tan and Ayan Ali. Gabriella and Hayley have continued to volunteer with the Centre every Monday for Semester 2, 2023.

The induction of the volunteers involved undertaking extensive training in employment and discrimination law, and in WWC policies and processes. The volunteers receive ongoing training and are invited to attend any professional development sessions with our lawyers.

The program is coordinated and supervised by our Client Service Coordinator, Sarah Devenport, and we aim to provide the law students with experience of the full life cycle of client's legal claim at the Centre. A typical day for our volunteers might include:

- Answering enquiries, via telephone and online, for legal advice
- Completing intake and assessment of the clients' legal issues
- Setting appointments for our legal team
- Exposure to legal advice appointments, conciliation conferences and court appearances by our solicitors
- Drafting legal documents, including letters to clients and documents for courts and tribunals
- Legal research; and
- Calculating underpayment of wages

The program has been a huge success and the work the law students do is incredibly helpful to the Client Services Officers and members of the Legal Team. Having our volunteers attend the Centre each week has become a highlight of the week for all WWC Staff, who are inspired by the volunteer's generosity of their time and their commitment. Their enthusiasm and eagerness to learn and absorb information is astonishing, as is the care and empathy they show to our clients. We thank them for their time and dedication to the work we do and our clients.



When asked about their time volunteering for the centre and what they enjoy most, here's what our volunteers had to say:

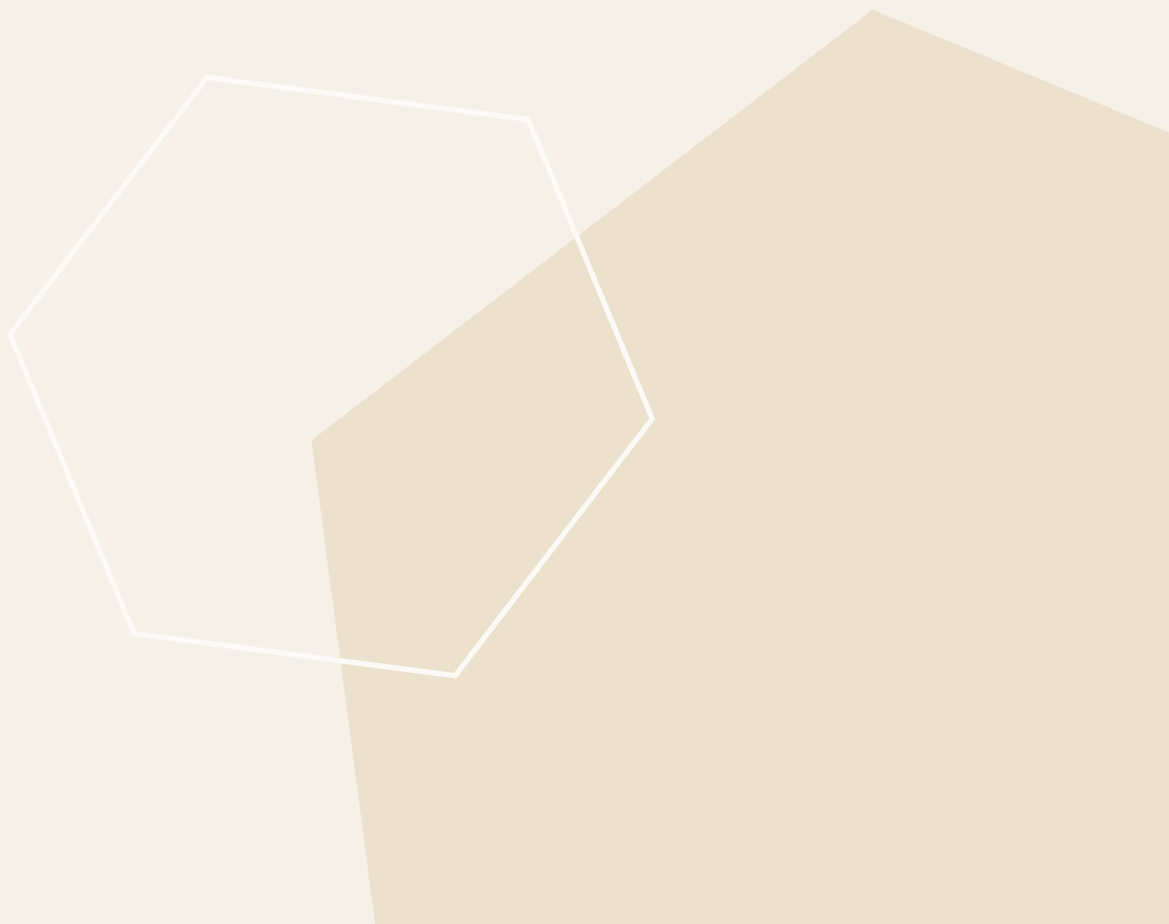
Gabriella:

"I was inspired to volunteer for the Working Women's Centre because of my own negative experiences and have since been passionate about workers' rights and advocating for equality and creating a safe space for vulnerable groups in the workplace. This opportunity has allowed me to gain greater insight into the employment law landscape, allowing me to contribute my legal skills and gauge a better understanding on what's involved in assisting clients facing unfair dismissals, wage disputes, harassment and discrimination. Overall, volunteering in this field has allowed me to further align with my social justice values and make a positive impact on the community by helping provide access to legal support for those who may not otherwise afford it."

Hayley:

"Reflecting on my time volunteering at the legal centre, it's the genuine warmth from everyone that stands out. Everyone's so friendly, and it makes all the difference. I've also gained so much insight from sitting in on client meetings and attending mediations. Witnessing firsthand the legal challenges many women face has been an eye-opener."

The WWC looks forward to continuing to develop, improve and expand the Law Student Volunteer Program in the 2023/2024 period.

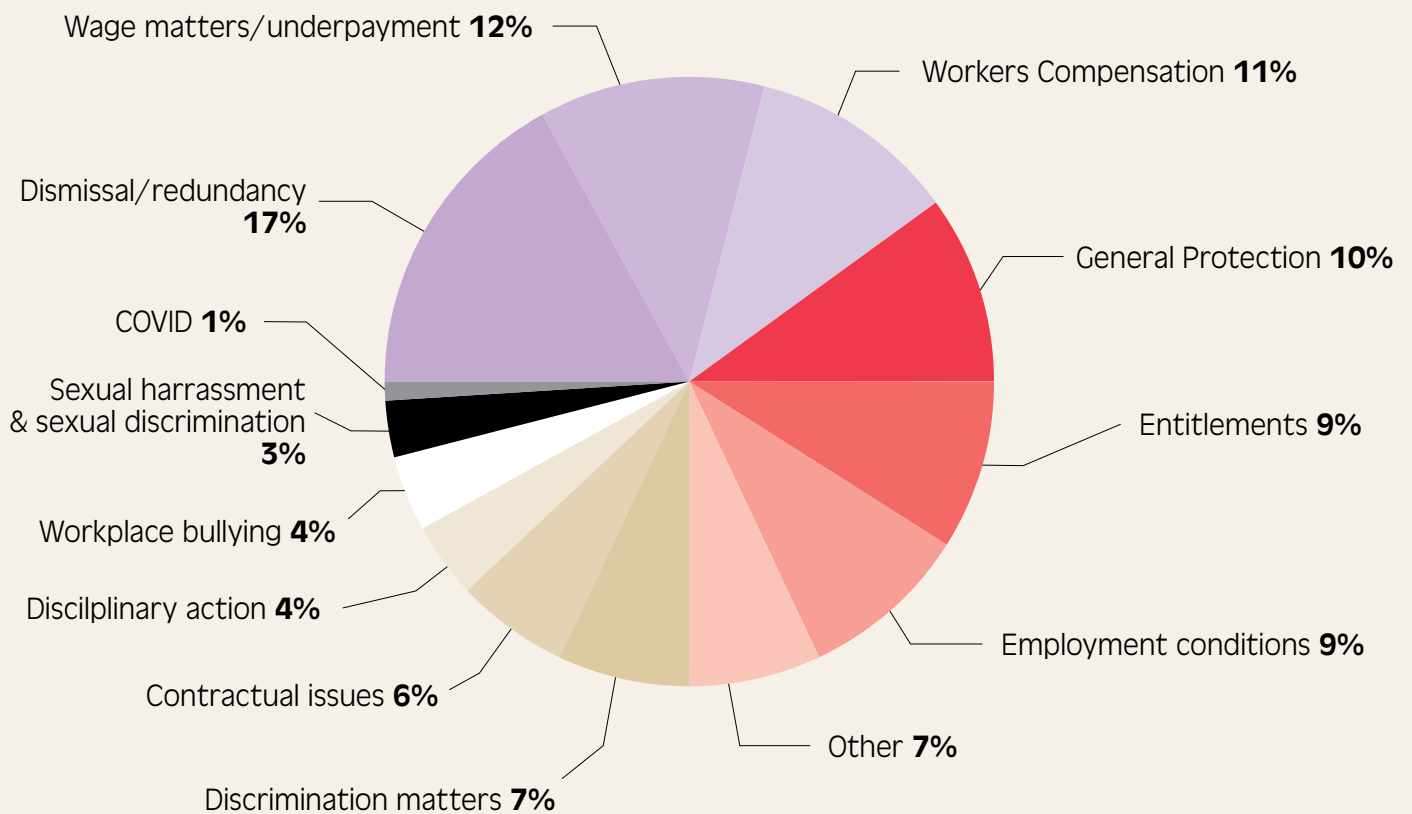


Our Clients: statistical snapshot

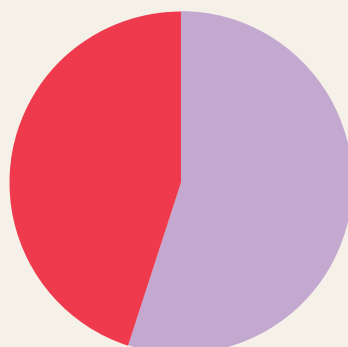


Explainer: A large proportion of our women contact our office with multiple issues and require multiple advice sessions. Often, we will advise a client on a dismissal and only the last 5 minutes of the appointment will the client advise us that she has been sexually harassed.

Advice Types



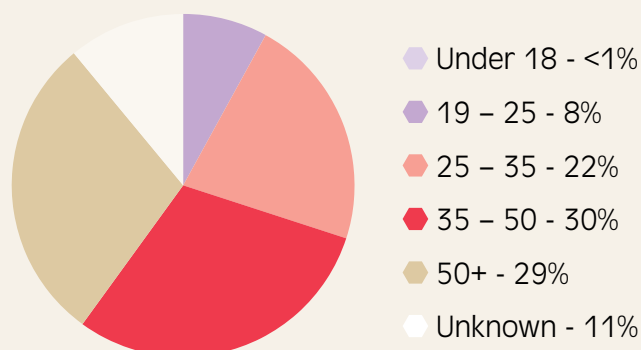
Multiple Issues



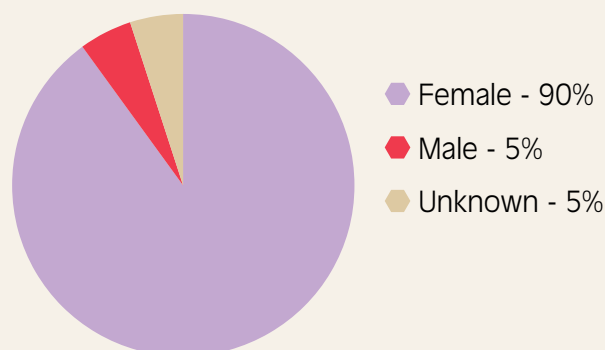
- Single - 55%
- 2 or more - 45%

Explainer: 45% of clients present with more than one issue requiring legal advice.

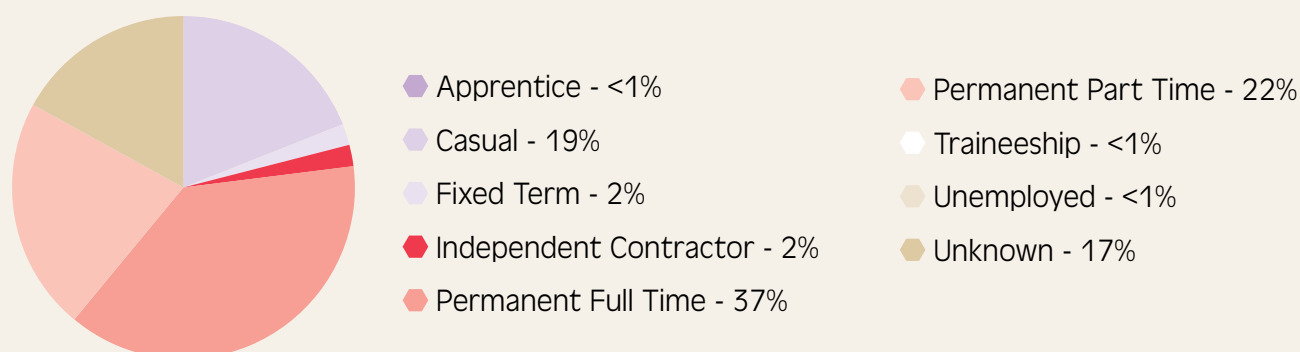
Age



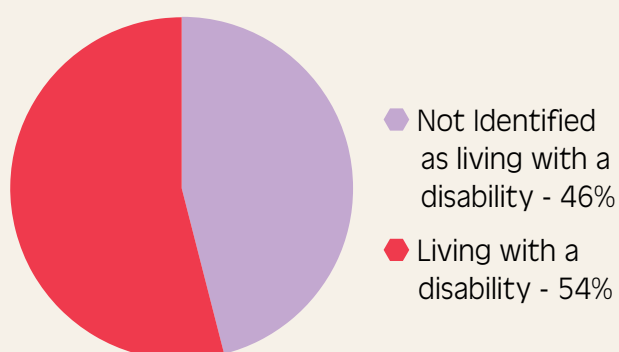
Gender



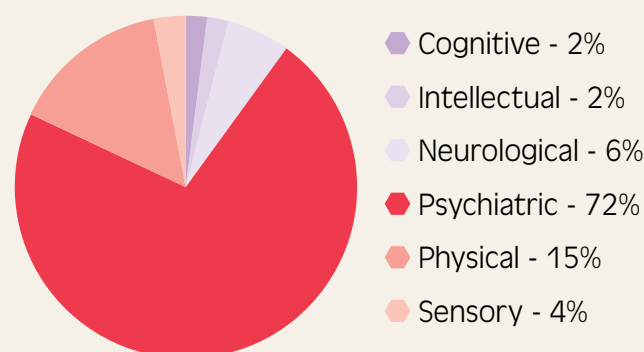
Employment Status



Disability

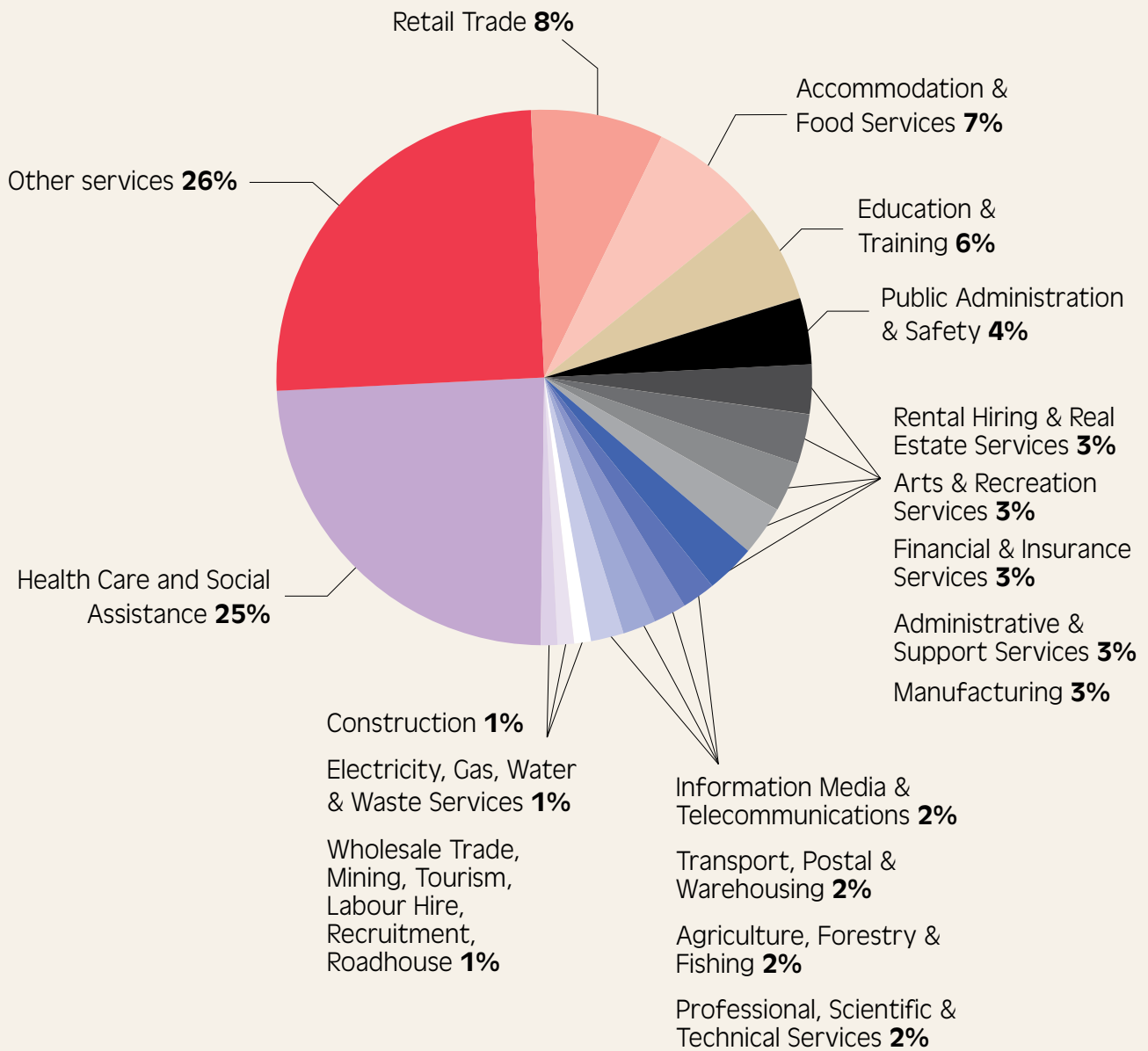


Disability Type



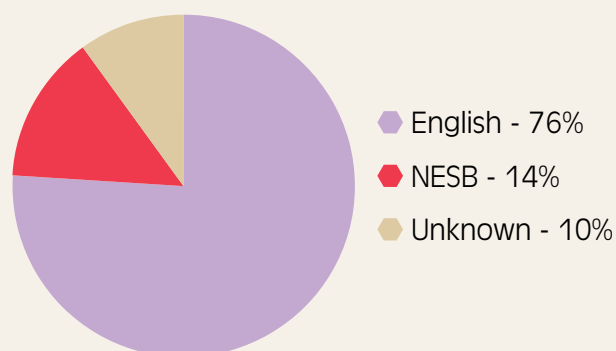
Explainer: We ask every person who contacts the Centre and requires advice, whether they are living with a disability. Shockingly, of the 53% of workers who identified they have a disability, 72% tell us that they are suffering from a psychiatric disability.

Industries



Explainer: Unsurprisingly, our clients worked in feminised and low paid industries. These industries are also high-risk industries for discrimination and sexual harassment.

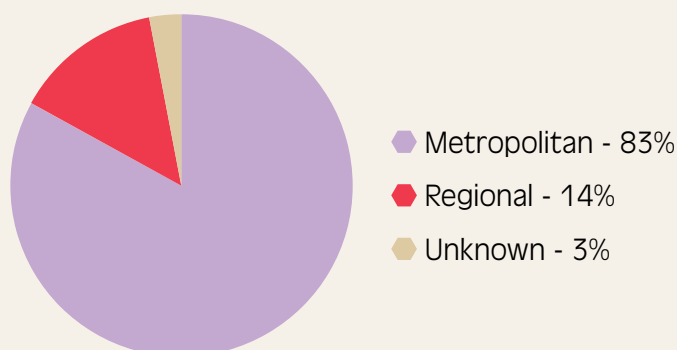
Language spoken at home



Top 5 languages spoken by our clients (aside from English)

- Mandarin
- Hindi
- Persian Farci
- Spanish
- Vietnamese

Residence



Spotlight statistics



20% of the matters we deal with relate to sexual harassment and discrimination in the workplace.

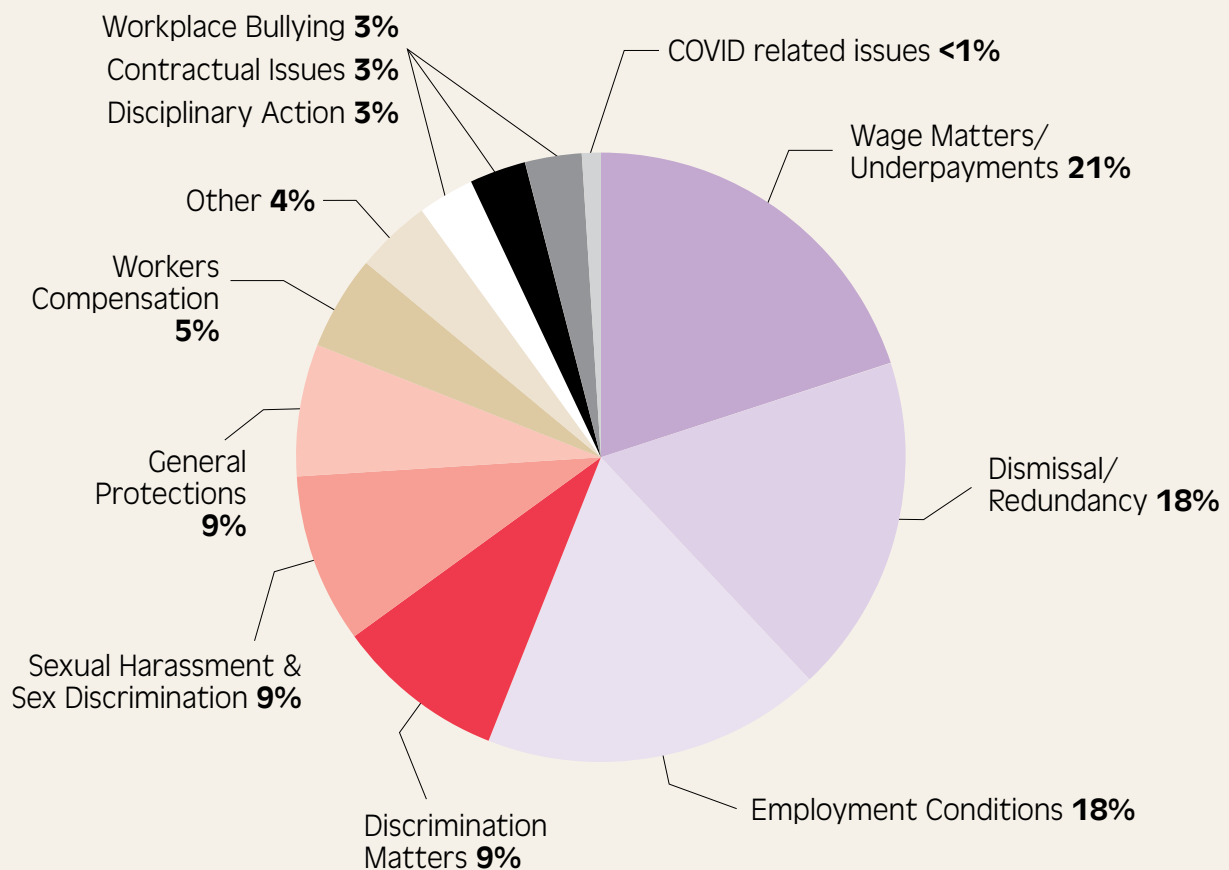
4% of our clients identified as Aboriginal. This is a 2% increase from the 2021 and 2022 financial year.

Who we are representing

Total Cases
Opened

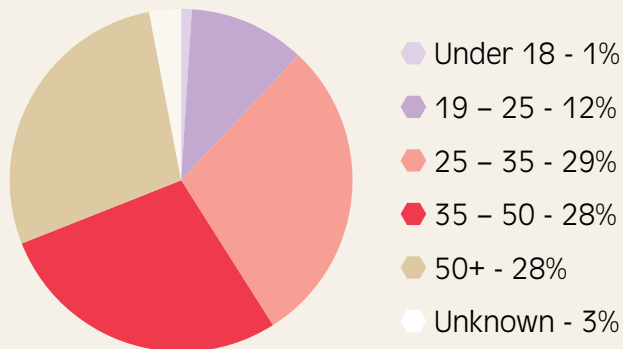
205

Case Matter Types



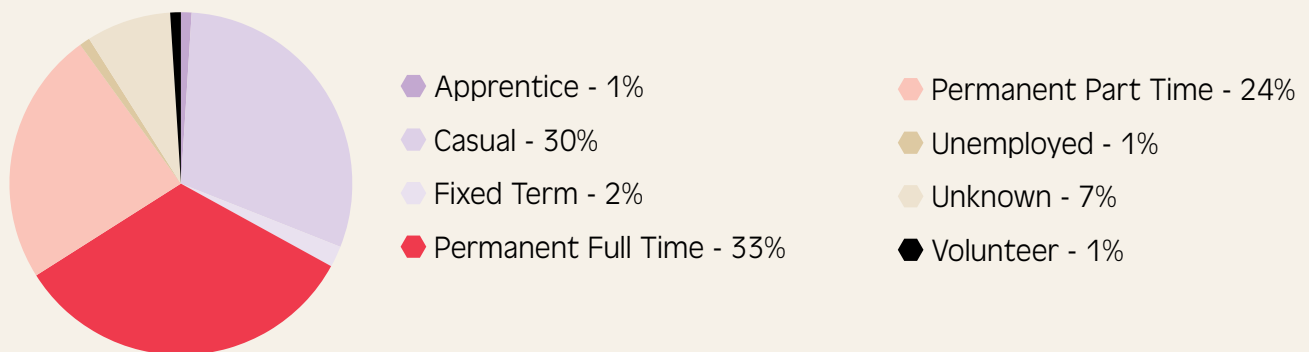
Explainer: Representational services are most appropriate for workers who are no longer employed (due to dismissal or sexual harassment and discrimination).

Enquiry Age Group

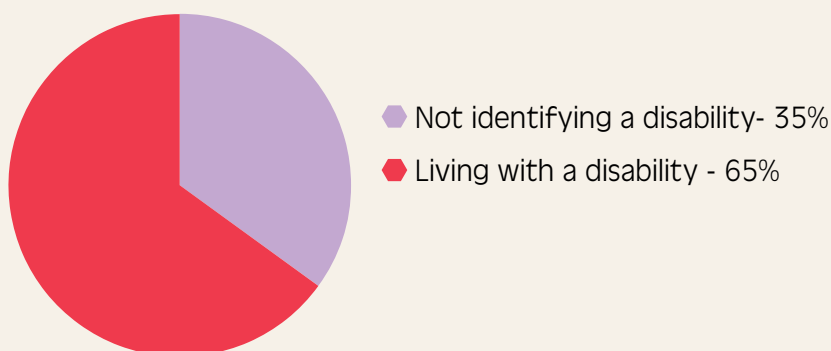


Explainer: Given the vulnerability and risk of homelessness for women over the age of 55, we prioritise older women in our representation services.

Employment Status

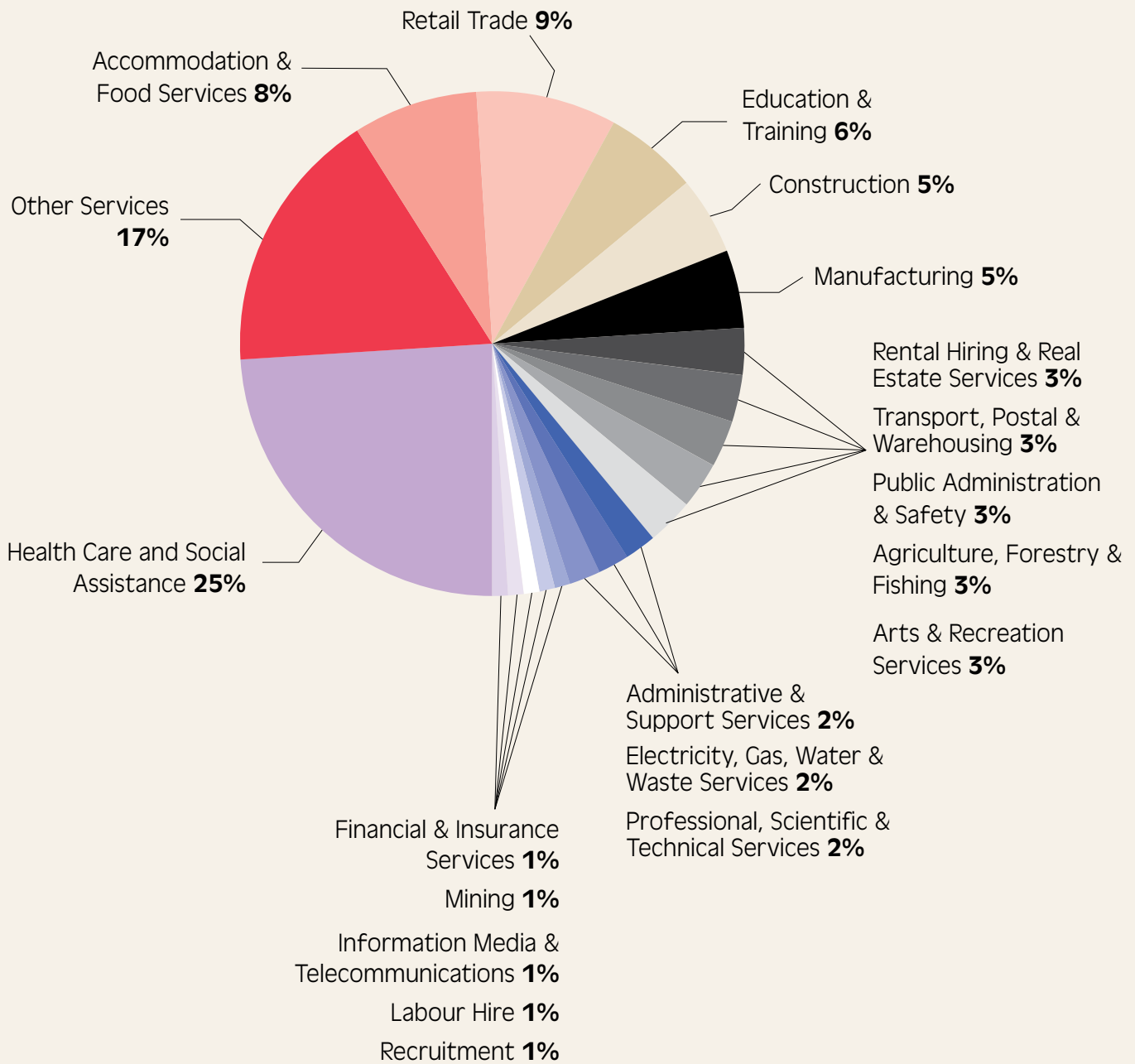


Disability

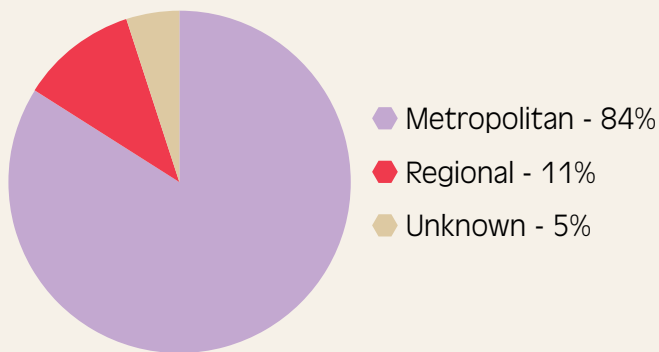


Explainer: 65% of those living with a disability are living with a psychiatric disability. We have made a conscious effort to ensure that we are providing representation to women living with a disability.

Industries

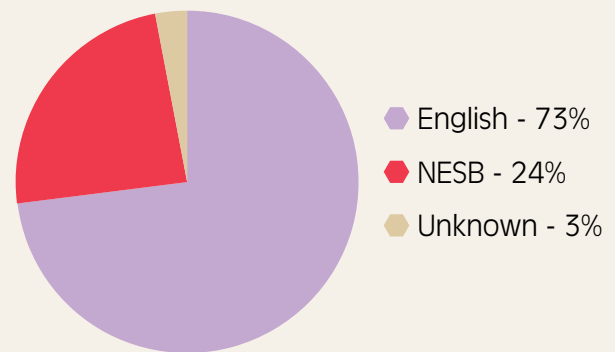


Residence



Explainer: We are committed to providing increased representational services to regional women given the vulnerability factors associated with isolation and limited social services in the regions.

Language



Explainer: We represent a high proportion of workers from non-English speaking backgrounds given the additional barriers to NESB workers to navigate our legal and industrial systems.

First Nations Identity



Explainer: We represent a higher proportion of Aboriginal and Torres Strait Islander workers given the additional barriers and discriminatory systems Aboriginal and Torres Strait Islander women are subjected to.

Spotlight

Timor-Leste Working Women's Centre and the Anna Stewart Program



We have decided to include a report about our trip to Timor-Leste despite it just slipping out of the 2022 and 2023 financial year. We returned from this study tour with a renewed commitment to the Working Women's Center Timor Leste looking forward to using our trip as a base to connect, fundraise and skill share with Timorese women.

Background

In May 2023, invited two representatives of the South Australian Working Women's Centre to attend the APHEDA study tour to Timor-Leste.

Typically, APHEDA study tours host unionists and members of APHEDA from around the country to visit international projects and unions funded by APHEDA members.

Representatives of the WWC SA were specifically invited as the Timor-Leste WWC (WWC TL) is funded by APHEDA and the WWC TL were planning to commemorate Michelle Hogan, a long term APHEDA activist and supporter of the WWC TL.

History of the WWC TL

The origins of the WWC TL can be traced back to 2008 when Elisabeth De Lino De Araujo attended the Anna Stewart Memorial Program (ASMP) in South Australia. At the time, Ms De Lino De Araujo was working for APHEDA and completed a placement at the South Australian Working Women's Centre as part of ASMP.

Ms De Lino De Araujo was impressed with the unique model of service and began to think about how the model could be adopted in Timor-Leste. Ms De Lino De Araujo was particularly interested in how a Working Women's Centre could assist domestic workers in Timor, whom she had identified as being particularly vulnerable to exploitation, abuse, and unfair work practices.

In 2008, Sandra Dann, the then Director of the WWC SA, attended an APHEDA study tour in Timor-Leste and met with Ms De Lino De Araujo. In these meetings Ms De Lino De Araujo confirmed her intention to establish a Centre and was confident that a WWC would have a major impact in Timor-Leste. The three Australian Centres in South Australia, Queensland and the Northern Territory worked with APHEDA to promote the idea, develop a strategy and secure AusAid funding. The Australian Centres also built Timorese capacity by resource sharing, staff support and consultancy.

In 2010, the Our Work, Our Life conference was due to be held in Darwin, Northern Territory. Ms De Lino De Araujo was assisted to attend this conference by the Maritime Union of Australia and the Northern Territory WWC. It was on this trip that Ms De Lino De Araujo met with WWC SA representatives (including Michelle Hogan who was Chair at the time) and formulated a plan to establish the WWC TL. She suggested that the next Our Work, Our Life conference be held in 2012 in Dili, Timor-Leste.

In 2011, the Timorese Working Women's Centre was established and launched at the 2011 Our Work, Our Life international conference (one year earlier than expected) in Dili, Timor-Leste.

An impressive array of people from unions, government, NGOs and Working Women's Centres attended the conference including ACTU Secretary Ged Kearney, Senator Melinda McCarthy, Senator Claire Moore (currently the Chair of the Basic Rights Queensland WWC QLD), Senator Trish Crossin (Founder of WWC NT), Janet Giles, Max Adlam and WWC SA life member Emeritus Professor Suzanne Franzway. The conference was well attended by Timor-Leste unions and NGOs.

At this conference Ms De Lino Arraujo said in her closing remarks:

"I confess that it was my idea to hold a conference this year rather than waiting 2 years. The plan to establish a WWC here in Timor seemed to make a lot of sense and the timing seemed right. We felt we could use this conference to launch the WWC TL and that a short time frame would help to make the project happen sooner rather than later. Our staff and supporters may have had second thoughts about the sense of this decision in the last few weeks as we worked long hours to make this conference happen, but not once did we believe we'd made a mistake in getting you all to come to Timor. Part of my decision to push for a conference after 1 year instead of 2 is that in 2012 Timor-Leste will hold its elections. For a young democracy this will be a crucial time for our country to maintain stability and show our capacity to move forward in peace. This above all else is what women in Timor-Leste need. It is also our dream that Timorese women through this conference and the WWC TL project will have a raised awareness of their workplace rights and access to information, support and advocacy."

Objectives of the WWC TL

Since its establishment, the WWC TL has put domestic workers at the centre of its advocacy and empowerment agenda. This makes WWC TL a unique NGO within Timor-Leste's civil society landscape.

The WWC TL works towards four overall objectives:

1. Ensuring that domestic workers in Timor-Leste are afforded legal protection;
2. To improve working conditions for domestic workers in Timor-Leste through democratic-worker-led organising;
3. Empower potential women workers access to good jobs; and
4. Serving as an umbrella organisation, providing assistance, representation and advocacy to all vulnerable women workers

APHEDA Funding

AusAid had been funding the Centre since its inception, however APHEDA became a funding body from 2019 to 2025.

The funding project's name is ***"Advocacy, Education, and Supporting Timorese Domestic Workers to get Legal Protection and Decent Work."***

The four main objectives of this project are:

1. Domestic workers in Timor-Leste get legal protection and women can access work with better conditions.
2. Informal sector and vulnerable women workers in Timor-Leste can access a strong and sustainable collective to facilitate mutual assistance and participation in political and social dialogue on issues affecting them.
3. Improvement in working conditions for domestic workers in Timor-Leste through democratic, worker-led organising; and
4. WWC TL can increasingly respond to the needs of working women.

Domestic Worker Bill 2023

There are more than 30,000 Timorese workers employed as housekeepers, home-based social workers and related services as domestic workers and over 90% of these workers are women.

Historically, domestic workers have not been classed as workers for the purposes of industrial law and regulation and as such were not covered by basic working rights, including the minimum wage.

In line with the WWC TL objectives, the Centre has been advocating for legislative reform and extended their outreach program across Timor to garner support for this Bill.

APHEDA study tour – Timor-Leste 2023

Abbey Kendall, Director and Nikki Candy Deputy Director attended the APHEDA Timor-Leste study tour on invitation of APHEDA. Abbey and Nikki have both been long term members of APHEDA.

Abbey and Nikki arrived in Dili, Timor-Leste on 6 August and departed on 13 August 2023.

The tour was hosted by Ms De Lino De Arraujo and two Australian representatives (Holly Fingland and Melanie Barnes) of APHEDA. The other participants were from various unions, trade and labour councils and other union related NGOS.

We spent half of our trip in the capital, Dili and the other half touring the regions. Our time in Dili was mostly spent meeting with

politicians, labour officials and visiting the WWC TL office. In the regions, we met with unions and farmer co-operatives.

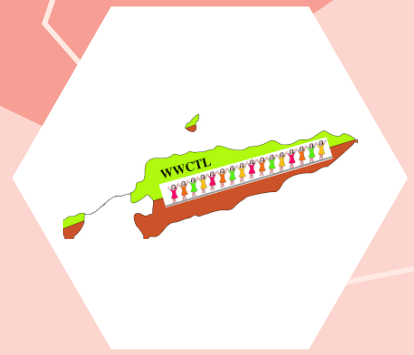
We were scheduled to meet with Prime Minister Xanana Gusmao and President Jose Ramos- Horta, as well as the Council for Labour. Unfortunately, we were unable to meet with President Ramos-Horta due to a budgeting crisis.

Meeting with Prime-Minister Gusmao

Prime Minister Gusmao met with us in the room the Australian government bugged in the spying scandal and spoke at length and convincingly about the need for resource sovereignty of Timor-Leste.

Prime Minister Gusmao was clear that the Timorese policy required the Timorese sea gas to be processed in Betano, as opposed to Darwin. Prime Minister Gusmao also declared that the Timorese resistance would not have been successful if not for international union solidarity and thanked the unionists of his generation for their unwavering solidarity.





Meeting with the Council for Labour

We met with the Council for Labour which is made up of three representatives (employer, union and the state). The council is responsible for making recommendations to the government and importantly recommendations on the minimum wage. We heard from all three representatives and unsurprisingly, the ***Konfederacao Sindicato De Timor-Lest (KSTL) the sole union in Timor*** spoke of the need to lift workers out of poverty while the leader of the Institute for Commerce spoke of the difficulties business leaders faced.

Despite a recent commissioned report from the National Labour Council recommending that a monthly minimum wage be set at \$150, the Council of Labor was recommending a minimum wage of \$135 a month due to push back from the private sector. This was an increase from \$110 per month. It is likely that this increase would be passed by the end of the year, given that the government prioritised wages as a part of their 120-day agenda.

In a later meeting with Riccar Pasqaule, Director of the WWC TL, Riccar indicated that most domestic workers were paid between \$30 - \$40 a month for their first three months of work and would often work from 5am to midnight. It was clear that the adoption of the increased minimum wage and the inclusion of domestic workers in industrial legislation, would significantly improve the conditions of working women in Timor-Leste.

WWC TL engagement

We visited the WWC TL twice. On both occasions we heard from Ms Pascoela and Mrs De Lino De Arraujo and many domestic workers about their experiences of work and the WWC TL activities. Ms Pascoela also attended the South Australian ASMP in 2012 and has worked in advocacy and coordinator roles at the WWC TL until her promotion to Director in 2019.

A major focus of Ms Pascoela's presentation was how the WWC TL worked and empowered domestic workers (from a legal, advocacy and educational position) to better their conditions. The WWC TL provided several services for Domestic workers including:

1. Providing advice and a safe place for domestic workers when they were having issues with their employer;
2. Advocating for the legal and social rights of the domestic workers in Timor at all levels of society and government;
3. Building Domestic Worker's capacity to collectively organise and advocate for their needs;
4. Providing education and training to domestic workers on their rights at work as well as practical domestic skills required to obtain employment;
5. Upskilling workers by facilitating meetings and encouraging and educating the workers to advocate for their rights;
6. Connecting domestic workers with equitable employers and facilitating fair work contracts for domestic workers;
7. Providing vocational skills training and education on collective action and labour rights;
8. Educating and monitoring employers in the sector;
9. Collating and publishing data on wages and conditions of domestic workers;
10. Creating a register of domestic workers;
11. Lobbying government and unions to expand the definition of worker to include domestic workers and in turn ensure that domestic workers were receiving the minimum wage (\$135 a month).

The WWC TL recently celebrated their 10-year anniversary, and it was clear that WWC TL had helped shift the perception of domestic work as real, valuable work in Timor-Leste and is a powerful and respected NGO in Timor-Leste

It was abundantly clear from Mrs Pasquale's presentation and the contributions from the domestic workers at the meeting, that the Centre had fundamentally shifted the working conditions of domestic workers. Many of the workers spoke about the increase in wages they have received since engaging with the WWC TL.

The Centre also boasted high levels of institutional power and many stories were shared with us about women who were clients, employed or served on the Board reaching new levels of power within Timor-Leste.

As an example, the current Vice President of WWC, Mrs. Cedelizia Faria Dos Santos was also recently elected as a member of the Timorese parliament in the 2023 elections. Further, a current board member, Mrs. Abelita Soares, a former domestic worker and client of the WWC TL was elected as a Board member.



It is expected that the Timorese parliament will pass the domestic worker bill and relevantly, an increase to domestic workers' minimum pay in their first 120 days (about 4 months) of government.

While the TL WWC activities are focused on domestic workers, there are many ideological and practical similarities between the WWC SA and WWC TL. Both organisations are focused on empowering women to speak up in their workplace and union



Touring the regions

After meeting with state, employer and union officials in the capital, we commenced our regional travel visiting the Manufahi, Ainaro, Bobonaro districts to visit unions and farmer co-ops funded by APHEDA.

Early in the week we travelled to Betano, in the Manufahi region, to visit UAMM (Farmers union). We met the President Delphia who is the first female leader of the union and visited their partly constructed trades hall. The hall will be used for meetings and farmer advocacy/education courses.

We talked about the impact of climate change on the area and the potential environmental destruction of agriculture land if a gas processing plant is built in Bettano. The farmers are generally concerned that the gas plant will destroy their agricultural land in the area. Agricultural land in Timor-Leste is limited due to how mountainous the region is. It was here we first saw people wearing t shirts that read "Laiha toos nain, laiha al-han" (Without farmers, there is no food).



Outcomes and WWC SA Outputs

The study tour was incredibly rewarding and stimulating. We were able to form lasting relationships with WWC TL staff and board members as well as learn about Timor-Leste politics, industrial systems, and unionism. The importance of APHEDA membership was re-enforced given the incredible impact union solidarity was having on the WWC TL and other projects. We were also intimately exposed to the power of union education.

Mrs De Lino De Arraujo's ASMP placement at the Working Women's Centre SA inspired an idea that led to the organising and economic empowerment of thousands of domestic workers in Timor-Leste. This neat example of international solidarity has inspired us to create closer relationships between the Australian Working Women's Centres and the WWC TL.

About the ASMP

The Anna Stewart Memorial Project (ASMP) is Australia's preeminent initiative for empowering women to take charge of their union involvement by providing them with the skills, knowledge, and support needed to become passionate and effective leaders.

A cornerstone of the ASMP is educating unionists about the history of international solidarity and the program is run annually across the country. More often than not, the ASMP programs host international participants.

For more information about the SA ASMP,



Financial Statements

Working Women's Centre Inc

ABN 54 253 257 443

For the year ended 30 June 2023

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 Inc
For the year ended 30 June 2023

	2023	2022
Income		
Income from Grants		
Grant Revenue - Minister for the Status of Women	512,352.00	487,490.00
Grant Revenue - Office of the Fair Work Ombudsman	341,409.09	318,181.82
Grant Revenue - Attorney General's Department - Frontline Support To Address Workplace Sexual Harassment	449,625.03	-
Grant Revenue - Department of Human Services - Covid19 National Partnership - Domestic Violence	-	79,748.97
Grant Revenue - Department of Human Services - ENU - RAP Development Grant	9,050.00	-
Grant Revenue - Department of Human Services - Youth Project Officer	-	25,881.36
Grant Revenue - Department of Human Services - Grants SA - Young Queer Women Employment Support Project	23,695.00	-
Total Income from Grants	1,336,131.12	911,302.15
Donations		
Donations	5,485.77	16,791.59
Total Donations	5,485.77	16,791.59
Other Income		
Fee For Service Training Revenue	49,771.82	67,177.45
Interest Received	47.74	322.40
Centrelink PPL Funds	9,749.40	-
Other Revenue	443.69	10,037.96
Total Other Income	60,012.65	77,537.81
Total Income	1,401,629.54	1,005,631.55
Expenditure		
Accounting/Payroll Fees	10,610.01	15,000.00
Advertising & Promotion	4,526.46	4,053.78
Audit Fees	2,770.00	1,300.00
Bank Account Fees	809.33	2,722.72
Board Expenses	4,449.79	848.13
Car Parking	57.74	162.65
Cleaning	2,485.54	1,774.27
Computer & Software Expenses	51,327.67	6,742.48
Consulting & Accounting	17,663.36	15,000.00
Electricity	4,119.80	2,777.93
Equip Lease - (Copier)	1,433.40	1,433.39
Equipment/Furniture Purchases	2,358.13	12,310.41
Functions	2,857.67	2,057.21
Insurance	17,618.71	20,893.62
Meal Allowances	2,491.80	-
Postage & Courier	767.74	361.64
Printing & Stationery	4,589.96	3,384.42
Project Fees (Consultants)	2,773.34	-

The accompanying notes form part of these Financial Statements.

	2023	2022
Reconciliation Action Plan	10,250.00	-
Rent	73,435.34	71,427.85
Repairs & Maintenance	1,019.50	1,195.79
Staff Amenities	1,410.29	592.93
Staff Training & Development	49,007.68	25,033.12
Sundry Expenses	8,509.05	2,652.51
Telephone/Fax/Internet	9,290.23	7,735.46
Translating & Interpreting Services	3,251.40	1,217.30
Travel & Accommodation	18,568.85	(394.11)
Website Development & Updating	650.00	650.00
Employment Expenses		
Wages & Salaries	883,454.98	812,505.77
Prov E/ee Entitlements - An Lv	6,777.51	12,300.22
Prov E/ee Entitlements - Lng Sv L	7,705.65	19,694.40
Prov E/ee Entl - Redundancy	37,557.46	39,044.51
Superannuation	104,461.78	95,098.64
Workcover Levy	14,793.32	13,302.51
Total Employment Expenses	1,054,750.70	991,946.05
Total Expenditure	1,363,853.49	1,192,879.55
Current Year Surplus/ (Deficit)	37,776.05	(187,248.00)

The accompanying notes form part of these Financial Statements.

Statement of Financial Position

Working Women's Centre Inc

As at 30 June 2023

	NOTES	30 JUN 2023	30 JUN 2022
Assets			
Current Assets			
Cash Floats and Bank Accounts			
Bank SA Society Cheque Account		884,801.78	14,069.51
Bank SA Commercial Money Market Account		-	799,474.90
Term Deposit - Payroll Account		22,770.22	22,770.22
Bank SA Term Deposit - Rent Account		19,097.00	19,097.00
Petty Cash Imprest		-	250.00
Total Cash Floats and Bank Accounts		926,669.00	855,661.63
Trade and Other Receivables			
Accounts Receivable		71,556.84	22,530.04
Prepayments		20,529.32	14,791.75
Accrued Interest on Investments		47.74	-
Total Trade and Other Receivables		92,133.90	37,321.79
Total Current Assets		1,018,802.90	892,983.42
Non-Current Assets			
Furniture & Equipment		-	4,812.73
Acc Dep - Furniture & Equip		-	(4,812.73)
Electronic Equipment		-	17,544.93
Acc Dep - Electronic Equip		-	(17,544.93)
Total Non-Current Assets		-	-
Total Assets		1,018,802.90	892,983.42
Liabilities			
Current Liabilities			
Bank Overdraft			
Bank SA Visa Business Card 2 - WWC		4,476.60	4,068.05
Total Bank Overdraft		4,476.60	4,068.05
Accounts Payable		18,808.23	34,481.01
GST Payable			
Goods and services tax		23,598.97	12,649.13
Total GST Payable		23,598.97	12,649.13
Total Current Liabilities		46,883.80	51,198.19
Payroll Liabilities			
Payroll Clearing - RTWSA A/c		(4,765.55)	(668.55)
PAYG Withholdings Payable		14,678.00	11,741.52
Superannuation Payable		-	8,626.01
Total Payroll Liabilities		9,912.45	19,698.98
Accruals			

The accompanying notes form part of these Financial Statements.

	NOTES	30 JUN 2023	30 JUN 2022
Accrued Expenses		14,941.12	-
Accrued Salaries & Wages		32,801.97	16,102.07
Wages Payable - Payroll		(137.53)	-
Social Club Liability		-	432.00
Total Accruals		47,605.56	16,534.07
Grants in Advance			
Grant In Adv - Attorney General's Department - Frontline Support To Address Workplace Sexual Harassment		30,000.00	-
Grant In Adv - DHS Grants SA - Young Queer Women Employment Support Project		-	23,695.00
Total Grants in Advance		30,000.00	23,695.00
Revenue In Advance			
Donations to the Anna Stewart Project in memory of Michelle Hogan		5,155.00	-
Revenue In Adv-Augusta Zadow Scholarship		8,900.00	8,900.00
Revenue In Adv-Fee For Service Training		7,600.00	-
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		25,815.81	13,060.81
Provisions			
Provision for Annual Leave		64,187.41	57,417.73
Provision for LSL > 4 YRS<7YRS		50,169.71	41,998.38
Total Provisions		114,357.12	99,416.11
Non-Current Liabilities			
Provisions			
Provision for Lng Sv Lv >7 YRS		12,161.25	12,646.86
Provision E/ee Redundancy		171,097.30	133,539.84
Total Provisions		183,258.55	146,186.70
Total Non-Current Liabilities		183,258.55	146,186.70
Total Liabilities		457,833.29	369,789.86
Net Assets		560,969.61	523,193.56
Member's Funds			
Opening Balance		523,193.56	710,441.56
Current Year Earnings		37,776.05	(187,248.00)
Total Member's Funds		560,969.61	523,193.56

The accompanying notes form part of these Financial Statements.

Notes to the Financial Statements

Working Women's Centre Inc For the year ended 30 June 2023

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. All existing assets were fully depreciated a number of years ago. All subsequent asset purchases were treated as an expense in the year incurred.

The dollar values that have been showing in the Financial Statements have now been removed; and the comparative figure will disappear next year.

For disclosure purposes only, the sum insured for assets owned by the Centre is \$100,000.00.

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 are 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 Inc For the year ended 30 June 2023

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, 2023 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, 2023 -

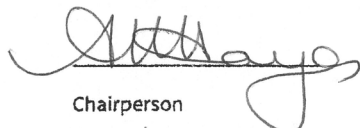
- (a) (i) no officer of the Association;
- (ii) no firm of which the officer is a member; and
- (iii) no body corporate in which an officer has a substantial financial interest,

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.

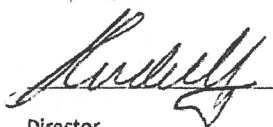
This Statement is made in accordance with a resolution of the Management Committee.

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



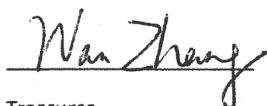
Chairperson

Date / 17 / 11 / 2023



Director

Date 17 / 11 / 2023



Treasurer

Date 17 / 11 / 2023

Auditor's Report

Working Women's Centre Inc For the year ended 30 June 2023

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 2023, 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 2023 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).

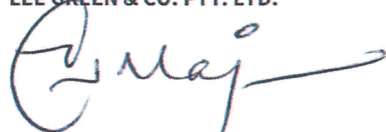
Basis of Accounting and Restriction on Distribution

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  day of October, 2023.

TIM MAJOR

LEE GREEN & CO. PTY. LTD.





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