Working Women's Centre Inc.

WORKING WOMEN'S CENTRE

# ANNUAL REPORT

1 July 2025- 30 June 2026




Artwork by Sam Wallman



## Acknowledgement of Country

The Working Women's Centre SA acknowledges Kaurna People as the Traditional Owners and continuing custodians of the Adelaide Plains and Greater Adelaide region, the land upon which we predominately carry out our work. We pay our respects to Kaurna Elders past and present, and to the Kaurna Nation, recognising their spiritual relationship to this Country and that their sovereignty was never ceded. We extend these respects to the Traditional Owners of all Aboriginal Nations of South Australia and to all First Peoples of Australia.





We welcome diversity and provide a safe space for workers from all walks of life.

wwcsa.org.au

(08) 8410 6499 | Toll Free: 1800 652 697

Level 2, 81 Flinders Street, Adelaide - SA, 5000

# Content


01 Objects

02 Our People

03 Chair’s Report

04 Treasurer’s Report

05 CEO’s Report

08 Legal Report

09 Statistical Snapshot

10 WWC SA’s First Federal Court Success in Workplace Sexual Harassment

11 Outreach and Community Legal Education

12 Advocacy Report

14 Education and Training Report

16 Working Women’s Centre Australia

20 Our Clients: Statistical Snapshot

23 Media and Publications

25 Union Solidarity and Collaborations

27 Professional Development

28 Audited Reports

# Objects

## *Principal purpose of the Association*

The principal purpose for which the Association is established is to be a charity whose purpose is the relief of poverty, suffering, distress and discrimination in the context of women and vulnerable workers in the workplace. The Association pursues its principal purpose by:



Enhancing workers' participation in and contribution to working arrangements that improve their economic prosperity and welfare, focusing on:
a) Women working in areas which may be precarious and/or of low status employment, women working in casual and part-time employment, in areas which are award-free, home-based employment and in low paid work.
b) Aboriginal and Torres Strait Islander women.
c) Women from non-English speaking backgrounds.
d) Women who live with disability.
e) Women living and/or working in regional, rural and remote areas.
f) Women with family responsibilities.
g) Women who are not citizens and are on visas.
h) Women discriminated against on the basis of their age.
i) Persons discriminated against based on their gender expression or gender identity; and
j) Such other people as may experience disadvantage in the workforce.



Increasing women's knowledge and participation in the legal, policy and institutional frameworks that promote workplace reform, fair pay and employment conditions and safe working patterns in a safe working environment free from gendered violence and discrimination.



Providing a safety net of industrial relations services including by providing legal services to women who are otherwise unable to access them.



Advocacy with and on behalf of women to government institutions, employers and decision-makers who have the power to improve conditions of working women across all settings.



Providing education and training services to women, workers and employers with a view to creating safe and fair workplaces.



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

# Our People

## *Working Women's Centre SA*

**Chief Executive Officer**
Nikki Candy
**Deputy CEO**
Anne Purdy
**Principal Lawyer**
Corinne Grant
**Lawyers**
Saleha Mohammadi
Annette Couch
Rhoda Okoidigun
Quynh Nguyen
Dharani Rana
Angela Scarfo
Grace Hensel
Alice Bitmead
**Legal Assistant**
Morgan Archinal
**Advocacy and Education Manager**
Maddie Sarre
**Education and Training Officers**
Emma Ashley
Maddie Diamond
**Advocacy Officer**
Emma Webb
**Communications Officer**
Thais Martins
**Finance Officer**
Jacqueline Shaw
**Client Services Officer**
Genevieve Carey
**Executive Assistant**
India Candy
**Intake Officer**
Jennifer A

## *Working Women's Centre Australia*

**Chief Executive Officer**
Abbey Kendall
**Advocacy and Policy Officers**
Aira Firdaus
Yen Pham
**Executive Assistant**
Emma Tooth
**Communications Officer**
Thais Martins
**Finance Officer**
Jacqueline Shaw
**Policy and Administration Officer**
Kirsty Faulder

## *Working Women's Centre Board*

**Chair**
Ann-Marie Hayes
**Deputy Chair**
Isobel Phoebe Montgomery
**Secretary**
Claire Thomson
**Treasurer/Board Member**
Melissa Stokes
**Board Members**
Louise Firrell

## *WWC Activist Network*

Anna
Jess
Kaz
Lauren
Leanne
Siobhan

## *Working Women's Centre Volunteers*

**Education Volunteers**
Catalina Leon
Yan Liao
Yuka Yamaguchi
Leanne Ho
Mahsa Javdanmehr
**Communications Volunteers**
Tarini Kumar
Ella Lee
**Reclaim the Night Coordinators**
Hansini Nethmi Siriwardhana
Madeleine Homes-Vickers
**Advocacy Volunteers**
Emily Trieu
Anna Sutherland

# Chair's Report



**By Ann-Marie Hayes**

As predicted, we have had a busy but positive year of ongoing expansion - and hard work! This last financial year brought with it a strong focus on consolidating functions of WWC SA, as foreshadowed in last year's report. As we settled into the second year of the Department Education Workplace Relations (DEWR) funding - linked to the Respect at Work Report - and the ongoing funding from State Government, Office for Women, and SA Attorney General Department we have consolidated and reflected further on the key things we want to achieve. We also oversaw the renewal of our strategic plan, which sets our vision for the next two years and identifies strategic areas for ongoing work to ensure women and marginalised people have access to workplace justice.

The Board would like to acknowledge the highly effective leadership group, CEO Nikki Candy, and Deputy CEO Anne Purdy, for leading the Centre's management team. The leadership team has worked with an organisational consultant as we further refine internal processes and ensure a strong culture within the Centre.

We would also like to thank both past and present staff who continue to work hard across the three teams - education, advocacy, and legal - in an environment that at times can be very challenging, however also exciting and groundbreaking.

A big thank you to CEO Nikki Candy who has continued to provide thoughtful and considered leadership through a time of significant development and growth.

## Governance

The Board continued to focus on consolidating the organisation this year, with particular attention to governance, organisational culture, and ensuring we continue to meet the needs of vulnerable women workers and people. To that end, we have overseen the development of our new strategic plan, enacted our new Constitution, monitored the Reconciliation Action Plan, managed our budget, and addressed administrative and compliance matters.

Thank you to the whole Board for the enormous contribution you make through your insights, energy, hard work, and progressive initiatives over the last year. Your commitment and contribution to the organisation have been valued and much appreciated.
As you will see from the financial report and the CEO's report, WWC SA has fulfilled all funding and accreditation requirements and remains compliant on all administrative and financial matters.

## WWC Australia

WWC SA continues to auspice the interim subcommittee of WWC Australia (WWCA) and provides oversight and direction in both strategic and financial areas. I have continued to chair the subcommittee this year, with Claire Thompson (Board Secretary of WWC SA) representing SA, along with representation from across Australia and a clear operational plan ratified by the WWC SA Board.

We continue to move forward in terms of governance, and while we had hoped we would have a finalised WWCA constitution by the AGM, we now have a final draft with plans for this to be fully ratified over the next year. As of the last meeting, we have a new independent Chair - Anne McEwen OAM.

This has been an exciting development. As many of you know, Anne is a fabulous choice; she is highly skilled, and most South Australians would remember her from her decade as a Senator for SA and previously Secretary of the Australian Services Union SA and NT Branch.

Our ongoing work continues as the peak for Working Women's Centres across Australia. This continues to be led by Abbey with the team - Aira, Jacqui, Yen and Emma - and it is exciting, busy and challenging! WWCA has developed a unified coalition of Working Women's Centres across Australia with agreed focus areas including the development of a national data set.

Well done to Abbey for her continuing leadership and thoughtful approach to supporting and enabling a national plan, and to the whole team for your work over the last year. I have been so privileged and have thoroughly enjoyed being the Chair of the WWCA subcommittee and assisting with the development of this new and important peak for working women and vulnerable workers across Australia.

## Farewell, Welcome and Thank you

We say farewell and thank you to a long-standing board member, Melissa Stokes – Treasurer for the last year and a board member for 27 years. She has given the Board a strong understanding of domestic, family and sexual violence and its impact on women and marginalised people in their lives and at work. Her strong feminist approach and passion have informed many aspects of the Board's work. Melissa has been a reliable and consistent presence at Board meetings, discussions, and workshops. The sage advice and ideas that she has contributed will be sorely missed.

## Welcome to new Board Members

Following the completion of our new constitution and utilising a skills matrix, we called for expressions of interest for new Board members and had a fabulous response. From that extensive and thorough process, we have welcomed:

- Alicia Millar
- Laura Birchmore
- Mika Tippins
- Sreekha NadaRaja
- Erin Kingisepp – Current Treasurer

A very warm welcome to our recently appointed Board members. It is exciting to have such a skilled, knowledgeable, and enthusiastic new group to assist in leading this organisation.

**Board Members**
A big thank you again this year to the existing Board members, including Isobel Montgomery (Deputy Chair), Claire Thompson (Secretary) and Louise Firrell (EBA committee). They are a hard-working, clever group of women who have been critical to the ongoing work of the WWC SA this year.

I wish you all an exciting and productive year ahead. Thank you for your continued support and dedication to WWC SA, its Board, staff and volunteers.

# Treasurer's Report



I'm please to also present the Treasurer's Report for the WWC SA for the financial year ended 30 June 2026.

The 2025/2026 financial year has been a period of consolidation following significant organisational growth in the previous year. The Centre has remained financially stable while continuing to expand its impact across legal services, education and training, advocacy, and its support for the national Working Women's Centre Australia network.

The Centre maintained strong revenue streams through government funding and fee-for-service training activities. Continued funding from the Office for Women (SA), Attorney-General's Department (SA), and the Department of Employment and Workplace Relations (Cth) enabled the Centre to meet its strategic objectives while delivering high-quality services to women and vulnerable workers across South Australia. The Board and management have continued to exercise prudent financial oversight, ensuring that expenditure remains aligned with funding commitments and organisational priorities.

Throughout the year, resources were carefully invested to support service delivery, staff development, governance, and infrastructure. Regular budget monitoring and comprehensive monthly financial reports provided to the Board enabled effective oversight and informed decision-making. The Board greatly benefited from the expertise and support of Dimitri Matsouliadis of 212 Advisory, whose assistance with financial reporting and analysis has strengthened our governance and financial management practices.

Importantly, the Centre remains in a sound financial position at year end, with sufficient reserves to support ongoing operations and future strategic initiatives. This result reflects disciplined financial management, strong governance, and the dedication of staff across the organisation.

On behalf of the Board, I would like to extend my sincere thanks to our funding partners, staff, volunteers, and supporters for their continued commitment to the Centre's mission.

I would also like to acknowledge Jacqui Shaw, Finance Officer, for her dedication, professionalism, and commitment to the Centre's financial management. Jacqui's diligence and attention to detail have been instrumental in maintaining the high standard of financial administration and reporting that supports the Centre's ongoing success.

A summary of the Centre's audited financial reports can be found at the rear of this year's annual report and full copy of the audited financial report for FY25/26 will be available on the Australian Charities and Not-for-Profit Commissions website.

**View the full 2025-26 audited financial report**

CLICK HERE

# CEO's Report



**By Nikki Candy**

When I reflect on the 2025-2026 financial year, I am struck by the impressive volume of work undertaken and incredible outcomes achieved by the Centre during a period of significant organisational change and transition. Following a year of rapid expansion in funding, programs and people, which saw the Centre more than double in size, our focus this year at the leadership level was on consolidation and stabilisation. We concentrated on building the systems, structures and processes needed to support a larger and more complex organisation. We have worked to strengthen our internal infrastructure, focusing on governance, compliance, policies and internal systems, while also navigating significant staff changes. We have reviewed and refined our organisational structure, strengthened leadership, clarified roles and responsibilities, and welcomed new team members.

Transformation of this magnitude is not without its challenges and the Centre's journey over this financial year is no exception. What makes this year particularly extraordinary is that, while undertaking this substantial internal work, the Centre continued to deliver consistently impressive outcomes for women across South Australia, including reaching some historic milestones.




We developed and adopted a new Strategic Plan 2026-2028, which charts a clear path for the organisation's future. The process provided an opportunity to reflect on who we are, the unique role we play in advancing workplace justice for women, and the impact we seek to achieve. Through this process, we refined our strategic priorities and partnerships, strengthened our organisational focus, and established a shared vision to guide the Centre's work over the next three years.

The Strategic Plan is centred on three overarching goals: increasing our impact, building organisational capacity, and ensuring the Centre's long-term sustainability. By focusing our efforts in these areas, we are strengthening our ability to deliver high-quality services, drive systemic change for working women, and build a resilient organisation capable of responding to emerging challenges and opportunities.

One of the year's most significant achievements was the continued growth and maturity of our legal practice, particularly in the area of workplace sexual harassment. **Since becoming an accredited community legal centre in 2022, we have worked to build specialist expertise, strengthen our legal capability and develop the capacity to pursue increasingly complex matters. This year, we welcomed the Centre's first successful Federal Court win, a milestone that speaks not only to the outcome achieved for our client, but also to the evolution of the Centre itself.** For a relatively young legal practice, this has been challenging but the progress has been extraordinary and demonstrates our commitment to ensuring women can access high-quality representation and pursue justice. Read more about our Federal Court win on page 10.

Throughout the financial year we have continued our long and proud history of union partnerships and collaborations. The Centre partnered with SA Unions to host the inaugural Michelle Hogan Forum in honour of our dear friend and colleague.

We also partnered with SA Unions and APHEDA to bring two women from Timor Leste to participate in the Anna Stewart Memorial Project.

Through our client contact work, we continued to introduce workers to unions and hold conversations with our clients and networks about the importance of being union. We know that the Centre's work is only one piece of the puzzle in achieving safe, equitable workplaces for women.

We have also continued to work alongside unions partnering on training and education particularly on sexual harassment and gender-based workplace issues. Read more about our union collaborations and partnerships on page 10.

Our advocacy work also gained significant momentum this financial year. For almost two years the Centre, along with our lived experience activists' network, has advocated for legislation and reform to end the misuse of non-disclosure agreements (NDAs) in sexual harassment matters, to stop the silencing of victim-survivors. **In March 2026 we welcomed the South Australian Government's election announcement to commit to consult on legislation regulating the use of NDAs in workplace sexual harassment matters.** The Government's commitment to consultation and legislation represents an important step forward and reflects the power of the Centre's advocacy work informed by women's lived experiences. Read more about the Centre's advocacy work on page 12.




Another highlight of the year has been the continued expansion and evolution of our education and training programs. Our Education and Training Team has continued to produce and deliver training programs focused on the prevention of workplace sexual harassment, targeting high-risk industries. The team has worked incredibly hard to build relationships and partnerships to secure clients and participants, and market the Centre's training programs. In the financial year, they delivered **64 training sessions reaching over one thousand participants** which is a truly remarkable effort, particularly considering they are such a tiny team. Read more about the Centre education, training and outreach from page 11.

Amongst all of these achievements, we have finalised amending our constitution, made great progress on our first Reconciliation Action

Plan, settled into our new office, all while trialing and evaluating a 4 Day (fulltime) working week, negotiating our enterprise agreement, and taking steps to introduce a new legal database and case management system.

I am incredibly proud of our team and all that we have achieved together during this reporting period. It is a genuine pleasure to present this year's Annual Report, which showcases the breadth, impact and quality of the Centre's work. There is so much to celebrate, and this report reflects the dedication, expertise and commitment that our staff bring to their work every day. I would like to sincerely thank and congratulate the entire team for their hard work and commitment to supporting the Centre's work.

I would also like to thank our Board members for their leadership, guidance and stewardship during a period of significant organisational development. I am deeply grateful for the time, expertise and commitment they generously contribute to the Centre on a voluntary basis. Their strategic insight, thoughtful oversight and steadfast support have been invaluable.

I would like to give a special thank you to our Chair, Ann-Marie Hayes, who has been a tremendous support to me (again!) this year. Knowing I can always pick up the phone and receive thoughtful advice and encouragement has been invaluable to me, particularly during some of the year's challenges and difficulties.

Finally, a sincere thank you to our funders - Attorney-General's Department of South Australia, Department of Employment and Workplace Relations and Office for Women - for their continued support for the Centre and the work we do.

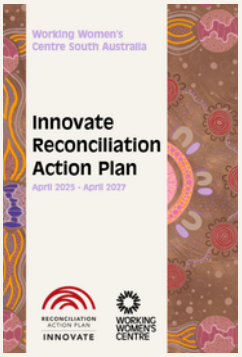
While the accomplishments of this year will be difficult to top, as we look to the year ahead, we do so with continued ambition and purpose. With stronger foundations, greater organisational stability and a clear strategic direction, the Centre is well positioned to build on this momentum and deliver even greater outcomes for the women we serve.

# Reconciliation Action Plan

This year marked the second year of WWC SA's inaugural Reconciliation Action Plan (RAP) and was a year of meaningful progress, reflection and momentum as we continued to embed reconciliation into our work and across the Centre.

The Centre extends its sincere gratitude to Nicole Gollan of Nik&Co Consultancy for her ongoing support, wisdom, advice and guidance throughout our reconciliation journey. Nicole's expertise and encouragement have been invaluable in helping us strengthen our understanding, accountability and commitment to reconciliation.

A significant milestone during the year was the Centre's first National Reconciliation Week event, bringing together staff and Board members for a shared learning experience focused on truth-telling and understanding the ongoing impacts of colonisation on Aboriginal and Torres Strait Islander peoples.




**Read our Innovate Reconciliation Action Plan**

**CLICK HERE**

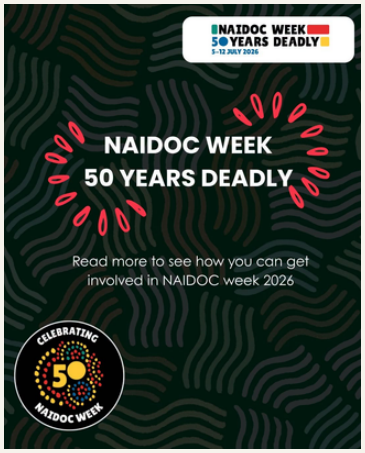
As part of the event, we viewed the documentary Servant or Slave (2016), which documents the experiences of Aboriginal women who were removed from their families and subjected to domestic servitude.

We were honoured to welcome Dr Natalie Harkin, a Narungga woman and Research Fellow in Critical Indigenous Studies at Flinders University, who shared insights from her research and publication Apron-Sorrow / Sovereign Tea (2025). Dr Harkin's work documents the histories of domestic servitude and stolen wages in South Australia and provided a powerful opportunity for reflection and discussion.





The themes explored through the documentary and Dr Harkin's presentation closely align with the Centre's ongoing work on the issue of stolen wages. The experiences depicted mirror those of our stolen wages clients and deepened our understanding of the historical and intergenerational impacts of domestic servitude and policies enabling the Stolen Generations. These conversations reinforced the importance of our role in supporting Aboriginal women seeking recognition, justice and redress.




Throughout the year, staff also participated in NAIDOC Week celebrations and attended the Survival Day Rally, providing opportunities to learn from and stand alongside Aboriginal and Torres Strait Islander communities in recognising both the challenges faced by and achievements of First Nations peoples.




The Centre continued to strengthen its partnerships with Aboriginal organisations, including working closely with the Aboriginal Legal Rights Movement on stolen wages matters and codesign and codelivery of training programs to South Australian Aboriginal Community Controlled Organisations Network members on preventing and addressing sexual harassment. These partnerships are critical to ensuring that our advocacy is informed, respectful and responsive to the needs and experiences of Aboriginal clients and communities.

During the year, the Centre also commenced developing a set of cultural protocol polices to ensure we engage respectfully, consistently and meaningfully with Aboriginal and Torres Strait Islander peoples, communities and cultures. This work will form part of a broader cultural learning framework and strategy currently being developed to support ongoing organisational learning and accountability. We also progressed several initiatives aimed at embedding reconciliation within our organisational systems and practices. For example, a new procurement policy was introduced to increase the Centre's use of Aboriginal-owned businesses and service providers, supporting economic participation and creating opportunities for Aboriginal enterprises.

Building cultural capability has also been a key priority. WWC team members participated in Cultural Sensitivity and Respect Training and Working With Aboriginal People training with Bookabee Australia, strengthening our collective understanding of culturally safe and respectful practice.




The RAP Working Group continued to play an important role in driving and monitoring progress against the Centre's actions and commitments, while ensuring regular communication and engagement with the broader staff group and the Board.

The Centre would like to extend its sincere thanks to the members of the RAP Working Group for their dedication, leadership and commitment throughout the year:

- Thais Martins
- Emma Webb
- Annette Couch
- Rhoda Okoidigun
- Genevieve Carey

We also acknowledge and thank former staff and RAP Working Group members Morgan Archinal and Angela Scarfo for their contributions.

While we are proud of the progress achieved during the second year of our inaugural RAP, we recognise that reconciliation is a continual process of learning, listening and action. We remain committed to building stronger relationships with Aboriginal and Torres Strait Islander peoples and communities, and advancing cultural capability across the organisation.

# Legal Report

The 2025-2026 year was a significant one for the legal team, marked by major litigation outcomes and continued growth in our capacity to deliver justice for working women across South Australia.
This year, the Centre achieved successful outcomes in matters before the South Australian Employment Tribunal, the Fair Work Commission and the Federal Court of Australia, reinforcing our commitment to pursuing meaningful change through legal action.



**By Corinne Grant**

In September 2025, the South Australian Employment Tribunal delivered judgment in four matters involving the underpayment of migrant workers employed by Mr Cheese Central Kitchen. The four women, all visa holders, were represented by the Working Women's Centre throughout the proceedings. The Tribunal found that the employer and its director had failed to properly pay wages and superannuation and had engaged in multiple contraventions of the *Fair Work Act 2009*. Combined orders for underpayments and penalties exceeded $1.11 million, highlighting the vital role legal representation plays in holding employers accountable and ensuring migrant workers have access to justice.

In November 2025, the Fair Work Commission handed down its decision in *Daisy March v Pearson's Farm & Animal Rescue Limited* [2025] FWC 3553. The Centre represented Ms March in all aspects of the matter, including the preparation of submissions and advocacy at hearing. We successfully defended a jurisdictional challenge, securing an important procedural victory and a published decision permitting the matter to continue. The case was also a significant personal achievement for Daisy, who demonstrated strength and resilience in standing up to her former employer.

Then in early 2026, the Fair Work Commission handed down decisions in *Interact Australia Ltd Trading AS Interact Australia v Jenna McArdle* [2026] FWC 49, and *Interact Australia Ltd Trading AS Interact Australia* [2025] FWC 3554. The Centre represented Ms McArdle and Ms Lee in these matters, after their employer sought to reduce their redundancy pay entitlements to nil on the basis that it had offered them redeployment to roles located across the city. The Commission found that the roles offered to Ms McArdle and Ms Lee were not "acceptable employment" because the increased travel time required was not compatible with our clients' individual caring responsibilities. Both applications were dismissed, securing our clients' full redundancy pay entitlements.

A milestone result followed in June 2026, when the Federal Court delivered judgment in *Clarke v Beiler Constructions Pty Ltd as trustee for Fox Trading Trust* [2026] FCA 734. A more detailed analysis of the decision and its broader significance is provided on page 10.

The year also saw growth within our legal team. In May 2026, lawyers Annette Couch, Quynh Nguyen and Rhoda Okoidigun joined our team and along with Saleha Mohammadi, have already made valuable contributions to our work supporting women across South Australia.

In November, I commenced in the role of Principal following completion of the Legal Practice Management Course. Since then, I have focused on improving systems, templates and procedures to support efficient service delivery, while working closely with our Advocacy Team to expand community engagement and increase awareness of the Centre's services. I am also focused on the Centre's litigation strategy to ensure our legal work not only secures outcomes for individual clients but also advances workplace equality and drives broader systemic change.

As we look ahead, our legal team continues to grow in strength and capability. With matters underway across multiple jurisdictions, we remain committed to empowering women, advancing workplace rights and delivering results for our community.

Client testimonial

**[Lawyer] was incredible and understanding. She knew how to explain the legal system in a way I understood and made everything clear. She was a fantastic support and extremely patient. I will forever remember how much she helped me stand up for myself.**



# Statistical Snapshot



**We held**

**1,071**

**legal advice appointments**



**We opened**

**114**

**legal cases**



## Our legal team's work resulted in

# $ 2,006,313

**of awarded or agreed settlement deeds, judgments and orders for our clients.**

This amount includes unpaid wages, general damages for sexual harassment and discrimination complaints, and compensation for clients who were unfairly dismissed, underpaid, or terminated from their workplace.

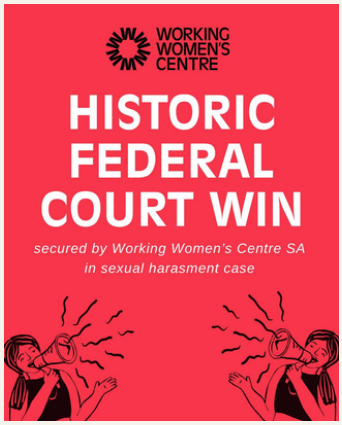
# Client testimonials

> I found the advice provided to be extremely valuable and empowering. It gave me clear guidance on my rights and options and the confidence to move forward in what has been a very difficult situation. I am very grateful for the support and clarity I received."

> [The WWC] was amazing and life changing. Thank you for being there in the darkest of times. I will forever be grateful."

> I would like to thank the Working Women's Centre for their legal advice. The front desk staff was extremely helpful and efficient, quickly arranging an appointment and connecting me with a lawyer. The lawyer provided strong and detailed guidance, explaining everything clearly. Whenever I have questions, they are always willing to assist again promptly. Thanks to their efficiency, my case was resolved quickly. I also gained a lot of knowledge about my rights in this area. Overall, this organization is truly excellent."






# WWC SA's First Federal Court Success in Workplace Sexual Harassment

In June 2026, judgment was delivered in *Clarke v Beiler Constructions Pty Ltd as trustee for Fox Trading Trust* [2026] FCA 734, marking the WWC SA's first matter to proceed to judgment in the Federal Court of Australia.

The Centre represented Ms Elisa Clarke, a single mother and apprentice carpenter who sought legal assistance after experiencing workplace sexual harassment while working remotely in the male-dominated construction industry. Ms Clarke also claimed significant employment-related concerns, including unpaid entitlements, inconsistent provision of pay slips, non-payment of industry allowances, and the eventual loss of her employment and apprenticeship.

Over more than three years, the Centre supported Ms Clarke through complex and contested litigation. The proceedings involved extensive factual and legal issues and culminated in just over two weeks of Federal Court hearings conducted across December 2024 and March 2025. During the hearing, Ms Clarke was subjected to lengthy and intensive cross-examination. Despite the challenges of the process, she remained committed to pursuing accountability and justice.

The Court found in Ms Clarke's favour in relation to two incidents of workplace sexual harassment. The employer was held vicariously liable for the conduct of the perpetrator. The Court also found that the employer had contravened eight clauses of the *Building and Construction General On-Site Award* and four provisions of the *Fair Work Act 2009* (Cth) (Fair Work Act) relating to employment entitlements.

Importantly, the decision represents the first fully contested judgment concerning the workplace sexual harassment provisions contained in section 527D of the Fair Work Act, which commenced operation in March 2023. Although it is only the third published decision considering these provisions, it is the first to do so following a fully contested hearing without admissions of liability by the respondents. As such, the judgment contributes significantly to the developing body of law concerning workplace sexual harassment under the federal industrial relations framework.

The Clarke decision sits alongside two other matters brought under these new legislative protections: Mejia v Capital City and Cafe-Bar, in which liability was admitted, and Eklom v Marshall, which proceeded by way of default judgment. Notably, and the applicant in Mejia was also supported by a specialist women's legal service - the Women's Legal Service ACT.

This demonstrates the critical role that specialist women's legal services play in ensuring that legislative reform translates into real-world outcomes for women. While the introduction of stronger workplace protections represents an important policy achievement, those rights can only be realised when workers have access to expert legal advice, representation and advocacy.

For the Centre, the case represents a historic milestone. As our first matter progressed through to judgment in the Federal Court, it highlights the Centre's capacity to undertake complex, resource-intensive litigation on behalf of marginalised clients and to achieve meaningful outcomes in matters aligned with its funded service priorities. The successful outcome both validates Ms Clarke's experience and strengthens the Centre's reputation as a trusted and effective advocate for women seeking redress for workplace sexual harassment and related employment law breaches.

The matter is progressing through the Federal Court processes to determine the quantum of Ms Clarke's compensation for the established contraventions.

**Read more about the Centre's historic Federal Court workplace sexual harassment case.**

CLICK HERE



# Outreach and Community Legal Education

In 2025/2026 financial year the Centre continued to provide outreach and Community Legal Education (CLE) across South Australia. In September 2025, we travelled to Port Lincoln where we worked to strengthen relationships with local organisations formed during our previous trip to Port Lincoln in May 2024, again working with Uni Hub Spencer Gulf and the Port Lincoln Council.

Through this, we hosted an information session and legal clinic at the Uni Hub and delivered our Respect the Line training to local businesses in partnership with the Port Lincoln Chamber of Commerce and Tourism. In addition to our general outreach activities, involving dropping into services, meeting with local organisations and distributing materials, we also delivered a community legal education session to year 10-12 students in partnership with a local high school, and hosted a stall outside of the local supermarket. The supermarket stall represented a new approach to outreach, providing an opportunity to engage informally with workers, build awareness of the Centre's services, and meet women where they are in their daily lives.

In May 2026, we undertook a further regional outreach trip to the Limestone Coast, visiting Mount Gambier, Naracoorte, and Bordertown. We held a stall at a Jobs & Skills showcase, having conversations with at least 50 job seekers and other service providers, where we discussed the WWC SA's services. We connected with the peak body for the Forestry Industry and spoke about opportunities to improve women's participation in the industry. We delivered two Rights at Work presentations to migrant workers, in collaboration with the Australian Migrant Resource Centre. The first workshop, in Naracoorte, was attended by 30 workers. Most of the workers were working seasonal work in vineyards. The second workshop, in Bordertown, had about 15-20 workers in attendance, almost all of whom worked at the meatworks. A number of safety issues were raised with us, which prompted us to later connect with the Australasian Meat Industry Employees' Union to discuss resolving the workers' safety concerns. We met with several local services to establish connections and referral pathways. We also had a further workshop booked in Mount Gambier that was cancelled due to a COVID outbreak at the hosting service.




In Adelaide, we began to trial hosting educational stalls as part of our outreach, to better engage with communities who are particularly impacted by discrimination and harassment at work. This included stalls at the following events:

- International Women's Day event hosted by the Australian Migrant Resource Centre
- International Women's Day event hosted by the Women's Information Service for CALD communities
- Chinese Mid-Autumn Festival hosted by Fair Go South Australia; and
- Trans Day of Visibility event hosted by City of Charles Sturt






We held ten metropolitan short education sessions over the course of the year, to different groups including TAFE students, high school students, employers in the tourism industry, international students at Adelaide University, and LGBTIQ+ arts workers through Feast Festival. One highlight was partnering with the Migrant Women Professional Network and the Australian Migrant Resource Centre to deliver a session on workplace sexual harassment.

We also began a project to review and update our Rights at Work workshop with the support of volunteers, which is due to be complete by the end of 2026.



# Advocacy Report

A significant focus of our advocacy work was our campaign to end the misuse of Non-Disclosure Agreements (NDAs) in sexual harassment matters. Our advocacy included awareness raising through hosting events, meetings with decision-makers, and educating the legal profession.

In collaboration with Working Women's Centre Australia (WWCA), we co-hosted a three-day media training workshop for activists with lived experience of sexual harassment, who had also been asked to sign an NDA. This workshop was designed to build participants' confidence and capability to engage with the media as advocates for preventing workplace sexual harassment and discrimination.

Activists from across the country, including from South Australia, reported that being involved in these workshops was a transformative experience, that at times contributed to their healing and gave them a sense of power, and which ultimately led to the creation of an ongoing network of activists.

In September 2025, WWC SA hosted a public forum discussing the misuse of NDAs in sexual harassment matters. The forum was attended by approximately 70 people. The South Australian Minister for Women, the Honourable Katrine Hildyard, gave a speech at the forum, and we also heard from Sharmilla Bargon from Working Women's Centre New South Wales (WWC NSW) who authored Let's Talk About Confidentiality (report of use of NDAs in the legal profession), and two activists who spoke about their own lived experience with NDAs.











As a result of this advocacy work, the South Australia Government announced a pre-election commitment to consult on legislation to regulate the use of NDAs, taking into account recent reforms in Victoria. This announcement now forms part of the SA Government's industrial relations policy, and we look forward to being involved in the consultations and progressing this important reform.

> This is an important law reform that the WWC SA have been urgently calling for alongside legal experts, unions and, most importantly, victim-survivors of workplace sexual harassment.
>
> Nikki Candy, CEO of the WWC SA



A further focus of our advocacy work was the issue of historical stolen wages of Aboriginal domestic workers. We worked closely in collaboration with Dr Natalie Harkin, a Narungga woman and leading researcher on the topic of stolen wages in South Australia. We also worked closely on this issue with Khatija Thomas, Kokatha woman and Deputy CEO of the Aboriginal Legal Rights Movement. We have learned a lot from Natalie and Khatija and we thank them for their leadership. Together, we hosted two roundtables with Aboriginal community leaders and leading legal experts. These roundtables were powerful and thought-provoking discussions which will help guide any future advocacy on this important issue. A key theme was the need for archival justice and access to records.

In addition to organising these roundtables, we also filed a submission in the Federal Anti-Racism Inquiry into Racism, Hate and Violence Against First Nations People, with a focus on stolen wages. We met with Federal Minister for Employment and Workplace Relations, the Honourable Amanda Rishworth, and South Australian Senator the Honourable Barbara Pocock to discuss stolen wages issues.




We also worked to build the capacity of feminist movements in South Australia. We coordinated the revival of a collective to organise Reclaim the Night; an important annual event resisting gender-based violence. Reclaim the Night was a collaboration of solidarity between many different groups, and the rally itself was a powerful occasion for many in the community.

We contributed to organising the annual International Women's Day march alongside SA Unions. We held a community catch-up in April 2025, with 35 attendees, which was an opportunity for us to connect with supporters and provide updates about the NDA campaign. It was a great event with very positive feedback.





In May 2026, we launched a new volunteer program, inducting 12 volunteers who assist with various aspects of advocacy, education, and communications.



In partnership with SA Unions and Union Aid Abroad–APHEDA, we hosted Maria Dos Santos and Manuela Da Conceiçao Orna from Timor-Leste, as part of the Anna Stewart Memorial Project. The women are leading work in Timor-Leste to support the rights of women workers, in particular domestic workers who have historically been excluded from labour protections in Timor-Leste. During their visit, the women met with our team and learned about the work we do at WWC SA. This continues our ongoing relationship with the Working Women's Centre in Timor-Leste.




In the reporting period, we were grateful to the have the Honourable Amanda Rishworth MP, Minister for Employment and Workplace Relations, visit the Centre and meet with our team and lived experience activist Lauren, along with our colleagues Abbey and Aira from Working Women's Centre Australia, to discuss our work to address and prevent workplace sexual harassment.



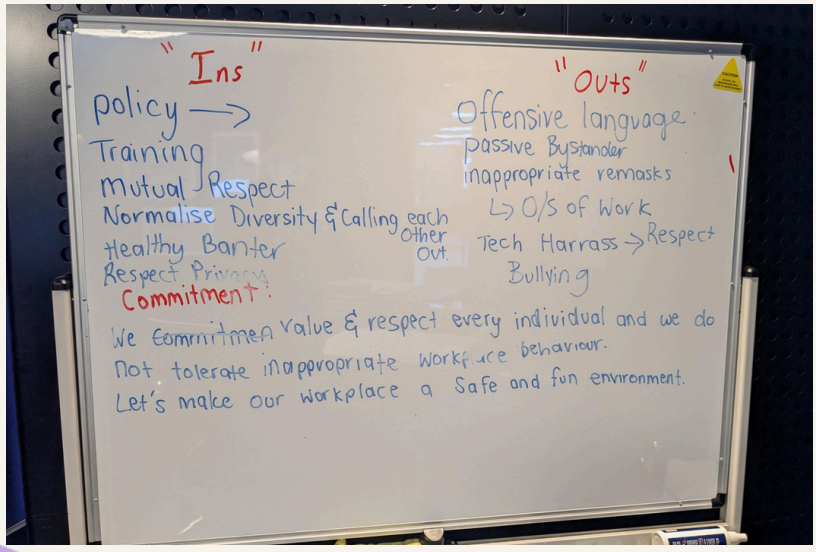
# Education and Training Report

It was an impressive year for education and training. In total, our training team delivered 64 training workshops across the year, which represents a significant increase compared to previous years. Of these training sessions 42 were delivered to small -to-medium sized organisations. Smaller organisations present a huge gap in prevention of workplace sexual harassment, and we're working to address the gap with our training and education. Across all the workshops and sessions delivered, we trained 1056 people. The WWC SA's education and workshops primarily focused on the prevention of workplace sexual harassment, and were delivered to a range of industries including the arts, trades, sport, tourism, law and education.






## *Highlight: Respect the Line survey results*




In post-training surveys, the majority of participants indicated increased knowledge and skills following the workshops. The majority of participants also indicated the workshops prompted them to reflect on their own attitudes, biases or behaviours.

Based on post-training surveys, of all participants in the 'Respect the Line' workshop:

**84%** gained confidence to intervene or call out sexual harassment when they see it

**73%** said that participating in this workshop prompted them to reflect on their own attitudes, behaviours or biases

**51%** learnt about the Positive Duty and their legal rights and responsibilities for the first time, and 38% built on their previous knowledge

**50%** had never previously completed any training on prevention of workplace sexual harassment

The feedback from participants demonstrates the significant impact of the Centre's training in building awareness, knowledge and confidence among participants. Importantly, the workshops not only introduced many participants to their legal rights and responsibilities for the first time, but also encouraged critical self-reflection and strengthened their capacity to contribute to safer and more respectful workplaces.

## *Highlight: Engagement with the legal profession*

We engaged strongly with the legal profession in this financial year by delivering Continuing Professional Development (CPD) sessions on prevention of workplace sexual harassment and the misuse of Non-Disclosure Agreements. This is important not only due to high rates of harassment within the legal profession, but also because of the key role lawyers can play in supporting their clients to respond to workplace sexual harassment.

Engaging with the legal profession has also been a critical component of our campaign to end the misuse of Non-Disclosure Agreements, providing an opportunity to influence the attitudes, practices and advice given by lawyers when representing clients in sexual harassment matters. By fostering greater understanding of the harms associated with inappropriate NDA use, we are working to drive change within the profession and support more survivor-centred approaches to resolving workplace sexual harassment complaints.

We delivered workshops to:

- Johnston Withers Lawyers
- Community Legal Centres SA
- Aboriginal Legal Rights Movement
- Westside Lawyers
- Australian Services Union members

In addition, WWC SA has worked with the Law Society of South Australia and has delivered several continuing professional development sessions to their members. In November 2025, we delivered a session on Sexual Harassment, Bullying and Discrimination, and in May 2026 we delivered the Workplace Behaviour and Bystander Action session, which focused on practical strategies to recognise, prevent and respond to unsafe workplace behaviours.

In June 2026 we delivered a session on The Misuse of Non-Disclosure Agreements as a practical legal ethics CPD. By delivering this CPD we helped lawyers better understand the potential harms caused by NDAs and to fully consider their professional and ethical obligations when advising clients. This should include ensuring victim-survivors are informed of their options and can make a genuine choice about whether to sign an NDA. We were extremely pleased to be delivering these sessions as an important step in promoting best practice and driving cultural change within the legal profession.

We look forward to building on this momentum in the year ahead, deepening our engagement with the legal profession and continuing to work together to improve responses to workplace sexual harassment and drive meaningful systemic change.



# Working Women's Centre Australia

Over the past three years, WWCA and the national network have moved from establishment to operation.

During this establishment phase, WWCA built the foundations for a strong and credible national body. We have established governance arrangements, undertaken core work including the development of our vision and values, created a national brand and website, and progressed towards organisational independence.

We have made national submissions on key law reform and policy issues, commenced a national data project aimed at establishing a shared data standard to demonstrate our collective impact, and increased recognition of WWCs as a critical part of Australia's workplace rights and gender equality infrastructure.




We have also launched the national campaign Our Silence is Not for Sale to end the misuse of non-disclosure agreements and established an activist network to inform WWCA policy development and campaigning.

All eight Centres are now operating and providing legal services, community education, and workplace training. The network is engaging with government on law reform and policy, building relationships with unions, community organisations and other stakeholders.

The strength of the national network comes from the Centres themselves. Each Centre brings deep knowledge of the experiences of workers in its jurisdiction, developed through years of providing support, education, advocacy, and legal assistance. WWCA's role is to connect that expertise, amplify it and create opportunities for the Centres to contribute to broader change.

The national network now has the opportunity to build from that daily work.

There are still important questions for the network to answer: how we coordinate with each other, how we share what Centres are seeing through individual advice work, how we bring our history, politics and world view together, and how we contribute collectively to the broader worker's movements for safer, fairer and more equal working lives.

As Life Member of WWC SA and Emeritus Professor Suzanne Franzway says " The core purpose of the Working Women's Centre was, and is to tackle the structural, political and social inequalities of women workers. It was never intended to be a think tank, research centre or a replacement for trade unions."

**From individual experience to collective change**

Our national data project is an important part of this work. Together with the Centres, we are developing consistent national data standards and a stronger national data footprint. This will enable us to better understand the issues women and gender diverse people are experiencing at work, identify emerging trends, demonstrate the collective impact of the Centres and build a stronger evidence base for advocacy and reform.

This is one of the most powerful opportunities created by national funding. An experience that begins with an individual worker can reveal a broader problem and/or pattern within a workplace. Often the women who approach the Centres are from non-unionised workplaces, but would of course benefit from union membership and worker solidarity that comes from the movement. WWCs do and can play a bigger role in connecting these workers with their trade union. Patterns across Centres can identify gaps in workplace laws and systems. The national network gives us the capacity to connect those experiences and use them to advocate for change.

**Advocating for law reform**

As the national work has matured, WWCA has been able to move from responding to individual reform opportunities as they arise to building a more deliberate and sustained law reform agenda. In the last year, we have created dedicated law reform role has strengthened our capacity to track emerging issues across jurisdictions, support Centres to contribute their expertise, identify shared priorities and translate the day-to-day experience of workers into coordinated advocacy for systemic change.

Our national campaign, Our Silence Is Not For Sale, has been a major focus of this work. The campaign advocates for reform of non-disclosure agreements and brings together the experience of Working Women's Centres, legal practitioners and women with lived experience.

WWCA has supported Centres to advocate for legislative change in their states and territories, while also taking the national case directly to Federal decision makers. This has included meeting with Government MPs and Senators and engaging with the Federal government's Status of Women Caucus to discuss the campaign's 14 recommendations and the need for national reform.

The campaign demonstrates the value of having both local and national advocacy. Centres can use their jurisdictional expertise to advocate for change locally, while WWCA can bring the collective experience of the network to the federal Government and national policy debate.






**An activist network with lived experience**

The WWCA Activist Network has also grown as an important part of our national advocacy. Women with lived experience of workplace sexual harassment and discrimination have brought their experiences into public forums, campaigns, conferences, the media and conversations with decision makers.

Across the year, activists and WWCs have participated in conferences and public events, including the International Association on Workplace Bullying & Harassment Conference and the Australian Labor Party National Conference. We have also supported activists to meet with Ministers and other decision makers to explain the importance of law reform and the real consequences of inadequate workplace protections.

**Watch the campaign and hear the voices of lived experience activists**

**CLICK HERE**

This work ensures that our advocacy is grounded in lived experience and that women who have navigated these systems have a direct role in shaping the change we are seeking.

**Working with the legal profession**

Changing the law is only part of the work. We also need to contribute to changing the culture and practices surrounding workplace sexual harassment and discrimination.

WWCA has been working with the legal profession on issues including NDAs, trauma informed practice and the role of lawyers in responding to workplace sexual harassment. We are building relationships across the profession while ensuring that the experience and expertise of Working Women's Centres contributes to broader discussions about how workplace law operates in practice.

The legal cases being brought by Working Women's Centres are an important part of this work. Cases supported by Centres across Australia are helping to test and establish how workplace sexual harassment protections operate in practice. These matters have the potential to influence legal interpretation, workplace culture and community expectations well beyond the individual case.

**Building independence while delivering the work**

While WWCA is now well into the national funding program and has established a strong program of national advocacy and coordination, we are continuing to build the organisational foundations that will sustain this work into the future.

Establishing governance structures, developing the constitution, and progressing towards an independent national organisation has happened alongside the delivery of a substantial national advocacy program. This is demanding work, but we are proud of the progress being made.




An exciting and significant milestone this year has been welcoming Anne McEwen OAM as WWCA's inaugural Chair. Anne, extensive experience in both public and private sector governance. Most recently a Director of profit-to member Statewide superannuation fund, Anne was previously a Senator for South Australia from 2005 -2016 and both Chief Government Whip and Opposition Whip in the Senate. Prior to her parliamentary service, Anne was an Industrial Officer and Secretary of the Australian Services Union (ASU) SA& NT Branch and a member of the ASU National Executive.

In all her paid and voluntary work Anne has used her positions to improve outcomes for working women through industrial strategy, policy, legislation and governance measures that addressed inequality, opportunity and discrimination in the workplace. She was a member of the management committee of the SA Working Women's centre while working for the ASU and has since always supported the WWCs through advocacy and lobbying of governments.

We are thrilled that Anne has agreed to lead WWCA and over the next year we will register a Company Limited by Guarantee and recruit a national skills and representative board.

**The strength of WWC SA**

The success of this work has been made possible by the strength and support of the WWC SA. WWC SA has provided the secure organisational base from which WWCA has been able to develop and deliver its national work. Its infrastructure, experience, expertise, and commitment to the national movement have been crucial, but it has also been important for WWCA to be situated in an independent Centre that is anchored in trade union organising and culture.

We particularly thank Anne-Marie Hayes, Nikki Candy and Anne Purdy for their generosity, leadership and support in enabling this work. Their commitment to the national project has made an enormous difference.

We also thank the WWCA staff team for their passion, expertise and commitment. The progress of the national organisation reflects their hard work and their belief in the potential of the WWC network. A special thank you to Aira Firdaus, Advocacy and Policy Officer for creatively and carefully leading the Our Silence is Not for Sale campaign.

There is still significant work ahead. We are in tough times and cannot ignore the rise of fascism but midway through the national funding program, the opportunity is clear: to build a lasting network that is committed to collectivism, feminist unionism and the mission of building the movement. Our strategic goals over the next two years will focus on six priorities.

1. Establish an independent and sustainable national body.

2. Coordinate and strengthen the WWC Network, building connections, collaborations and shared impact across Centres.

3. Strengthen WWCA's influence on national policy and law reform by translating the experiences of working women into evidence-based advocacy.

4. Advance research, advocacy, law reform and legal practice reform to end the misuse of non-disclosure agreements in workplace sexual harassment and discrimination matters.

5. Secure sustainable long-term government funding for Working Women's Centres across Australia and the national body.

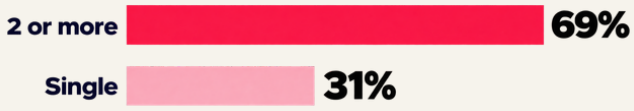
6. Strengthen collaborative relationships with the trade union movement to advance shared workplace rights, safety and equality goals.

There seems to be no better time to be clear about our values, widen the tent, name the villains and work in coalition for a better world.

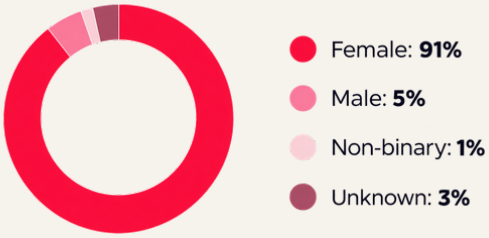
# Our clients: Statistical Snapshot

*Legal Advice Appointments Statistics*

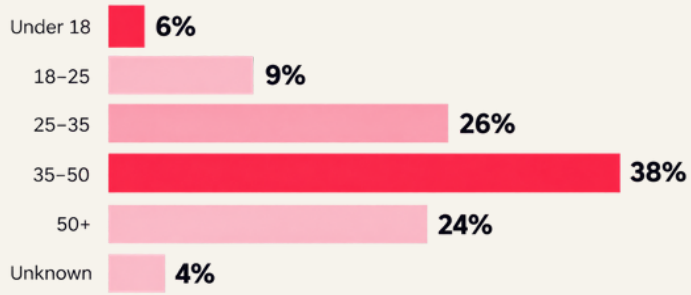
### Multiple issues



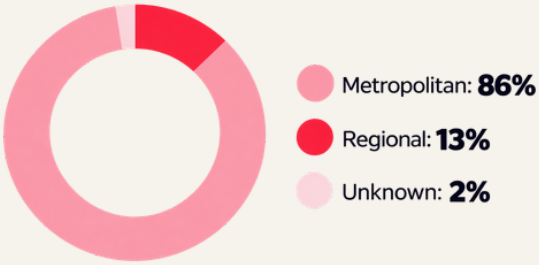

### Gender



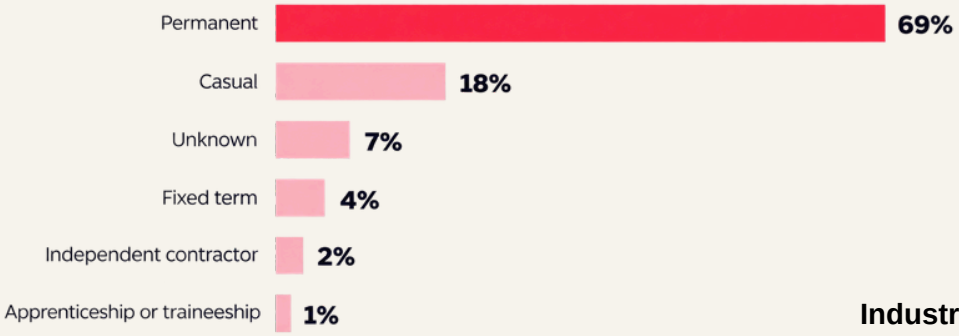

### Age



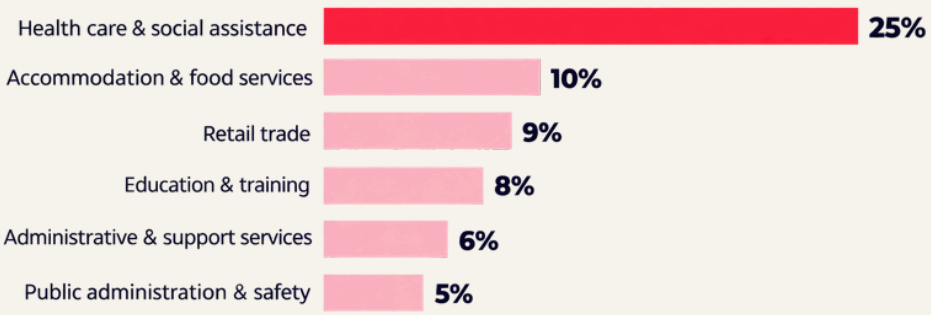

### Residence



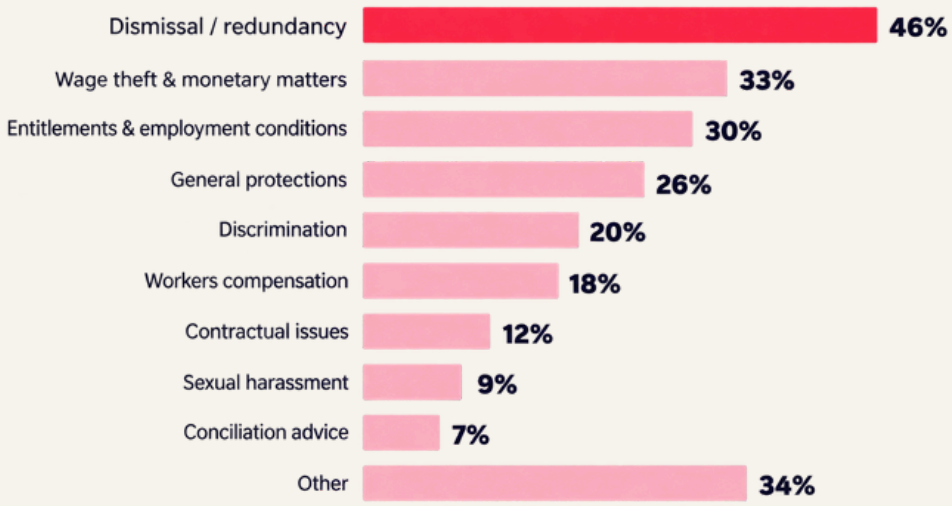

### Employment status



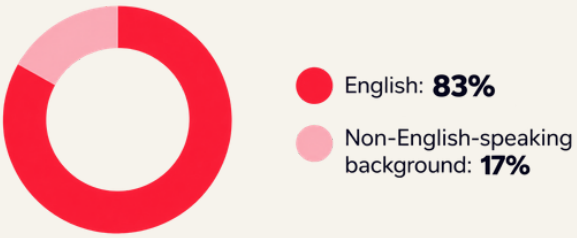

### Industry (Top 6)



## Problem / advice type

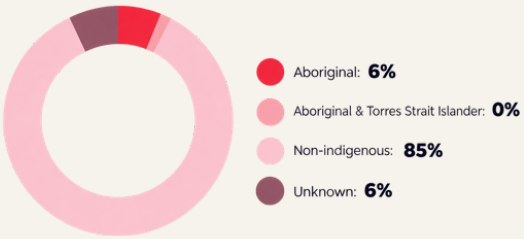



## Language spoken at home




Top 6 languages spoken by our clients (excluding English): Mandarin, Spanish, Hindi, Sinhalese, Chinese and Portuguese

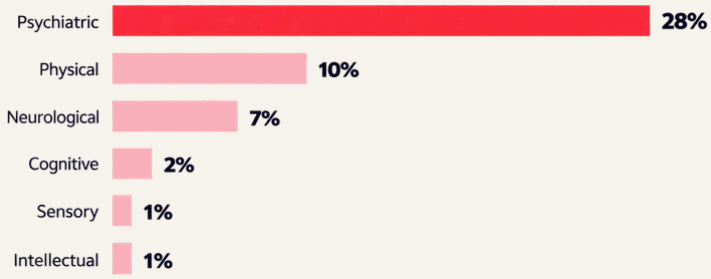
## First Nations identity




## Disability



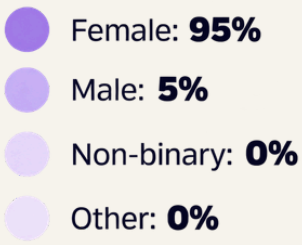

## Disability type



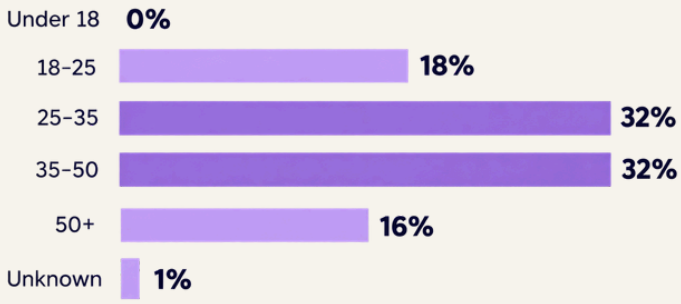

# *Casework and Representation Services*



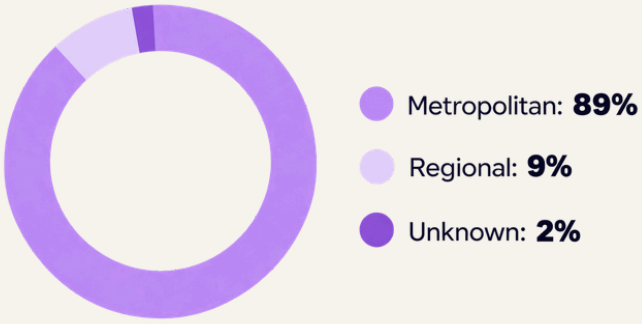

## Gender



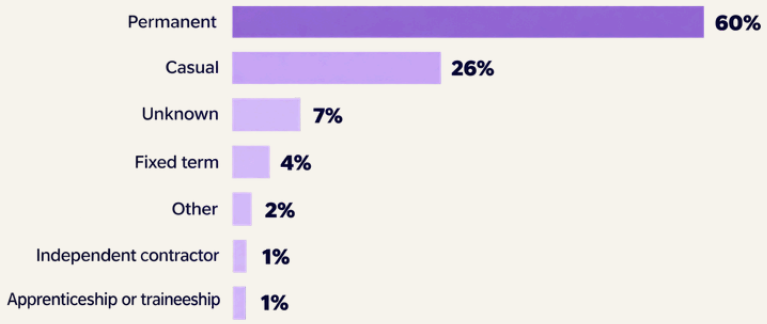

## Age



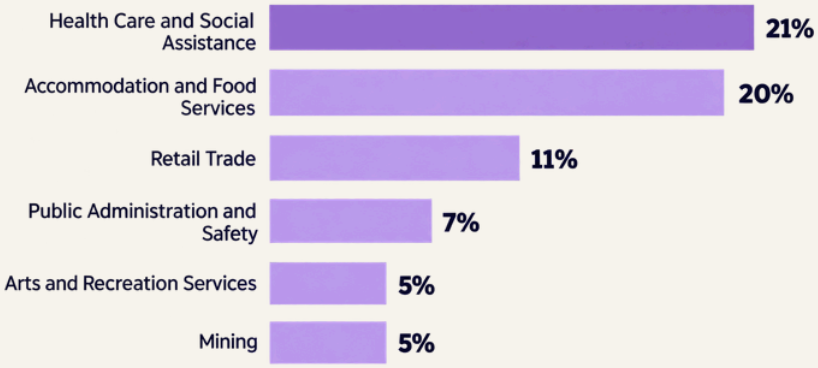
## Residence



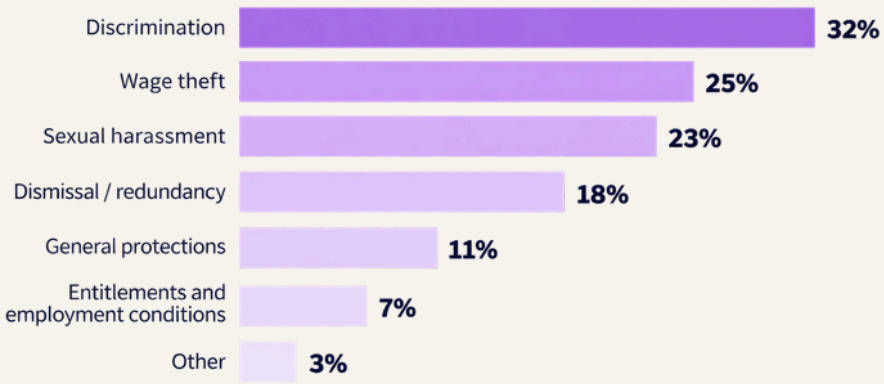

## Employment status



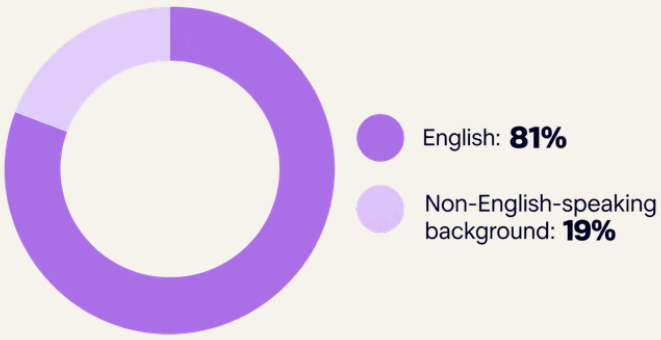

## Industry (Top 6)



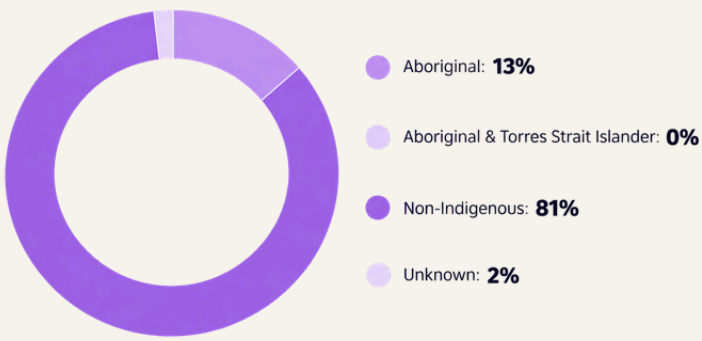

## Problem / matter type




## Language spoken at home



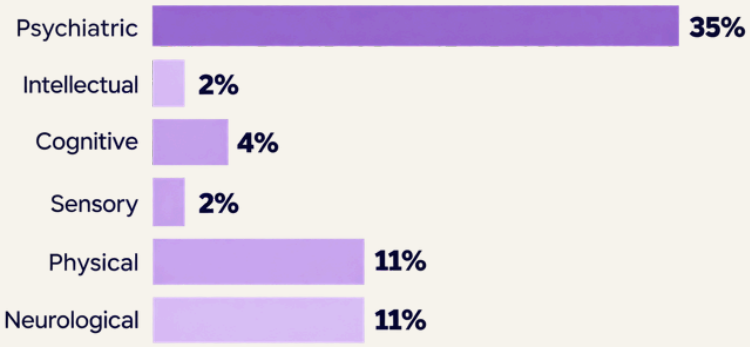

## First Nations identity



**Disability**




**Disability type**




# Media and Publications

In 2025–26, our communications across the website, social media, newsletters, resources and media engagement shared workplace rights information, promoted the Centre's services, and supported advocacy, education, training, events and community engagement. These channels helped make information accessible so people could understand their rights, find support and stay connected with the Centre's activities.

Through cross-promotion with SA Unions, TransJustice, SIN South Australia, Fair Agenda, SAAC, the Australian Migrant Resource Centre and the Migrant Women's Professional Networking group, we also supported shared campaigns and initiatives, helping connect our work with communities and audiences.

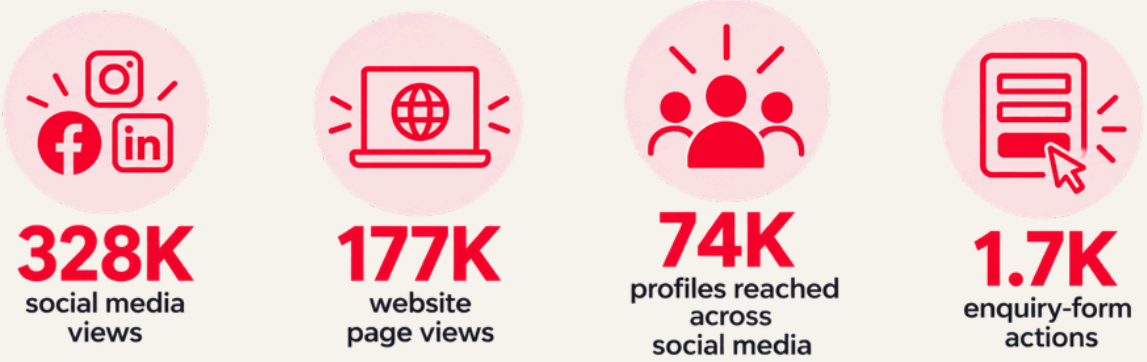
**Connecting people with information and support**
The Centre's website remained the main online pathway for people seeking information about our services and support. During 2025–26, the Centre's website received approximately 48,000 visits, generating around 177,000 page views. There were also approximately 1,700 enquiry-form actions and 415 resource downloads during the reporting period.

Social media complemented the website by extending the reach of workplace rights information, promoting our services and activities, and supporting advocacy and campaigns. It also provided opportunities to direct people to further information and resources available through the Centre.

During the reporting period, content across Facebook, Instagram and LinkedIn was viewed approximately 328,000 times and generated more than 7,400 interactions, including reactions, comments and reposts. Facebook and Instagram content reached approximately 74,000 profiles.

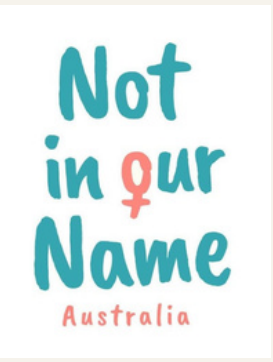
Instagram showed particularly strong content visibility and engagement during the year, despite having a smaller follower base of 2,427. During the reporting period, Facebook maintained the Centre's largest social media audience, with 3,925 followers, and continued to provide an important channel for sharing the Centre's information and activities.

LinkedIn strengthened the Centre's online reach across the legal sector, community organisations and our broader networks. The Centre's audience grew to 1,596 followers - all gained organically.



**Content that connected**




Some of our strongest-performing content focused on issues at the heart of the Centre's work and women's lives. Reproductive rights generated particularly high engagement, with our highest-performing Instagram post - opposing proposed restrictions on abortion access - receiving approximately 105,000 views. This was followed by a post, developed in collaboration with the Not in Our Name(NION) Australia campaign, inviting cis women who support trans and gender diverse community to add their names to an open letter and stand for inclusion, respect and equality, which received approximately 28,800 views.

The Centre's Federal Court case, *Clarke v Beiler Constructions Pty Ltd as trustee for Fox Trading Trust* [2026] FCA 734, also generated media attention and provided an opportunity to discuss the decision and its implications for workplace sexual harassment protections.




**Selected media coverage:**

- ABC Radio National – The Law Report

New employment law pathway to hear sexual harassment complaints

- Workplace Express

Ruling delivers "powerful message" to harassers

- HR Daily

Federal Court ruling has important implications for WSH investigations

- HR Daily

Full compliance with positive duty rare, even in large employers

**Explore our media coverage.**

CLICK HERE

**External media and publications also helped raise awareness of our services, campaigns and advocacy.**

**SEP 2025**

Umeewarra Radio
Nikki Candy and Maddie Diamond discussed the Centre's services and the Our Silence Is Not for Sale campaign

**FEB 2026**

The Wire
An interview on the use of NDAs in workplace sexual harassment settlements and the need for reform

**JUN 2026**

Law Society SA Bulletin
An article highlighting the Centre's legal services, workplace education and advocacy.



Communications also supported the Centre's contribution to public conversations. As part of our commitment to inclusive services, equity and safer workplaces, we published our Anti-Racism Statement, and Diversity Statement, recognising the diverse and intersecting experiences of workers, challenging racism and discrimination, and supporting the workers and communities we serve.

**Staying connected through our newsletter**

During the year, we strengthened the Centre's use of the newsletter as a direct way to stay connected with workers, supporters, community organisations and stakeholders who had chosen to hear from us. Alongside our website and social media, our regular bi-monthly newsletter provided a direct channel for sharing workplace rights information, Centre updates and ways to stay informed and involved.

Over the financial year, our subscriber base grew from 243 to 1,080 contacts, an increase of 837 contacts, or approximately 344%, while maintaining a low level of unsubscribes.

We will continue to build on this direct connection with our audience in the year ahead.

# Union Solidarity and Collaborations

As an organisation born from the union movement, whose principal purpose is the relief of poverty, suffering, distress and discrimination in the context of women and vulnerable workers in the workplace, we know and believe in the critical role unionism plays in advancing the rights of working women, advocating for systemic change, and providing collective support to workers experiencing workplace issues. We know that our work is strongest when undertaken in partnership, and in the reporting period we continued our long history of actively fostering collaborative relationships with unions.






We met regularly with SA Unions to discuss emerging trends, shared priorities, strategies and opportunities to work together. We also worked alongside the SA Unions Women's Standing Committee to support the annual International Women's Day March, strengthening connections across the union and women's sectors.

In November 2025, we partnered with SA Unions and Professor Robert Hattam to host the inaugural Michelle Hogan Forum. Bringing together approximately 90 workers, activists, unionists and community members, the Forum was established as a new annual event to foster thoughtful discussion and bold ideas about the future of feminist worker movements and collective action. The Forum honours the legacy of Michelle Hogan, former Chair of the WWC SA, respected trade unionist, community advocate and feminist leader, whose contribution to the women's and workers' movements continues to inspire our work. Deeply valued as a colleague, mentor and friend, Michelle is dearly missed by many across our community. The inaugural event featured Professor Rae Cooper AO, who spoke on the theme of Strengthening Feminist Action in Precarious Times, providing a powerful reflection on the challenges and opportunities facing feminist and worker movements today. We are proud to have partnered with SA Unions to establish an event that both celebrates Michelle's legacy and creates a lasting space for dialogue, learning and collective action.



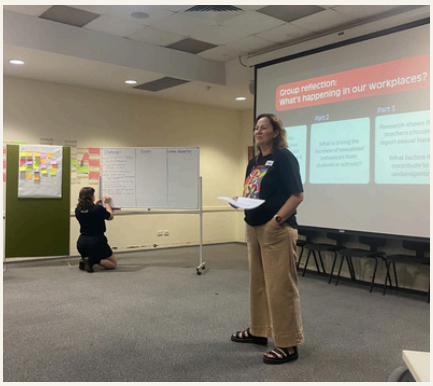



A significant area of collaboration during the year focused on addressing sexual harassment in education settings. Sexual harassment is a systemic and highly gendered workplace safety issue within schools, and concerns have grown in response to increasing reports of student-to-teacher harassment and the influence of misogynistic online content on attitudes and behaviours. In response to requests from teachers and school leaders seeking practical and legal guidance, we commenced discussions with the Australian Education Union (SA Branch) and Independent Education Union, leading to an important new partnership.

Together, we delivered a four-hour professional development workshop during the April school holidays for teachers and school leaders on preventing and responding to workplace sexual harassment in schools. A particular highlight was hearing directly from union members who shared their experience advocating for stronger action within their school through collective union action. Participants consistently reported that it was validating to learn that many behaviours they had experienced constituted sexual harassment rather than simply being dismissed as "normal behavioural issues". This collaboration has laid the foundation for ongoing work, with further joint workshops already being planned.

The Centre also delivered training to staff, delegates and members of the Communications, Electrical and Plumbing Union and the Ambulance Employees Association, and met with representatives from Professionals Australia, the Australian Services Union, the Meat Industry Employees' Union, and the Public Service Association to strengthen relationships and explore opportunities for future collaboration.

These partnerships reflect our commitment to working collaboratively to improve outcomes for working women. By combining our specialist expertise in gendered issues, workplace sexual harassment and discrimination, with the collective power and reach of unions, we can better support workers, drive systemic change and create safer workplaces for women across South Australia. We look forward to continuing to strengthen these important partnerships in the years ahead.










## *International Women's Day*










We also worked alongside the SA Unions Women's Standing Committee to support the annual International Women's Day March, strengthening connections across the union and women's sectors.



# Continuing Professional Development

Ongoing professional development is central to WWC SA's commitment to continuous improvement and development of our team's skills and knowledge. As workplace laws, emerging issues and best practice approaches continue to evolve, ongoing learning ensures our team is equipped with the knowledge and expertise needed to effectively support our work.

Throughout the reporting period, Centre staff participated in a range of professional development opportunities to strengthen their expertise and ensure our work remains informed by current best practice. This included attendance at the Small Steps | Safe Workplaces: Sexual Harassment Conference 2025 hosted by Women's Legal Service Tasmania, trauma-informed practice training delivered through Legal Aid NSW's With You Training Project, Sex Worker Awareness training delivered by Sex Industry Network, Understanding Race and Racism training facilitated by Hue, and Cultural Sensitivity and Respect Training delivered by Bookabee. We also hosted Dr Fiona Kerr from the Neurotech Institute to speak with us about Artificial Intelligence.

These opportunities enhanced staff capability across key areas of our work, including trauma-informed service delivery, cultural competence, intersectionality and workplace sexual harassment prevention and response.

The Legal Team also attended the following legal CPDs:

- A National Perspective on Discrimination Law Reform and Practice - June 2026
- Access to Justice in Practice: Forums, Remedies and Resources – June 2026
- Contemporary Issues and Advocacy in Discrimination Law – June 2026
- Foundations of Discrimination Law: Setting the Framework – May 2026
- Cyber Security Risks for Lawyers– March 2026
- Ethics in Practice – March 202
- Law Society Employment Law Intensive – October 2025
- ASU CPD on how to brief a barrister presented by Paris Dean – September 2025
- When Confidentiality Conflicts: Ethical Decision-Making in Legal Practice – August 2025
- CPD on SAET rules and the SAET – July 2025

# Working Women's Centre Inc

ABN:54253257443

Financial Report - 30 June 2026

## Working Women's Centre Inc

# Contents

## 30 June 2026


Board Members' Report ____ 2

Auditor's Independence Declaration ____ 3

Statement of profit or loss and other comprehensive income ____ 4

Statement of financial position ____ 5

Statement of changes in equity ____ 6

Statement of cash flows ____ 7

Notes to the financial statements ____ 8

Board Members' Declaration ____ 19

Independent Auditor's Report ____ 20

# Working Women's Centre Inc
## Board Members' Report
## 30 June 2026

The Board Members present their report, together with the financial statements, on the Association for the year ended 30 June 2026.

**Board Members**
The following persons were Board Members of the Association during the financial year, unless otherwise stated:

| Board Member | Position |
|---|---|
| Ann-Marie Hayes | Chairperson |
| Isobel Montgomery | Deputy Chairperson |
| Melissa Stokes | Treasurer/Board Member |
| Claire Thomson | Secretary/Board Member |
| Louise Firrell | Board Member |

**Principal activities**
During the financial year, the Association's principal activities were providing workplace advice, industrial relations and legal services, advocacy, education and training for women and vulnerable workers. These activities aim to promote fair pay, safe working conditions and access to workplace rights.

There were no significant changes in the principal activities that occurred during the financial year.

**Operating result**
The surplus for the financial year ended 30 June 2026 amounted to $81,131 (2025: $18,413).

**Auditor's independence declaration**
A copy of the auditor's independence declaration as required under section 60 of the *Australian Charities and Not-for-profits Commission Act 2012* is set out immediately after this Board Members' report.

This report is made in accordance with a resolution of the Board Members on:

Ann-Marie Hayes
Chairperson

Isobel Montgomery
Deputy Chairperson

Date: 12/10/2026

LEE·GREEN
STRATEGIC ACCOUNTANTS

# AUDITOR'S INDEPENDENCE DECLARATION

## To the Board Members of Working Women'sCentre Inc

As the auditor of the accompanying financial report of Working Women's Centre Inc for the financial year ended 30 June 2026, I declare to the best of my knowledge and belief, there have been:

1. No contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and

2. No contraventions of any applicable code of professional conduct in relation to the audit.

LEE GREEN



David Charlesworth
Principal

Dated this the 13th day of October 2026

190 Fullarton Road
Dulwich SA 5065

Postal Address:
PO Box 218
Kent Town SA 5071

Adelaide Office:
190 Fullarton Rd
Dulwich SA 5065

Darwin Office:
Level 1, 66 Smith St
Darwin NT 0800

T: (08) 8333 3666
F: (08) 8333 0666

reception@leegreen.com.au
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## Working Women's Centre Inc

# Statement of profit or loss and other comprehensive income
# For the year ended 30 June 2026

| | Note | 2026<br>$ | 2025<br>$ |
|---|---|---|---|
| **Revenue** | | | |
| Revenue | 3 | 3,044,806 | 3,318,886 |
| Interest income | | 46,895 | 61,386 |
| **Total revenue** | | 3,091,701 | 3,380,272 |
| | | | |
| **Expenses** | | | |
| Employee benefits expense | 4 | (2,471,538) | (2,804,826) |
| Administration expenses | | (81,182) | (57,516) |
| Staff training and development expenses | | (26,378) | (25,476) |
| Professional fees | | (25,780) | (24,570) |
| Insurance expenses | | (21,005) | (24,554) |
| Database maintenance and support expenses | | (61,375) | (98,336) |
| Rental expenses | | - | (178,874) |
| Repairs and maintenance | | (1,507) | (1,413) |
| Project costs | | (95,649) | (102,269) |
| Depreciation and amortisation expense | | (112,856) | - |
| Advertising, promotion, marketing & communication expenses | | (25,642) | (3,180) |
| Travel & accommodation | | (31,854) | (36,637) |
| Lease interest expenses | | (53,100) | - |
| Sundry expenses | | (2,704) | (4,208) |
| **Total expenses** | | (3,010,570) | (3,361,859) |
| | | | |
| **Surplus for the year** | | 81,131 | 18,413 |
| | | | |
| Other comprehensive income for the year | | - | - |
| | | | |
| **Total comprehensive income for the year attributable to the members of Working Women's Centre Inc** | | 81,131 | 18,413 |

*The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes*

## Working Women's Centre Inc
# Statement of financial position
# As at 30 June 2026

| | Note | 2026 $ | 2025 $ |
|---|---|---|---|
| **Assets** | | | |
| **Current assets** | | | |
| Cash and cash equivalents | 5 | 1,999,867 | 2,239,478 |
| Trade and other receivables | 6 | 32,437 | 44,620 |
| Financial assets | 7 | 719,251 | 706,348 |
| Other assets | 8 | 10,253 | 21,246 |
| **Total current assets** | | 2,761,808 | 3,011,692 |
| **Non-current assets** | | | |
| Right-of-use assets | 9 | 526,661 | - |
| Intangible asset | 10 | 43,710 | - |
| **Total non-current assets** | | 570,371 | - |
| **Total assets** | | 3,332,179 | 3,011,692 |
| **Liabilities** | | | |
| **Current liabilities** | | | |
| Trade and other payables | 11 | 222,309 | 318,870 |
| Lease liabilities | 12 | 110,173 | - |
| Employee benefits | 13 | 381,425 | 399,803 |
| Other liabilities | 14 | 1,131,836 | 1,291,139 |
| **Total current liabilities** | | 1,845,743 | 2,009,812 |
| **Non-current liabilities** | | | |
| Lease liabilities | 12 | 519,433 | - |
| Employee benefits | 13 | 304,795 | 420,803 |
| **Total non-current liabilities** | | 824,228 | 420,803 |
| **Total liabilities** | | 2,669,971 | 2,430,615 |
| **Net assets** | | 662,208 | 581,077 |
| **Equity** | | | |
| Retained earnings | | 662,208 | 581,077 |
| **Total equity** | | 662,208 | 581,077 |

*The above statement of financial position should be read in conjunction with the accompanying notes*

## Working Women's Centre Inc
# Statement of changes in equity
# For the year ended 30 June 2026

| | Retained earnings | Total equity |
|---|---|---|
| | $ | $ |
| **Balance at 1 July 2024** | 562,664 | 562,664 |
| Surplus for the year | 18,413 | 18,413 |
| Other comprehensive income for the year | - | - |
| Total comprehensive income for the year | 18,413 | 18,413 |
| **Balance at 30 June 2025** | 581,077 | 581,077 |

| | Retained earnings | Total equity |
|---|---|---|
| | $ | $ |
| **Balance at 1 July 2025** | 581,077 | 581,077 |
| Surplus for the year | 81,131 | 81,131 |
| Other comprehensive income for the year | - | - |
| Total comprehensive income for the year | 81,131 | 81,131 |
| **Balance at 30 June 2026** | 662,208 | 662,208 |

*The above statement of changes in equity should be read in conjunction with the accompanying notes*

## Working Women's Centre Inc
# Statement of cash flows
# For the year ended 30 June 2026

| | Note | 2026<br>$ | 2025<br>$ |
|---|---|---|---|
| **Cash flows from operating activities** | | | |
| Receipts from government grants | | 2,811,944 | 3,141,835 |
| Receipts from donations | | 7,299 | 2,478 |
| Receipts from customers | | 76,270 | 97,425 |
| Payments to suppliers and employees | | (2,988,952) | (3,059,381) |
| Interest received | | 49,068 | 59,530 |
| **Net cash (used in)/from operating activities** | | (44,371) | 241,887 |
| **Cash flows from investing activities** | | | |
| Net investments in term deposits | | (12,903) | (64,249) |
| Payments for intangibles | 10 | (43,710) | - |
| **Net cash used in investing activities** | | (56,613) | (64,249) |
| **Cash flows from financing activities** | | | |
| Repayment of lease liabilities | | (138,627) | - |
| Net cash used in financing activities | | (138,627) | - |
| Net (decrease)/increase in cash and cash equivalents | | (239,611) | 177,638 |
| Cash and cash equivalents at the beginning of the financial year | | 2,239,478 | 2,061,840 |
| **Cash and cash equivalents at the end of the financial year** | 5 | 1,999,867 | 2,239,478 |

*The above statement of cash flows should be read in conjunction with the accompanying notes*


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(08) 8410 6499 | Toll Free: 1800 652 697

Level 2, 81 Flinders Street, Adelaide - SA, 5000