



A MESSAGE FROM ES4W'S CHAIR – SANDRA COOK

I feel that eS4W in 2011 has been a bit like our federal parliament; lots of diverse interests vying for priority with limited resources and funding! This hasn't impeded our progress though – we started the year with International Women's Day and a highly successful commercial aimed at a younger audience that is only just discovering the 18% gender wage gap and ended the year with a new Minister, Julie Collins. We'll be working with her to drive home former Ministers Plibersek and Ellis' vision of a renewed and revitalised women's movement in Australia.

I look forward to working with our new management group in 2012, refocusing our organisation and supporting our Council members to achieve our common goal of achieving lifelong economic wellbeing for all Australian women.



What has been happening...

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A NEW MINISTER FOR STATUS OF WOMEN – THE HON JULIE COLLINS

12th December 2011: Cabinet re-shuffle has resulted in the Hon Julie Collins MP (Electoral Division of Franklin, Tasmania) being promoted to Minister for the Status of Women. Minister Collins will also hold the Ministry portfolios of community services, indigenous employment and economic development.



[Click here](#) to view Minister Collin's parliamentary homepage, where you can find important information such as electorate and parliament house office contact details, biography and first speech.

You can also view the [personal homepage of Minister Collins here](#).

eS4W has congratulated Minister Collins on her appointments. eS4W has also thanked Minister Ellis for her great work and support of the National Women's Alliances.

The [press release](#) from the Prime Minister regarding her 12th December 2011 cabinet re-shuffle is available at www.pm.gov.au/press-office/changes-ministry

eS4W RECRUITING A POLICY ADVISOR AND EXECUTIVE OFFICER

As previously advised eS4W are recruiting a Policy Advisor and an Executive Officer. We have received approximately 20 applications and the Management Group will be reviewing the application against the key performance areas outlined in the position descriptions. A short list is expected by the second week of January with interviews in the third week and the goal is to have a Policy Advisor and an Executive Officer employed by 1st February 2012.

ADDITIONAL FUNDING FOR THE NATIONAL WOMEN'S ALLIANCES

The additional funding for the Alliances, announced by Minister Ellis on Monday 12th December, is for training and capacity building in the first half of 2012. A copy of the media release can be found by clicking [here](#). Through providing the Alliances with training and capacity building, the Government is investing in strengthening the ability of your member organisations to engage effectively and independently with both government and women across Australia on matters of priority.

Capacity building for the Alliances will involve support and training provided across the Alliances and targeted capacity building for individual Alliances. It is proposed that boosted capacity building for the Alliances in 2011-2012 will include:

- Engaging an academic body to work with you on research methods and reporting, to ensure high quality research publications.
- Engaging a strategic planning expert to work with you when you are developing your 2012 - 2013 work plans.
- The 2012 Annual Forum in March 2010 to include training to you in areas identified by you and the International Women's Development Agency (IWDA) recent independent review of the Alliances.
- Each Alliance will receive individual capacity building in an area identified by you or by the IWDA independent Review of the Alliances.

OfW will be consulting with each Alliance on their training and capacity building preferences over the coming weeks and we will keep you apprised of the outcomes.

CONSTITUTION

eS4W adopted the revised version of the NSW Model Constitution at the Annual General Meeting. The eS4W Constitution has been registered with the NSW Department Fair Trading and took effect from 24th November 2011. A copy of eS4W's constitution can be found on the intranet.

NGO WORKSHOP – CANBERRA (Samiro Douglas, Treasurer)

The two day workshop started with a presentation from Senator Trish Crossin, Chair Senate Legal and Constitutional Affairs Committee on strategies for lobbying government.

This was followed by a session from Marian Sawyer: 'Feminist fading? Policy processes and policy participation' and Gwendolyn Gray: 'on Engagement and disengagement'.

Elizabeth Reid the first Women's Advisor to the Whitlam Government, Sara Dowse the inaugural head of the Women's Affairs Section of the Department of Prime Minister and Cabinet for the Whitlam government and Marie Coleman the first woman to head a Commonwealth Government statutory agency provided an overview from government. It was a great opportunity to hear their stories and the history of the early days of women in government.

Merrindahl Andrew: Women's Electoral Lobby Victoria
Grieves: Indigenous women
Caroline Lambert: YWCA

Susan Magarey: Women's Liberation
Sue Salthouse: Women with Disabilities Australia
Judith Smart and Marian Quartly: National Council of Women of Australia
gave an account of the women's organisations, coalitions and advocacy groups approached their relationships with government over the past 100 years.

This was followed by a presentation from each of the alliances highlighting the strength of their work and the outcomes they have achieved, while also looking at the changes that could be made to strengthen our advocacy. Mairi Steel Director of Office for Women finally presented on what can the Office for Women can offer the women's movement?

It was a great opportunity to take some time out of our busy worlds to reflect on the past and look toward a stronger future. This workshop was followed by the 'Capacity Building' workshop for the alliances which was attended by Sandy Cook.

CAPACITY BUILDING IN CANBERRA (Sandra Cook, Chair)

Expertly run by Kerrie Tan and Lyn Goldsworthy this two day November workshop focused on leadership and action. The rare opportunity to listen and learn from employees and leaders in the other Alliances was not wasted and much time was spent zeroing in on common issues that we each could prosecute in different ways; representing different women and different voices from different sectors. Systemic change is required to make real difference and we need to harness our collective energies to achieve greater success. Lyn has extensive experience in lobbying and shared her tactics in influencing government. She also guided us through the multifaceted components of pressing our agenda in government. These skills are essential for all the Alliances and OfW have committed to further capacity building forums in the future.

THE CARE ECONOMY ADVOCACY AND CONSULTATION

The Advisory Group (Elaine, Dalma, Kate & Sandy) for the Care Economy "Counting on Care Work" report has diligently been working with AECgroup who were contracted to research and provide an overall assessment of the Australian care economy with the objective of developing a comprehensive measure of the role of care work (as defined in section 3) in Australia. Specific aims of the study include:

- Examining paid care work, unpaid care work and government investment in the care sector;
- Examining the labour and resources devoted to the daily care of Australians; and
- Developing categories, concepts and measures of care work to enable international comparisons regarding various issues concerning care work.

Upon completion of the report an advocacy plan will be developed and acted upon.

EDUCATION AND TRAINING ADVOCACY AND CONSULTATION

A draft advocacy and lobbying plan has been developed around our Education & Training report "Career Pathways for Women and Girls: Emergent and Non-traditional Occupations and Industries (Viable Work)". Currently the report is sitting with OfW and once approved eS4W will be ready to advocate the recommendations in the New Year.

GENDER AND PAY EQUITY ADVOCACY AND CONSULTATION

The "Attitudes to Gender Pay Equity in Small Firms" report in collaboration with Edith Cowan University has been completed and currently is being reviewed by the Office for Women. The purpose of this project is to understand attitudes to pay equity of smaller employers and as a consequence understand what would encourage or discourage them in ensuring pay equity within their firm. Through semi-structured interviews with owner-managers of eight smaller firms (employing 100 or less employees), the purpose of this research is to explore owner-managers' understanding of pay equity, perceptions of its relevance to their firm's ability to compete and succeed, attitudes to pay equity, and the structure and design of HRM practices that enable (or not) equal pay for work of equal value within their firm. Questions focusing on HRM practices used in the firm and how these are developed as well as knowledge about, and attitudes to, undertaking a pay audit using a tool such as the EOWA's Pay Equity Audit tool developed in Western Australian government's Pay Equity Unit. The overarching question driving this project is, *'What do smaller firm owner-managers think about pay equity and what would encourage or discourage smaller firm owner-managers from embedding equal pay practice within their firm'*.

Once the review process is completed this report will be released in the New Year with an advocacy plan developed and acted upon.

GENDER STATISTICS AND ANALYSIS

Dalma Jacobs (AFGW) continues to represent eS4W consulting and advocating for expansion of gender statistics and analysis in relevant statistical domains and for designated disadvantaged population groups. We look forward to providing further updates in the New Year.

INDIGENOUS WOMEN'S RESEARCH LAUNCH

In collaboration with the Queensland Working Women's Services, Griffith University and eS4W, the Indigenous Women's Research Report funded by eS4W was launched on 9th June 2011. The report can be found on eS4W's website.

THE COMMISSION FOR THE STATUS OF WOMEN 56TH SESSION, UN, NEW YORK 2012

CSW56 is a collaboration project with the NWAs. Through consultation a survey was created to identify key priority areas for women located in Regional Australia. A total of 1255 responded to the survey including 5.5% Indigenous Women and 11% CALD Women. The NWAs identified 3 recommendations to propose to OfW they were: Health; access to employment and education and climate change. eS4W will look particularly at the recommendation from the [UN Expert Group Meeting](#) in relation to strategies that can enhance the economic empowerment of rural women.

The review thematic issue for 2012 is Financing for gender equality and the empowerment of women (CSW52). In the agreed declaration, it called upon Governments to incorporate a gender perspective into the design, development, adoption and execution of all policies and budgetary processes, in order to promote equitable, effective and appropriate resource allocation and establish adequate budgetary allocations to support gender equality and development programmes that enhance women's empowerment. eS4W has been actively engaged in furthering these commitments, particularly in relation to sex disaggregated data.

An update on this project will be provided late February. CSW is an ongoing focus for eS4W and further information can be found [here](#).

VOICES FROM THE FLOOD PLAINS

- an economic gender lens on responses in disaster affected areas in Queensland and Victoria

This project seeks to identify, through the voices of women from rural flood zones, a range of gendered approaches that address the economic empowerment needs of women in disaster hit areas.

eS4W has contracted member organisation Justice Equality Rights Access International (JERA) to consult with women from a broad range of sectors, to gather information and document on how far women have come, what critical economic challenges have been experienced and overcome, and how future responses could better serve the complex economic needs of women in disaster affected areas.

Women, shoulder a disproportionate burden of the effects from disasters. Women affected by the disaster may not have the same opportunities as men to look for employment outside the disaster affected areas, as they continue to be primary family and community carers, a role which is key to community rebuilding. Additionally, post-disaster, women often face a heavier workload involving clean-up work, subsistence activities and nursing the sick. Consequently, not only are they left with virtually no time for income-generating activities, but they also run the risk of being exhausted and overworked.

Although it is acknowledged that women are the most affected, it has also been demonstrated that when it comes to responding to disasters women are indispensable. In many instances women are at the forefront of organizing comfort, shelter, fuel, nutrition and water, especially for children and the elderly, and are often most effective at mobilizing the community to respond to disaster. So while we have seen that women are severely affected by natural disasters, this is only half the picture. Natural disasters can provide women with a unique opportunity to challenge and change their gendered status in society and as a result of disaster response efforts; women can often develop new skills that can carry over into the job market.

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*Merry Christmas
and all the
Best for 2012*

economic
S4W Lifelong
Economic
Wellbeing
for Women

The logo for National Women's Alliances features a stylized, flowing ribbon that transitions from purple to green. Below the ribbon, the text "National Women's Alliances" is written in a serif font, with a small copyright notice "© Commonwealth of Australia 2010" underneath.

National Women's Alliances
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