



informed

Issue 398

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DON'T FORGET WHITE RIBBON DAY

25 NOVEMBER

SEE <http://www.whiteribbonday.org.au>

NEXT WEL MEETING

Monday 7 December

66 Albion Street
Surry Hills—6pm

WHEN I GROW UP I WANT TO BE A MAN—CRIKEY INTERN MICHELLE LOH WRITES:

A Parliamentary inquiry headed up by Workplace Relations Minister Julia Gillard is preparing to recommend a series of industrial relations reforms to close the wage gap between men and women.

According to The AFR:

Expected recommendations from the committee include tougher powers for Fair Work Australia to rule on gender pay inequality, more obligations on business to disclose the number of women at senior levels and their pay compared to male colleagues, and special consideration of gender issues in new minimum wage decisions for low-paid sectors with a large female workforce.

Other reform options under consideration include measures to lift female participation in the labour market and increase retirement incomes by extending the superannuation guarantee to include all low-paid workers.

According to the Australian Bureau of Statistics, the average woman earns \$729.80 for a week of work, while the average man earns \$1109.80. That's \$380 more than the woman gets, or \$19,760 over the course of a year. And it all adds up to a 17% pay gap between women and men.

Crikey put our career counsellor hat on to check out which careers have caught up with the 21st century, and which sectors are the worst offenders.

And the results are surprising:

Average Weekly Earnings as at May 2009

Employment Category	Women	Men
Mining	\$1500	\$2206
Manufacturing	\$851	\$1121
Electricity, Gas, Water Supply	\$1156	\$1534
Construction	\$852	\$1264
Wholesale Trade	\$791	\$1066
Retail Trade	\$462	\$608
Accommodation, Cafes, Restaurants	\$472	\$591

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WEL NSW Inc is a member of WEL Australia and is dedicated to creating a society where women's participation and potential are unrestricted, acknowledged and respected, where women and men share equally in society's responsibilities and rewards.

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All members are invited and encouraged to contribute or comment. Ideas, comments, articles or clippings from other media all gratefully accepted. Content may be edited.

The editor(s) happily read emails sent to welnsw@comcen.com.au and hard copy articles or letters can be posted to the WEL office.

Deadlines for contributions to the next editions : 15 Jan and 12 Feb 2010. There is no newsletter in December. WEL-Informed is copyright. Material may be reproduced, acknowledgement required.

Editor for this edition: Lorraine Slade, Advice/Mailout Team: Jozefa Sobski, Anne Barber,

Join the national WEL email list, email your name, email address and your WEL group (eg NSW) to owner-wel-members@lists.nwjc.org.au

DISCLAIMER

Views expressed in WEL-Informed are those of the writers and do not necessarily reflect WEL policy. Unsigned material, apart from inserts, is by the WEL-Informed editorial team.

	Women	Men
Transport and Storage	\$806	\$1195
Communication Services	\$900	\$1224
Finance and Insurance	\$990	\$1611
Property and Business Services	\$805	\$1241
Government Administration and Defence	\$1001	\$1252
Education	\$841	\$1055
Health and Community Services	\$737	\$1184
Cultural and Recreational Services	\$488	\$810
Personal and Other Services	\$710	\$1104
All Industries	\$729.80	\$1109.80

(Table extracted from Australian Bureau of Statistics data on average weekly incomes by industry for men and women (630200, table 10c and 630200, table 10f). Both can be found on the ABS website.)

You'll notice that there are exactly zero categories in which women earn more than men. It's no surprise that men are paid better in traditionally male-dominated sectors like mining, manufacturing, and construction, but women are lagging behind the men even in traditionally female-dominated sectors like health, community services, and education.

Now for all of you who think that a woman's place is in the home, here's a few numbers to play with. If a woman decides that she would prefer to stay at home, the Federal Government - by way of the family benefit, baby bonus and childcare tax rebates - will generously pay her to have children, care for them, and do the housework. They value this work so much that they will pay her a maximum yearly income of \$18,011.90 or \$346.38 a week.

This discrepancy is reflected in women's superannuation and retirement income. As the recent Australian Human Rights Commission (AHRC) report 'Accumulating Poverty' has found, the average woman can expect to retire with \$62,600. The average man will have \$135,810.

That's a difference of \$73,210 or more than twice what a woman retires with.

Estimated Retirement Income by Age

Age group	Males	Females
25-34	\$19,780	\$14,060
35-44	\$46,890	\$25,580
45-54	\$93,920	\$48,250
55-59	\$126,090	\$58,760
60-64	\$135,810	\$62,600
All ages	\$69,050	\$35,520

(Table extracted from Accumulating Poverty (p. 6), which can be found on the AHRC website)

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FINDING THE PATHS TO RECOVERY FROM THE GFC

The Global Financial Crisis spawned a great deal of policy activity within and outside government. Some of the dire predictions have not come to pass for Australians and their economy. For some women, amongst the most vulnerable in our society, the crisis is just background noise in their difficult lives.

The Women and Work Research Group at the University of Sydney, with the NSW Premier's Council for Women, and the national women's alliances organized a seminar on this issue looking for solutions to the obstacles faced by women in securing employment and retaining it. It was part of a series of consultations being undertaken on behalf of the women's alliances by Marie Coleman.

A paper prepared for The Australia Institute by David Richardson: ***The Impact of the Recession on Women***, was the stimulus for the presentations and the brief discussion about key issues and solutions which ensued in the last twenty minutes. There was not enough time for debate and there were too many speakers.

The key point made by the paper is that women's unemployment has not risen as sharply as men's during the economic downturn, but with the hidden unemployed, women forming 80% of these, they remain the largest group of unemployed in the economy. They are the most disadvantaged in the labour market. The paper stresses that "lower incomes and broken working lives have serious financial impacts on women so that they retire with smaller superannuation balances."

Of the speakers, Marie Coleman put the practical issues and brought some of the life difficulties experienced by women to the discussion. The consultations were highlighting some of the tensions between Commonwealth and state policies. Her travels have taken her from Broken Hill

to Cairns, from Adelaide to Sydney. There is nothing new in what women report as obstacles, but it is confirming the findings of research and surveys. The reports of the consultations will be on the NFAW website and a final report is planned for the end of the year.

Jo-Anne Schofield from ***Catalyst*** addressed issues in the book ***Equality Speaks: Challenges for a Fair Society*** and referred to a recent NATSEM report on Wealth Distribution in Australia. She stressed that the economic position of women was fragile even in good times. She stated what many have seen as a problem for some time. Neo-liberalism's economics do not favour group solutions. They are biased towards the individual. We need a new paradigm for society which actually values caring and challenges the role of men in the family as parents. Some seasoned feminists, like Joan Biel-ski, thought that this again demonstrated that all women needed wives.

The wages of nurses in aged care was covered by Sue Bellino from the Australian Nurses Federation. Nurses in aged care earned \$300 less per week than their nursing counterparts in the hospital system. Award modernization would have some perverse outcomes for nurses in this industry in NSW and Queensland. Once the new Nursing Award under Fair Work, Australia was formulated and in place, there would be a five year wage freeze in NSW and Queensland which had recently won some wage increases. She also informed the seminar participants that the gender pay gap in nursing was 15%. So even in female dominated industries, men earn more!

The seminar concluded with Alison Peters from NCOSS and then Linda Burney, the Minister for Women. Alison was very critical of the "hard

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hat" approach to dealing with the "recession". She was unimpressed with the Rudd Government's approach to pension increases which divided recipients into the deserving and undeserving. So sole parents, for instance, received no increase in the last budget. She put the case for transport as a big issue for many people looking for work and this was confirmed by Marie Coleman from the consultations in other centres.

The Minister emphasized that she would be looking to the outcomes from the seminar for new policy solutions to some of the old problems.

Jozefa Sobski

CONVENOR'S REPORT

The focus of your Executive's work in recent weeks has been on the government's State Plan review, the Feminist 2010 Conference to be held in March, the review of the Equal Opportunity in the Workplace Act (EOWA) and some ongoing discussion about the employment of a part-time project officer with funds recently secured from a bequest from a former member.

WEL wrote to the Premier about the Review of the State Plan asking that key policy and program omissions with respect to the specific needs, concerns and priorities of women be addressed and incorporated into any revised plan and targets. WEL has repeatedly raised gender performance indicators with the Office for Women's Policy and in our correspondence with Ministers as well as the Peak Women's Organisations' meeting. We have been assured that work on these is well advanced. We would like to see indicators in the following priority areas: violence against women, gender specific data in education and training, public transport affecting the elderly and mothers with children, housing affordability for low income families and differing health care needs. But, there are many other areas on which data should be collected and available: including on women's

earnings, utilization of child care and early childhood education services, sexual assault victimization rates, proportion of trainees and apprentices who are women and their areas of training and so on.

Eva Cox and I met with the new Minister, Linda Burney on 12th November with her Chief of Staff and the new Director of the Office for Women's Policy, Gillian Ferguson. We tabled some background information on the discussions we have had on performance indicators. The discussion highlights were the Budget for 2010/2011 and the need for policy proposals which would be considered in this context. The Executive will be further discussing what we might present, but a possible initiative might be on tackling sexism and violence in relationships using as a model the program being run in Indigenous communities on tackling violence targeted at 13-15 year olds.

WEL was advised at the meeting that a NSW Workforce analysis was going to be undertaken by OfWP with the Premier's Council to provide a snapshot of women in the NSW Workforce. There was also discussion about pre-school education and the unintended con-

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sequences of achieving universal access for 15 hours a week of care. The Minister was most concerned that remote and small communities be able to access some pre-school education for their young children. Women in corrections institutions and their needs were discussed and proposals from WEL would be welcome in this area.

It was agreed that the OfWP website needed to provide better access to current data on women in NSW. WEL was informed that the website was being upgraded to improve content and incorporate more data and information.

Jozefa Sobski
Convenor

WOMEN WILL BE THE WINNERS IN TEST CASE

*Kirsty Needham—WORKPLACE
SMH—4 November 2009*

Two hundred thousand women working in homeless and domestic violence shelters, aged care and other community services stand to win 30 per cent pay rise under a major gender equity case. The new Fair Work Act refers to the right of men and women to be paid equally for work of comparable value. This means low wages in a feminised occupation should be benchmarked against the pay rates in a similar male occupation. The Deputy Prime Minister, Julia Gillard, said yesterday the Federal Government would support the first federal test case on pay equity for community workers—90 per cent of whom are women, with most paid less than \$20 per hour.

The ACTU president, Sharan Burrow, said 'These people do difficult, complex work that is essential... It is time we abandoned the view that the work of caring for each other is somehow less important just because it is mainly women who do it.'

The Australian Services Union will lodge the case with Fair Work Australia to lift wages for women in non-government community and social services roles, who are paid significantly less than those in the public sector. Ms Gillard said it was a significant test case and the Government would provide labour market research to help Fair Work Australia develop an equal remuneration principle. A heads of agreement with the union also states that the Government will make a submission to the test case, present evidence on the community services sector, and agree to a statement of facts, to limit arguments before Fair Work Australia. If a pay increase is awarded, the Government will discuss funding implications with state governments.

Although federal equal pay provisions were introduced in 1995, under Work Choices no applications were made.

The assistant national secretary of the ASU, Linda White, said a similar case in Queensland this year won wage rises of 37 per cent for private sector community workers. Under the deal agreed yesterday with the Federal Government, the Queensland workers will keep their wages and conditions.

NEW AND RENEWING MEMBERS

A special welcome to new members, and many thanks to all members who renewed their membership in the past month, and especially to those who gave so generously to WEL.

If 'RENEWAL' is stamped in your newsletter and/or a renewal form is enclosed or attached to your email copy, your membership renewal is now due. Please renew your membership of WEL NSW

Don't forget to let WEL know if you change address.

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The AHRC report points out:

Women's decisions to take time out of paid work, to trade salary for flexibility or to work in a low paid job are often viewed as a matter of individual choice and responsibility. Yet, these choices are very often constrained by a range of external factors such as inflexible workplace structures, family dynamics, cultural pressures and gendered stereotypes.

Critics will argue that the market -- recession or otherwise - can't afford equal pay or flexible working arrangements, but the reality is that childcare and housework -- like pollution and environmental damage -- are hidden economic costs, and women are paying the price in superannuation for this market failure.

As the AHRC report argues:

While women's choices are influenced by external constraints, it is important to also acknowledge that many women do want to take on caring roles and that non-financial benefits flow from these decisions. However, this paper contends women who take on the responsibilities of unpaid caring and domestic work -- work that delivers enormous wealth to other individuals and to the overall economy -- should not be rewarded with poverty.

So there's the choice -- poverty or being paid less to do the same job as your male co-worker.

RUDD GOVERNMENT SHOULD DO BETTER

Regional Development Australia is a network of committees established as a partnership between the Australian and state and territory governments. It is the Rudd Government's answer to the former government's Regional Partnerships Program. Minister Albanese has overall carriage of the initiative with assistance from Parliamentary Secretary, Maxine McKew. The network of committees is aimed at working to develop and strengthen regional communities. The committees will have a pivotal role in ensuring the long-term sustainability of Australia's regions.

A key focus of RDA will be on economic, social and environmental issues affecting communities. RDA will be a driver of regional business growth plans which will help support economic development, the creation of new jobs, skills development and business investment. This is according to the Charter which also lists "social inclusion strategies." "RDA, in consultation with community, business, non-profit organizations and all levels of government will articulate local priorities, identify and align resources, engage stakeholders and promote solutions" says the Charter.

The committees have not really commenced their work in NSW. There are performance contracts to be signed between state departments and also federally. An examination of the list of appointees across the fourteen NSW committees reveals that of 14 Chairs only one is a woman, Gaye Hart in the Hunter region. With Deputy Chairs, women fare a little better with five female deputies. Across the state, of 149 members, only 52 are female. WEL NSW has not examined the state by state numbers, but if NSW is an indicator then the national picture may not be any better. The cultural mix is difficult to determine based on surnames. The Greater Sydney Committee has three women: Carol Maher, Mary Waterford and Jozefa Sobski.

Representatives of local councils and economic development committees and businesses are also represented, but not many from Culturally and Linguistically Diverse communities. For a network of committees, one of whose aims will be the development of social inclusion strategies, WEL wonders whether its composition is an indicator of the priority these strategies will be accorded. Come on. The Rudd Government should be doing better. Watch your local papers to see how these committees, with their small budgets, will be making a difference in your community.

ON THE ROAD TO COMMERCIALISATION

First there was the allegation of targeted racist attacks against Indian students and then the sequence of collapses of private training colleges, providing vocational courses for international students in Victoria and NSW. The scandals have attracted a great deal of unfavourable media coverage. Behind these collapses, is a complex system of registration, accreditation and government funding support which it seems has been ruthlessly exploited by operators who have no commitment to the students whom they enrol, nor to the reputation of Australia's once pre-eminent vocational education and training sector. The Rudd Government has remained focused on salvaging the rest of the sector from the damage of this public relations nightmare, in Australia and overseas. It has set up a review of international colleges led by Bruce Baird: *Review of Education Services for Overseas Students (ESOS) Act, 2000*. A discussion paper has been released and public submissions have been invited. Google **Australian Education International** for more information and a copy of the paper.

In this context, the community should rightly ask some hard questions. What is going on with Vocational Education and Training (VET)? Who is running it? How is it funded and regulated? How has a vast bureaucracy established to maintain the quality of delivery as well as healthy competition failed so

miserably in these cases? What is happening in other parts of this sector? How are women faring?

The VET sector is now a vast network of TAFE Institutes, private colleges and training providers across the country. Australian Government funding is dispersed competitively. The public provider (TAFE) has suffered cuts in funding for years and has increasingly moved its course priorities to attract revenue, including more international and fee paying students. This has squeezed out equity priorities. The sector once proudly boasted a national strategy for women in VET and had a record of achievement with numerous local initiatives aimed at improving access to a range of training for disadvantaged women from a range of backgrounds. Statistics were routinely gathered and analysed to demonstrate progress linked to outcomes and student satisfaction. The most recent national strategy: **Women Shaping Our Future** is set to expire in 2010, but has never really been integrated into the national planning process. It seems to have been just a window dressing exercise if reports from women in the sector, based in their experience, can be used as a guide.

It is much harder now to extract sex disaggregated data because there was a national decision

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The sector once proudly boasted a national strategy for women in VET and had a record of achievement with numerous local initiatives aimed at improving access to a range of training for disadvantaged women from a range of backgrounds.

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which basically concluded that women no longer merited analysis. The National VET Equity Advisory Council set up by the relevant Ministerial Council has ten members, four of whom are women. Its so-called stakeholders are people with a disability, Indigenous Australians, refugees, homeless youth, and people from non-English speaking background. There can be no argument with these groups being a priority for the Council. But, half of their number is female. The plans or strategies on which this group may focus should be gender inclusive and sensitive and there should be a strategic plan for women in the sector.

Women and Vocational Education and Training (**WAVE**) and **Security4Women** with the **Womenspeak** Alliance have endorsed a set of recommendations for the reform agenda in this sector to be referred to the Council of Australian Governments (**COAG**). A VET strategic framework for women with a clear set of priorities and targets with performance accountability mechanisms: linking VET funding arrangements to key performance indicators for women; ensuring that gender expertise is present on the national VET Advisory Council; holding national consultations with key stakeholders on the diverse needs of women; collecting and analysing of relevant data sets and making

sure that employment creation programs and employer-based incentives are so designed as to benefit as many women as men.

WEL knows from long experience and many case studies, research and reports, that unless programs are targeted and well resourced, and support is gender and culturally sensitive, for the most disadvantaged women and men, training success or even completion of courses is not assured. Diversifying the courses women undertake and increasing their level of VET qualification must continue to be a goal. There are nearly 800,000 women enrolled in VET across Australia, mostly in traditional female areas of study. About five million women are in the workforce. Over 2.2 million work part-time and these are 72% approximately of the part-time workforce. Their earnings capacity can only improve dramatically if they train or retrain into higher paying jobs or work much longer hours. All the pay equity and work life balance arguments can cut into this scene. Vocational training in areas of high skill demand or in the emerging green economy is essential for women into the future. WEL would like to see a little more sign that this is understood by the Rudd government and that it will be acting to restore women's strategies in vocational education and training to its crowded agenda. Go to www.wave.org.au for more reports and information.

Vocational training in areas of high skill demand or in the emerging green economy is essential for women into the future. WEL would like to see a little more sign that this is understood by the Rudd government

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Jozefa Sobski

A WOMEN'S HISTORY LESSON - COURTESY OF ANNA LOGAN

This is the story of women who were ground-breakers. These brave women from the early 1900's made all the difference in the lives we live today. Remember, it was not until 1920 that women were granted the right to go to the polls and vote.

The women were innocent and defenseless, but when, in North America, women picketed in front of the White House, carrying signs asking for the vote, they were jailed.

And by the end of the first night in jail, those women were barely alive. Forty prison guards wielding clubs and their warden's blessing went on a rampage against the 33 women wrongly convicted of 'obstructing sidewalk traffic.'

They beat Lucy Burns, chained her hands to the cell bars above her head and left her hanging for the night, bleeding and gasping for air.

They hurled Dora Lewis into a dark cell, smashed her head against an iron bed and knocked her out cold. Her cellmate, Alice Cosu, thought Lewis was dead and suffered a heart attack. Additional affidavits describe the guards grabbing, dragging, beating, choking, slamming, pinching, twisting and kicking the women.

Thus unfolded the '**Night of Terror**' on **November 15, 1917**, when the warden at the Occoquan Workhouse in Virginia ordered his guards to teach a lesson to the suffragettes imprisoned there because they dared to picket Woodrow Wilson's White House for the right to vote.

For weeks, the women's only water came from an open pail. Their food - - all of it colourless slop -- was infested with worms.

When one of the leaders, Alice Paul, embarked on a hunger strike, they tied her to a chair, forced a tube down her throat and poured liquid into her until she vomited. She was tortured like this for weeks until word was smuggled out to the press.

All women who have ever voted, have ever owned property, have ever enjoyed equal rights need to remember that women's rights had to be fought for in Canada as well. Do our daughters and our sisters know the price that was paid to earn rights for women here, in North America?

2009 is the 80th Anniversary of the Persons Case in Canada, which finally declared women in Canada to be Persons!



Lucy Burns



Alice Paul



Dora Lewis

A TRIBUTE TO PAMELA STANHOPE (SWIFT) CASEY

Pamela Stanhope (Swift) Casey was born in Sydney on the 14th May 1910 and was the second daughter of Maude (Becke) and Edley Swift, and she died 17th November 2008 in the Kempsey District Hospital.

Pam's father, Edley Swift, was a Macquarie Street dentist, while her mother had training in Art. However their parents divorced when she and her beloved sister Adelaide (Addie) were quite young, and they moved with their mother to South West Rocks. After some schooling, Pam and Addie were sent as boarders to PLC Armidale.

On leaving school, a secretarial course at the Kempsey Convent was followed by further Business Studies in Newcastle. Pam trained in obstetrics at Royal North Shore Hospital in 1931/32 and this was followed by General Nursing training at Royal Prince Alfred Hospital from 1932-1936. It was during her nursing training that Pam began her lifelong crusade for better and more equitable conditions for women. In 1937/38, Pam sailed to England then on to Europe before returning via Africa. Pam then returned to nursing and continued her crusade for better conditions for patients and staff.

Pam married Patrick Casey at a registry office in Sydney in March 1954, and they moved as pioneers onto their own property. Throughout her long life, Pam was a prolific and interesting letter-writer on a wide variety of issues. Pam joined WEL when it was formed. We attended a WEL conference in Wagga, she talked another neighbour and myself into fronting the National Party 'big-wigs' at their conference in Cootamundra about their response to women's concerns and issues. It is a measure of her respect for and belief in WEL that it is a major beneficiary of her estate.

After 23 rather hard years on the land they sold their property "Oak Vale" in 1988 and retired to South West Rocks. Patrick died not long after completion of their new home, and, after her sister Addie died in 1988, Pam continued to live on in her own home under her own terms until 3 days before she died. Still intellectually involved and concerned about justice and equity and our need to respect the natural world as well as other current issues, she wrote a well-thought through treatise on world water in her 90's before her eyesight dimmed!

A generation ahead of me, Pam was a treasured friend who taught and continues to teach me about integrity of spirit as I become even closer to her through the letters and documents she left behind.

VALE, dear, dear friend. Don't rest in peace Keep on fighting!

You may like to consider a Bequest to WEL NSW

A bequest enables you to perpetuate your ideas and make a difference far into the future. Please remember WEL in your will.

The following wording is recommended:

I bequeath the sum of (amount written in words and figures) free of all debts, duties and taxes, to the Women's Electoral Lobby (NSW) Inc (ABN 50 242 525 012) for its general purposes, and I declare that the receipt of the Treasurer for the time being of the Women's Electoral Lobby (NSW) Inc shall be complete discharge to my executors for this gift, and that my executor shall not be bound to see to the application of it.

This is a summary of the obituary written by Fay Rae, Stonehenge", Jugiong 2726.

The full obituary together with photos, and newspaper articles can be found on the WELNSW website

<http://welnsw.org.au>

It makes very worthwhile reading.

WELNSW is a major beneficiary of the Estate of Pamela Casey.



connected



**WELNSW wishes
all its members
and readers a safe
and happy festive
season**

EDNA RYAN AWARDS 2010

Preparations are underway for the 2010 Edna Ryan Awards (EDNAs) so now is the time to start thinking about nominating those women you know and admire. The EDNAs are awards made to women who have made a *feminist difference*, i.e. whose activity advances the status of women: the stirrers, the battlers, the troublemakers who show extra-ordinary commitment and determination. Nominations close early April, 2010. Nomination forms will be on the WELNSW website (<http://welnsw.org.au>) soon where you can also find further information about Edna Ryan and the Awards.

Ardyce Harris

For the Edna Ryan Awards committee

DON'T LET WOMEN'S STORIES GET LOST

Mary Owen has been a stalwart of WEL Victoria for many years and is very well known in Victoria outside of WEL.

Mary Owen's personal papers have been lodged with her approval by the National Foundation for Australian Women (NFAW)/Australian Women's Archives Project with the University of Melbourne Archives, and some funds were also made available to the Archives to facilitate the indexing of her papers and those of WEL Australia.

Her on-line bio is at the URL below, as is the reference from

www.womenaustralia.info to the UniMelb Archives

Marie Coleman for Australian Women's Archives project

<http://www.womenaustralia.info/biogs/AWE0011b.htm>

The University of Melbourne Archives

* Mary Owen Papers; The University of Melbourne Archives.

Details <http://www.womenaustralia.info/archives/AWH000010.htm>

* Working Women's Centre Papers, 1907 - 1985; The University of Melbourne Archives.

Details <http://www.womenaustralia.info/archives/AWH000030.htm>

Readers may recall an earlier post made regarding the National Museum of Australia collection of feminist artefacts. Margaret Henderson and Alison Bartlett are now finalising the list of items to suggest to the NMA, however there are some gaps that they would like to fill. If anyone has personal memorabilia or items of symbolic significance relating to the following, they would love to hear from you (either m.henderson@uq.edu.au; or bartlett@cyllene.uwa.edu.au).

Margaret Henderson and Alison Bartlett

1. The 1975 "Women and Politics" conference (e.g. the taped version of proceeding, a poster)
2. The (Sydney) Women's Commission of 1973 and/or 1974
3. The Working Women's Charter of 1977

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To join WEL NSW

Download a membership form from
<http://welnsw.org.au> or phone (02 9212 4374)
for a membership package

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