



WEL-Informed

The Newsletter of Women's Electoral Lobby NSW

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Next WEL meeting

Wednesday 7 March

6.00 pm at

66 Albion Street
Surry Hills

ALL WELCOME

RSVP 02 9212 4374

40 years of working for women



Celebrating WEL's 40th anniversary

WEL fought for the 1972 equal pay legislation, for better access to fertility and birth control, for rape law reform that saw a fairer deal for victims and for state and federal anti-discrimination legislation.

The Women's Electoral Lobby (WEL) is a national group, which has, for 40 years worked to ensure the rights of Australian women are protected.

WEL Talks

The WEL Talks series gives you the chance to chat with prominent women about some of the key issues we face today. From what's next for achieving equal pay to women's right to control their bodies, make sure you come along and have your say.

To be hosted at a variety of venues around Sydney, everyone is welcome to come along and join in the discussion.

We lobby for you

We lobby politicians, unions, employers, educators and others on behalf of women and seek to change policies, attitudes and practices which discriminate against women.

Would you like to be part of an amazing organisation that has improved women's rights for the past 40 years?

What do you want for the next 40 years? Join now and get WEL heard!

For details visit welnsw.org.au



SEE INFORMATION ABOUT INTERNATIONAL WOMEN'S
DAY FOR 2012 ON PAGE 11

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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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

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WELA PRE BUDGET SUBMISSION

WEL members across Australia recently worked together to submit a pre budget submission to the Federal Government. Below are the recommendations put forward by WEL Australia for a number of key policy areas affecting women. Our more detailed pre budget submission can be found on the WELA and WELNSW websites at <http://www.wel.org.au> and <http://www.welnsw.org.au>.

- Clean Energy
- Children's Services
- Employment
- Tax Reform and Superannuation
- Affordable Housing

WEL Australia is part of the Equality Rights Alliance (ERA) and supports a number of ERA's policy recommendations for the 2012-13 Federal Budget, as indicated in [the following] recommendations. We also support ERA's recommendations in relation to Violence Against Women as included in ERA's own submission.

Clean Energy Recommendation

That inequities in proposed household assistance be addressed by implementation of an increase of \$50 per week in allowance payments (Newstart and Youth Allowance) OR by extending the \$10 per week Utilities Allowance to those social security recipients who are currently ineligible.

Children's Services Recommendations

1. That the Government take into account the findings of the forthcoming (March 2012) workshop on strategies to expand the pool of Out of School Hours service providers. This workshop is being co-sponsored by ERA, Security for Women and NFAW.
2. In the short term in 2012-2013 extra funds should be made available:
 - To cover establishment grants for new OOSC services both targeted for older children, and, where demand exceeds supply in identified areas, for younger children.
 - To offer extra subsidies for low income families to reduce the gap fees to no more than \$8 per day or \$30 per week for families on less than \$50,000 per annum, and a sliding scale above this.
3. That WEL endorses the position of ERA and NFAW as put forward in their submission to the 2011 Tax Forum, "Women's Voices" as follows:
 - Parents using out of school care (OOSC) and vacation care services should be entitled to benefits on the same basis as approved child care services on condition that the person supervising the child(ren) holds appropriate qualifications and the daily cap should be adjusted to reflect the hours of care; and
 - The programs offered in OOSC for older children (9 - 14) should be reviewed to ensure they are appropriate for the target age group.

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- Parents using child care services in the home should be entitled to benefits on the same basis as approved child care services on condition that the person caring for the child(ren) holds appropriate qualifications and immigration status, and that all relevant industrial relations and Occupational Health and Safety obligations are met.
- The fringe benefits tax exemption for child care benefits provided by an employer is currently very restrictive, and only available to a limited number of employees. We recommend:
 - The current FBT exemption for child care be extended to include payments to approved child care providers outside the employer's premises, but the exemption be capped equivalent to CCR; or
 - Alternatively the existing FBT exemption should be removed.

Employment Recommendations

WEL very strongly commends the Federal Government for its commitment to fund the forthcoming Fairwork Australia decision.

Tax Reform and Superannuation—ERA Recommendations endorsed by WEL

1. Remove the threshold below which employers are not required to make superannuation contributions, managed in a way that does not reduce the wages of low paid workers.
2. A surcharge of 10% on the superannuation contributions of the top 12% of income earners to fund a Fair Retirement Supplement program.

Estimated investment and revenue: \$750m in 2013-14 funded through superannuation surcharge.

3. Implement recommendation 99 of the Henry Report, combining CCB and CCR into a single benefit, without reducing child care benefits to low income households.

The combined benefit must be work tested to prioritise access, enabling parents to work, study, or attend training; and means tested to ensure that the contribution from low income families does not exceed 10% of the actual cost to the child care provider of providing care.

The combined benefit should take into account local variations in child care costs without encouraging fee gouging.

Estimated investment: Cost neutral. Administrative savings could be used to increase rates.

Affordable Housing Recommendations

1. WEL strongly endorsed ERA's call for more gender based metrics in relation to how women are impacted by the shortage of affordable housing, such as gender disaggregated data in relation to the outcomes of the National Affordable Housing Agreement, National Partnership Agreements, National Rental Affordability Scheme, and Social Housing Initiative.
2. WEL further joins Shelter & other advocacy groups in urging for the development of a National Housing Strategy as a policy framework for NAHA Mark II, covering a range of affordable housing options such as affordable rental, transitional/supported housing, home ownership programs and housing controlled by Aboriginal and Torres Strait Islander people.
3. As proposed by ERA, WEL supports the implementation of Recommendation 14 of the Henry Tax Review to reduce capital gains tax exemption. This could provide additional funding for increased expenditure on affordable housing programs. For every 10% reduction in the capital gains tax exemption, tax revenue would increase by \$1b. By reducing the capital gains tax exemption from 50% to 40%, unless the gain is in relation to affordable and social housing through approved entities, Government could invest an additional \$1b per year in the National Rental Affordability Scheme, or other affordable housing programs.

CONVENOR'S REPORT – WEL'S 40TH ANNIVERSARY

Last year WEL celebrated the close of 2011 with our Christmas party co-hosted with Equality Rights Alliance (ERA). It was a lovely evening to get together, reflect on the year and discuss how to shape a feminist new year. It was also a great opportunity to network with ERA members from diverse organisations.

This year WEL is celebrating its 40th Anniversary! 40 years of fighting to advance the rights of women in areas from equal pay to reproductive rights, anti-discrimination legislation and sexual assault law reform. Throughout 2012 there will be a variety of celebrations held across Australia to celebrate the last 40 years of our lobbying and activism and acknowledge the many incredible women who have contributed to our history. In NSW we are holding a celebratory dinner at parliament house on Thursday 21st June - so save the date! We'll keep you up to date as plans progress and there will be more information on our website soon.

Along with celebrating our wins and the amazing contribution of our members, this year we will be looking to the future. We are compiling a report that reflects the status of women in a number of key areas. From this we will be looking to the work that needs to be done in the coming years. We want to know what you want for the next 40 years. Let us know your priorities for shaping a fairer future for all women and get in touch with us if you want to contribute to our report at wel@welnsw.org.au

WEL will be kicking off our feminist new year with the *WEL Talks*, a series of discussion forums that give members and others the chance to get together. You will hear from prominent women about a variety of key feminist issues and get to have your say. We will discuss issues from the roll out of income management, to the continued regulation of women's bodies. The series will be hosted at a variety of venues around Sydney. It will be a great opportunity to meet other feminists and WEL members and have your say in shaping our feminist agenda. Keep up to date with times and venues on our website.

Coming up on 8th March is International Women's Day. As always there will be a great variety of events held to celebrate the occasion. Last year was the 100th Anniversary, so this year's community event looks forward to *Re-generations: Shape our feminist future!* It will be a community picnic at First Fleet Park, Circular Quay on 10th March at 12 noon. There will be live music and speakers from a new generation of feminists with a focus on engaging school-aged activists and feminists. WEL will have a picnic area so come along, bring your family and friends for a great day of feminism in the sun!

Remember to keep up to date with our weekly e-update and website and follow us on Facebook and twitter.

Melanie Fernandez
Convenor

[Pamela Denoon Lecture: Sex, Women and the 21st Century in Papua New Guinea](#)

The lecture will be delivered at the Australian National University and the transcript will be available online at: www.pameladenoonlecture.net. Carol Kidu is currently the only female member, and the newly appointed Opposition Leader, in the Papua New Guinea Parliament. She was born in Queensland and later married her PNG husband, the late PNG chief Justice Sir Buri Kidu, and spent her adult life in New Guinea. Carol's lecture will focus on the health of young women in Papua New Guinea. These girls are particularly vulnerable as hospital births are rare. Contraception is generally difficult to obtain, especially for unmarried women. Meanwhile, violence against women, including sexual violence is endemic. Extremely restrictive abortion laws, including a ban on abortion in cases of rape and incest, ensure that young women die regularly from unsafe abortions.

When: International Women's Day Thursday 8 March, 8 pm (please note, time changed to 8pm!)

Where: Manning Clarke Lecture Hall 2, [Australian National University](#) Canberra

Bookings contact: pameladenoonlecture@hotmail.com T 0457 206 887 bookings advisable.

WIPAN WORTHY OF SUPPORT

WEL NSW has joined with other organisations in a campaign to restore funding to the Women in Prisons Advocacy Network (WIPAN). WIPAN is an organisation dedicated to rehabilitating women ex-prisoners. Its goal is to advance the human rights of women in the criminal justice system. It employs one part-time social worker who trains and coordinates the work of volunteer mentors.

The network has received grants from the NSW Office for Women's Policy (OWP) over a three year period. This year its funding ceased. It is true that the grants program run by OWP is modest with a small budget and much of the funds are allocated to the domestic violence initiatives.

WEL would like to see the grants program expanded with a more generous allocation. This would ensure economies of scale in terms of administration costs for the program and enable it to continue to fund effective and successful programs in areas of high need, but low public profile.

Ideally, all relevant departments ought to allocate a proportion of their grants monies to initiatives for women with the OWP concentrating on seeding initiatives and monitoring programs across government. It is arguable that Justice and Corrective Services should be picking up such seeded initiatives as the WIPAN program and funding them on a recurrent basis.

WEL NSW urges reconsideration of WIPAN's submission in the next funding round as the defunding has placed its program in jeopardy. WEL members could support this campaign by writing to the Premier. More information can be found on www.wipan.net.au

Jozefa Sobski

GREEN GROWTH AND WOMEN

A recent report from the OECD addresses the challenges and opportunities to grow local economic activity and skills in response to climate change. The report by the OECD Local Economic and Employment Development (LEED) programme draws on analysis of case study reports in Spain, UK and Sydney, Australia.

It notes that some new jobs will be created, some lost and many will be restructured in the shift from a high carbon intensive to low carbon activities. Many existing jobs will evolve into "greener" jobs. The transition to these new jobs needs to be well coordinated, efficient and fair.

The report: **Enabling Green Growth** stresses that the role and status of women in the green economy requires special attention. It expands on this by acknowledging that women "have made progress toward gaining economic equality..but continue to be concentrated in traditional female occupations."

Women constitute less than three percent of many labour intensive occupations such as construction workers, electricians and HVAC installers. There are some concerns that the large percentage of green job growth is occurring in sectors where women are severely underrepresented in the workforce. Jobs in building retrofitting, environmentally friendly transportation technologies, wind and solar power production etc are widely held by men. These sectors make an important contribution to green growth, create jobs and wealth, but they are perceived as male dominated.

The report concedes that not all women will be attracted to these sort of jobs, but the sectors need to consider how to involve more women. This is both a strategic issue and an issue which may need to be addressed by regulation. Training and skills will be essential to ensuring gender inclusivity.

The report goes on to define green jobs and the areas of the economy where they will be created or emerge. It defines green jobs as jobs that contribute to protecting the environment and reducing the harmful effects

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of human activity (mitigation) or to helping to better cope with climate change conditions (adaptation). It covers sectors like renewable energies, manufacture, tourism, agriculture, construction. It deals with skills for the green economy as well as the demand for green skills. In Sydney, 70 percent of the surveyed firms said that environmental sustainability changes resulted in the need to upgrade the skills of workers or train them.

The report uses a great many case studies to illustrate successful models and good practice. The government's Clean Energy initiatives will be triggers for many firms to reconsider their work processes and practices as well as their personnel needs.

Jozefa Sobski

NSW WOMEN'S PLAN FOR SAVING NOT SCRAPPING

No plan is perfect or ever complete. The Plan of the previous State Government is no exception. It was too late to implement it and then it lost the Treasury benches. The **NSW Women's Plan** was still on the Office for Women's Policy website when last WEL members looked in February, 2012 to see if there had been any progress.

The Plan appeared in early 2011 with its broad aim of achieving justice and equality for all women in NSW. It included four key priority areas:

- Supporting women in education, work and care,
- Increasing women's representation in all aspects of public life,
- Supporting women to live free from violence, and
- Improving women's health and well-being.

It had taken many years of lobbying by WEL and other women's organisations to produce this Plan. Indeed, Morris Iemma was still Premier when we started. The original State Plan regrettably had been silent on women's issues and priorities.

The current Women's Plan is a casualty of a change of government. Of course, the new government has other priorities and these can be found in its **NSW 2021: A Plan to make NSW Number One**. Predictably, there are scant references to women although Aboriginal people get some mention. It contains 32 Goals under five themes: *Rebuild the Economy, Return Quality Services, Renovate Infrastructure, Strengthen Our Local Environment and Communities and Restore Accountability*. WEL applauds these themes and many of the goals and targets set for them. It recognizes the fact that plans are intended as broad statements of direction and emphasis. They cannot encompass every issue and target every need.

We note that one target is to increase the proportion of women employed in non-traditional occupations in NSW. We await the action plan which will reveal how the government hopes to achieve this target and which departments will be accountable for its delivery.

There is a reference in the Plan to Regional and Industry Action Plans. Consultation on their preparation will no doubt be occurring and this may make clearer the detail of government initiatives to achieve various targets.

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The goal (6) to strengthen the NSW Skill Base has a target of 20% increase in the number of completions in higher level Vocational Education and Training (VET) qualifications at Australian Qualifications Framework (AQF) Certificate III and above by women by 2020. The priority action related to this target seems to be the provision of personalized learning solutions, flexible training options, career counseling and language, literacy and numeracy support as well targeted training in areas of employment growth for students in regional and rural areas. There is no mention of funding for this in the Budget of 2011/2012.

There are many other laudable targets and their attendant priority actions. A few supply specific indicators against which progress or achievement might be measured. WEL does not know whether departments and agencies are expected to meet annual targets although we are told there are progress reports.

The goal (13) to better protect the most vulnerable members of our community and break the cycle of disadvantage includes an action to implement integrated housing and support initiatives for women and children escaping domestic violence who are homeless or at risk of homelessness. Clearly, this is an area of Housing Department responsibility. There is no specific reference to this goal and action, however, in the Budget 2011/2012, but additional funding of \$2.5m over three years is earmarked for the *Staying Home Leaving Violence* program. These funds are intended to expand this program to five new sites. This is a paltry sum by any measure and what about the broader goal?

WEL welcomes any initiatives which will address inequalities or improve services for the vulnerable. But, accountable government must ensure that the initiatives can be publicly monitored for the level of their resource expenditure and their achievement.

Our criticism of the previous government for failing to produce a comprehensive Women's Plan and indicators for measuring progress will apply no less to this government if all we see is piecemeal and half-hearted action and silvery spin and lip service.

WEL NSW would urge Pru Goward, the Minister for Women, to commit to revamping the former Plan and placing it within the framework of the new government's **State Plan**. Surely, this would be a more rational, sensible and efficient way to proceed than to scrap the efforts applied by many dedicated people, officials and organisations to the development of the former government's Plan.

Let us restore some rationality. The **Women's Plan** is a good foundation to build upon. Minister Goward would do herself a service by having its contents analysed and its best initiatives preserved within the new government's policy framework. It would be less wasteful. Some multi-party support might also be secured so that cheap political point-scoring of the sort which lowers public esteem might be avoided because initiatives are continued. Premier O'Farrell has already demonstrated a capacity to rise above the pack. Might we transcend the political in the service of the common good. Let us save, not scrap the **Women's Plan**.

WEL members may read the Plan on the Office for Women's Policy website, <http://www.women.nsw.gov.au/>

Jozefa Sobski

It's time again for ANTaR Inner West's free screening of an Indigenous film. This year it will be on Monday 26 March at 6.30pm, and is being shown as previously at Burwood Westfield Greater Union Cinema.

The film is 'Here I Am', the story of a young Aboriginal woman's struggle to stay off drugs and reconnect with her young daughter and her Mother now that she's out of jail. Support (of a kind) is provided at a shelter she finds herself using, in desperation. It's a moving story, compellingly told. The movie critic, Doug Anderson says of this film, 'As cogent and disturbing as Thornton's Samson and Delilah. And equally worth seeing.'

There is no cost but booking is required. This can be done by telephoning Margaret Brennan at 9719-8773, or email brennan@pip.com.au. There is free cinema parking, or public transport to Burwood.

ANTaR Inner West acknowledges the support of Burwood RSL through the Community Development Support Expenditure Program for this film screening.

BUSY MUMS WANT MORE PAID WORK

Men and women spend similar time undertaking all forms of work (both paid and unpaid) but some mums want more paid work hours according to the Gender Indicators, Australia publication released by the Australian Bureau of Statistics (ABS) today.

The rate of underemployment is twice as high for women (8%) than for men (4%).

In 2006 dads in full time employment with children under 15 years spent 10 hours 32 minutes a day (on average) in all forms of work, compared with 10 hours 47 minutes for mums employed full time.

New ABS data shows in 2010-11 the underemployment rate for dads whose youngest child was under 6 years was 2.8%, while for mums it was 8.6%. When the youngest child was school-aged, the underemployment rate was much higher for mums at 10.2%.

In 2010-11 men employed full-time spent 4 hours more per week working in employment than their female counterparts (41.3 compared to 37.2 hours). Mums with children under 6 years and employed full-time worked fewer hours in employment (33.1 hours) but their hours increased when their youngest child was of school age (37.7 hours). Fathers in full time employment worked in employment about the same hours, on average, as did all men employed full time.

Women also volunteer more than men (38% compared to 34% in 2010). The rate was highest in women aged 45-54 years with school-aged children (10% compared to 3% for men with school-aged children).

The second release of Gender Indicators, Australia, includes new data and commentaries representing the differences between men and women in the major areas of social concern for gender equality. New to this edition, a summary page of the key indicators of gender equality, and interactive graphs showing changes over time.

**Source : Media Release, Gender Indicators, Australia, ABS
(Cat. No. 4125.0)**

To see the full range of indicators, and changes over time, see the full online product, [Gender Indicators, Australia \(cat. no. 4125.0\)](#).

WORLD OF WOMEN: WOW FILM FESTIVAL 2012 – 6TH TO 16TH MARCH 2012

18th World of Women: WOW Film Festival " Seeing the world through the eyes of women". Celebrate International Women's Day on the Awards Night March 8th 2012. WOW Film Festival will screen exciting, diverse showcase of contemporary short films by women filmmakers at the Dendy Opera Quays, NSW Parliament House Theatre and other venues with screenings, filmmaker Q&A's, parties and awards. Screening 39 films featuring 18 World premieres, 8 Australian premieres and 3 Sydney premieres.

World of Women: WOW Film Festival 2012 will launch at City of Sydney Library, Customs House on Tuesday 6 March from 12.30 to 1.30pm. Opening Night will commence at Dendy Opera Quays with drinks 6.00pm followed by the screening of an imaginative selection of Australian Shorts at 7pm. The official WOW Festival Opening After Party will be held at Opera Bar. WOW Film festival will screen for 3 evenings at Dendy Opera Quays 6th to 8th March. Morning Tea and screening at NSW Parliament House Theatre 7th March, 12.00pm. There will be an Awards Night party on March 8th with drinks at 6pm, 7pm screening and after party at Opera Bar. Then subsequent screenings at Surry Hills Library 15th March, 9pm and at Theatre 322, UTS 16th March, 7pm.

World Premieres include *Moth* written & directed by acclaimed choreographer Meryl Tankard and starring Sophie Lowe ("Beautiful Kate", "The Slap), *Crystal Jam* written & directed by AFTRS graduate Leonie Savvides starring Sarah Snook (*Packed to the Rafters*, *Sisters of War*, *My Place*) *The Burnt Cork* an indigenous drama focusing on issues about the 'stolen generation' starring Kyas Sherriff (*The Alice*). Sydney Premieres include *Something Fishy* by Actor/Filmmaker Kristy Best (ABC Host of Sunday Best) *Hairpin* stars Katie Fitchett (*All Saints*, *Hating Alison Ashley*) *Crumble* written & directed by Renata Bialkowska. *Edgy New York* story starring Golden Globe nominated star Steven Bauer (*Scarface*). Other highlights *UMOJA:No Men Allowed* directed by award-winning Elizabeth Tadic and featuring music by Bronwyn Cumbo of Triple J unearthed band "Tanis", *Comfortable* which screened at Sydney Film Festival and stars Megan Drury (*Packed to the Rafters*,*Underbelly*)

WOW, a prestigious internationally recognized festival, has an exciting, diverse showcase of contemporary short films ... fiction, documentary, animation and experimental. WOW's Digivodule finalists on Youtube now. WOW's FestivalOnline in March. Experience a different storytelling and a unique perspective presented by Women in Film & Television (WIFT) NSW which celebrates its 30 years anniversary in 2012. Media personality (Big Brother host) and author, Gretel Killeen, is WOW patron.

Festival program & bookings: www.wift.org/wow, ph 9357 1490

Tickets at Moshtix, www.moshtix.com.au At venues on the day.

Festival Season Pass \$60/50, Opening Night \$30/20, Single Session \$15 /10 group (10+), NSW Parliament House Session \$10/7, Tricky Women Session \$10/7

The WOW Film Festival thanks all our official sponsors, including:

Arts NSW, Office for Women's Policy, NSW Department of Family and Community Services, City of Sydney, Panavision, Spectrum Films, Lemac, TressCox Lawyers, JAM Directions, Porters Liquor, SBS Television, Opera Bar, AFTRS, SMPTE, Metro Screen, Wacom, ARRI Australia, Videocraft, Art Resistance, Inside Film, Australian Directors Guild, Australian Cinematographers Society, Australian Screen Composers Guild, Australian Editors Guild, Aurora Community Channel, Dendy Opera Quays, IndieFlix, Film Mosaics, The Photo Studio

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www.wift.org/wow, www.youtube.com/user/TheWOWfilmfestival,

<http://wowfilmfestival.wordpress.com/>

INSECURE WORK

The ACTU has established an independent inquiry into Insecure Work in Australia headed up by Brian Howe and including on its panel Professor Sara Charlesworth from the Centre for Work and Life at the University of South Australia. It has received public submissions and is now conducting hearings. The hearing dates have been scheduled and there will be several in NSW.

Insecure work is defined as that which provides workers with little social and economic security and little control over their working lives. It is characterized by: unpredictable and fluctuating pay; inferior rights and entitlements, including limited or no access to paid leave; irregular and unpredictable working hours, or working hours, that, although regular are too long or too few and/or non-social and fragmented; lack of security and/or uncertainty about the length of the job; lack of voice at work on wages, conditions and work organisation. The full terms of reference of the inquiry can be found on its website at www.securejobs.org.au

If you are in insecure work or know of others, please encourage them to attend the hearings in NSW. Those women who have no time to prepare submissions on their circumstances may be able to appear before the panel and highlight the difficulties posed for them with insecure work.

Hearings are from 10am to 4pm and will be held in Sydney at the State Library on 27th and 28th February, in Penrith at Penrith Panthers, Hunter Room on 5th March, in Bathurst at the Bathurst Entertainment Centre on 6th March and in Wollongong Town Hall on 9th March. See the website for further details.

WEL is hopeful that this inquiry will uncover some of the gender differences with this form of employment as well as exposing employers who are exploiting people's vulnerability particularly when they are newly arrived settlers or refugees or young people with expired working or travel visas.

Jozefa Sobski

TIME POOR

A new book co-authored by Barbara Pocock, Natalie Skinner and Philippa Williams from the centre for Work and Life at the University of South Australia examines the pressures of modern life in Australian households. The book is titled: ***Time Bomb***.

The book explores the impact on families of longer hours worked by parents. For fathers, the book notes that the pressure is getting worse because their paid work increased by an average 5.7 hours per week in the decade to 2006. For mothers with young children, the time pressure is greater even though they work fewer hours. The research on which the book is based shows that 73 per cent of women with preschool children feel pressured, compared with 57 percent of men.

Professor Pocock in interviews said that changes in the labour market were intensifying the problem with big growth in professional and managerial employment, and a prevalence of unpaid overtime. The more regular time of blue collar work is fast disappearing as the economy and industry changes and continues to shift and modernize.

Professor Pocock said that women expected a more equal division of unpaid work, but there was little change in the sharing of that burden with women doing nearly twice as much as men. The book argues that today's fathers born in the late 1960s and 1970s grew up in an age of "major progress" in gender equality, but asks "how much has really changed" in the male breadwinner model of work?

Adapted from :***Fathers juggling work-life time bomb struggling to nurture parent-child bond.*** www.theage.com.au

For those readers who have Kindle E-readers, **Time Bomb** is available from Amazon.com together with other publications by Professor Pocock.

INTERNATIONAL WOMEN'S DAY 2012

Re-generation: Shape our feminist future!

WHERE: First Fleet Park
WHEN: 12PM - 3PM, 10 March
Join us on facebook for updates

This **International Women's Day** join your feminist community for a community picnic, live music & world-changing chatter.

Last year was the 100th Anniversary, so let's look *forward* this year!

Meet some fabulous young women & hear their views.

There will be fantastic feminists to chat to.

There will be lots of feminist organisations to find out about.

There will be feminists working for a world where there is creative stuff, fun & fairness for all.

There will be information for you to gather and spaces to talk & share ideas.

There will be fabulous female artists.

There will be you.

It's your world. Start shaping it on **IWD 2012**.

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.

Renewal—If a renewal form is enclosed with your newsletter or included with your email copy, then your membership is now due. We encourage you to renew your membership of WEL as your ongoing support is important to us.

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

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.'

Next WEL
meeting

Wednesday

7th March

6.00pm
66 Albion St
Sydney

ALL WELCOME

WEL NSW Executive

Convenor: Melanie Fernandez
Treasurer: Charity Danquah
Members: Josefa Green, Helen L'Orange, Jozefa Sobski, Anne Barber, Laura Maclean, Gabe Kavanagh, Lorraine Slade

**National Co-ordination
Committee Representative**

Helen L'Orange 0425 244 935

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To join WEL NSW

Download a membership form from www.welnsw.org.au or phone (02) 9212 4374 for a membership package.

**IF NOT CLAIMED WITHIN 7 DAYS PLEASE RETURN TO:
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