



informed

Issue 396 August/September 2009

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The August issue of WEL-Informed was delayed in order to include the Annual Report, and has been combined with the September issue. The next issue will be at the end of October.

Editor

MUCH WORK TO DO TO CLOSE THE GAP ON WOMEN'S PAY EVA COX WRITES:

Why is there still such a pay gap between men and women in full-time paid work?

This working week is still catch-up time for women on average weekly ordinary-time earnings. Until Tuesday September 1 they will earn less than men did to last June 30. So a coalition of women's groups is asking for action to close the pay gap. The gender gap was reduced by 19% between 1972-79 (up to 80%), after the male minimum wage was abolished and equal pay for work of equal value approved. It has been up to 86% and now it's back to 82.5%. So why is this happening, considering women are now better educated, more likely to be in paid work and there are measures in place

supposedly to deal with prejudice? The figures from various industries are interesting and counter the idea that most of the gap is just that women work fewer hours and years. Even when women are in the same industries as men, they earn less, but ABS figures show the gap is biggest in the male-dominated areas, e.g. finance 31%; property and business services 26%; mining 25%; government 7%; education 10%; hospitality 12%.

In 2008, the pay gap between men and women in finance grew from 24% to 28%, which raises an interesting question about the effects of global financial crisis and who has benefited, after maybe

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So women's groups are asking women to wear red to work ... to illustrate their deficit and give their boss a red rose to remind him we too have thorns, if this gap does not decrease.



WORKING WOMEN ARE STILL IN THE RED

You can also make a contribution to the equal pay for equal work campaign by distributing the postcards included with this August-September edition of WEL-Informed. Send them to your Federal MP, your boss, your union, etc. Remind them that equal pay for equal work is still a dream, even where women have similar jobs to men and equal qualifications. Despite legislation in support of equal pay at work, women still do most of the undervalued jobs.

If you would like more postcards to distribute, contact the WEL office on 9212 4374 or email welnsw@comcen.com.au with a return address.

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.

Phone/fax: (02) 9212 4374
Email: welnsw@comcen.com.au
Visit: www.welnsw.org.au. ABN 50 242 525 012

WEL-Informed, the newsletter of Women's Electoral Lobby NSW, is published 11 times a year and may be received in hardcopy or by email. Subscription is by membership of WEL NSW for individuals (fees vary) or by institution at \$50 for email or \$80 for hardcopy.

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: 19 October and 9 November. 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: Anne Barber, Josefa Green.

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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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.

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contributing to its causation?

And it's not the arrival of family responsibilities as new graduates often show clear gender differences, even in the same professional areas, e.g. law and medicine. There is evidence that 40 years after the first decision started the process of equal pay for work of equal value, we are still not there.

The facts are that the cultures of the workplace, community and related attitudes of men and women have not shifted as dramatically as the public rhetoric suggests. We still have a workplace model that survives almost unchanged since the industrial revolution when men first moved out of the home and into the workplace. This became the public sphere and became more important and regulated than what was left outside.

Workplace reform shortened official hours (but they've gone up unofficially), emphasised the value of hours worked (the more the better) and assumed the presentism (being there) was an unquestioned good, even when technology offered wider options. The private sphere and its needs were excluded except for some idea of family wages, now defunct. Changes of assumptions about good workers, good bosses, hours

and place based locations shifted marginally and women who joined were expected to "fit in" with some minor adjustments.

So it is not surprising we are still under-paid for similar jobs. There are bits that could be fixed by using existing legal and education processes that can be used to alleviate the differences. Signals of continued discrimination include:

- (a) Women get paid less for the same jobs, sometimes despite better qualifications and experience, often because they don't ask for more;
- (b) Women are less likely to apply for higher-paid positions but tend to be more qualified when they do;
- (c) Women tend to do many lower-paid jobs because they echo the feminine private roles; e.g. care and support roles and few men will do them;
- (d) These types of jobs are paid less than similar skill jobs usually done by men; e.g. child care versus car care because feminised skills are undervalued;
- (e) Women are more often in publicly funded jobs in NGOs, etc, which pay minimum wage rates and awards. Harder to fix assumptions include deeply held views

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about what is highly valued in the workplaces and out of them;

(f) Full-time work hours are overly long and not getting any shorter and people ignore the higher productivity of most part-timers;

(g) Women still do most of the unpaid care/domestic work, so cut back paid-work hours to take this on;

(h) Women still have to conform to different criteria of male-defined workplace behaviours for women to be acceptable; i.e. need to be nicer not tough, not aggressive; and

(i) Workplace cultures still value limited male-defined skills and credentials excluding "soft skills" as natural attributes that do not need to be paid for.

Data for May showed full-time ordinary time earnings rose by 6.5% for males and 5.2% for females, showing how women's pay is going backwards. So women's groups are asking women to wear red to work (next Tuesday) to illustrate their deficit and give their boss a red rose to remind him we too have thorns, if this gap does not decrease.

SOME BACKGROUND ON EQUAL PAY DAY FROM EOWA

Equal Pay Day, marked for the first time last year, is aimed at educating the wider community to enliven the pay equity debate, as well as educating the business community on the benefits of pay equity, conducting pay audits, and maintaining fair and equitable workplaces.

In 2008 the Equal Opportunity for Women in the Workplace Agency (EOWA) marked 'Equal Pay Day' for the first time in Australia. In 2008 it fell on August 27 - being the date that illustrates the number of extra days many women have to work after the end of the financial year to earn the same as men.

The calculation is based on the gender pay gap (GPG) using seasonally adjusted ABS Average Weekly Ordinary Time Earnings at February in the given year (ABS Cat No 6302.0)

Equal Pay Day is largely a symbolic date, and is calculated by adding the gender pay gap as a percentage onto the end of the financial year in days worked (365 days plus 17.2% = 427.78 days or an extra 63 days counting from June 30th end of financial year).

Unfortunately, because the GPG has increased by one percentage point to 17.2%, using this measure, Equal Pay Day 2009 will take place on 1 September - an extra four days.

**For more information
about EOWA and its
work, go to
eowa.gov.au**

POLITICAL POWER: DOES GENDER MATTER ANYMORE?

The following is a brief extract from the above talk given by Maxine McKew, MP to the Fabian Society ALP National Conference Lunchtime Forum on 31 July 2009.

...

First of all I would like to acknowledge that gender studies is a recognised field of academic expertise, and I'll put in a disclaimer. I am no expert. I'm also aware that gender roles in Labor politics is a galvanising topic. It has been over the years and many have written and spoken authoritatively on that topic. By contrast, I have my own observations of the last two years from inside the Labor tent, and another 30 from outside.

...

So where to start?

I think we can say that during the 20 months of the Rudd Government – Australians appear that much more comfortable than ever with women wielding political power. We have certainly come a long way since 1975 when as a young cadet journalist in Queensland I practically risked a night in the watch house because I aired a couple of stories about the need for anti discrimination legislation.

Those were the days...when a Rockhampton mayor called Rex Pilbeam – I was back up there recently – Rex Pilbeam was famous for sacking any woman who worked for the council the moment she went to the altar.

Those were also the days when a young University of Queensland law lecturer called Quentin Bryce advocated a heretical troika...affordable childcare, paid maternity leave and fairness in the workplace.

How seditious!

Thirty five years on, the Australian Government

requests Quentin's assent to every piece of legislation that passes through the federal Parliament. That Queensland of the 1970s has now become the first state in Australia to elect a woman as premier.

So clearly the landscape we survey today is very different.

Thankfully preconceptions about gender and gender roles aren't set in stone. They are constantly changing and evolving. The biological, social and cultural elements that when combined define what it is to be a man or woman today, won't necessarily hold true in ten or twenty years from now.

So when I'm asked the question - does gender matter any more in relation to political power – I guess the short answer is yes, it will always matter. But right now I think gender matters a little less.

There's been widespread acknowledgement of the strong performance in government by the Deputy Prime Minister Julia Gillard, of Nicola Roxon, of Jenny Macklin in Labor's most important portfolios of Education, of Health and Families.

The election of Anna Bligh and the appointment of Quentin Bryce as the first female Governor-General were – to me at any rate – unsurprising. Anna was clearly the best candidate, Quentin an excellent choice.

Every time an articulate successful woman stands up to represent the Australian public, another bubble bursts for those remaining 'gender sceptics' out there... the people who believe that because a candidate is a woman it might be a negative in some voters' minds.

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A woman may not yet hold the top reins of power in Australia, but the novelty factor of female political power is all but gone.

That said, the old stereotypes still rear their heads from time to time.

I don't see much reporting on what male politicians wear, or what their hair looks like. Nobody wants to take photographs of blokes in their kitchen or comment on their fruit bowls. Not yet. Mind you we have seen some interesting Vanity Fair style shots of Tony Abbott as part of the free media pre-publication publicity for his new book.

....

It's fair to say some other countries are further down the gender equality path in politics than we are. The Spanish cabinet has more women than men. Spain's 38 year-old Defence Minister Carmen Chacon took over the portfolio last year when she was seven months pregnant. Time Magazine published a great photo of her reviewing the troops while heavy with child.

I hasten to add our current Defence Minister is doing a great job. We'd all like to see him continue in that job. The good Fabian that he is, I think you'll all agree with me that we can call John Faulkner, from time to time, an

honorary girl. But I'm still looking forward to the day when Australian women politicians will occupy some of what are still considered to be the blokes' jobs - Treasury and Defence.

The fact that we are where we are today is the culmination of many years of hard work.

It's the advocacy of groups like the National Foundation for Australian Women, the Women's Electoral Lobby, Emily's List and many others who've helped to recast gender roles in politics in a more equal and unbiased way.

And I know Julie [Julie Owens] and I will always say we stand on the shoulders of others. Tomorrow we will be honouring Bob Hawke for his extraordinary service to the Labor movement. Among other things when I think of the Hawke ministry, I think in particular of Susan Ryan, and the extraordinary hard yards that Susan put in in ensuring that we have national legislation on affirmative action and anti-discrimination laws.

Susan and the women of her generation dared to imagine a different future and they copped a lot of pain for it. But they were true to their ideal, and they kept those ideas circulating in the public sphere even when it was very difficult to do so. They remain an inspiration for all of us.

For that we all owe them and many of you - an unending debt. So thank you.

....

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.

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.

An opportunity to be part of the first feminist conference to be held in Sydney since the 1990s

F: A FESTIVAL, A CONFERENCE, A FUTURE— MELANIE FERNANDEZ

What is feminism today and why is it still relevant? These and more are the questions framing the first feminist conference to be held in Sydney since the 1990s.

F: A Festival, A Conference, A Future is being organised by a diverse, inter-generational collective of women. The conference aims to re-invigorate the Sydney feminist movement and particularly to generate interest and involvement from young women. Many women today, though supporting the general principles of 'women's rights', feel they cannot identify with the feminist movement, or even that the movement has become obsolete. Engaging these women in a discussion with second-wave feminists and young, active feminists is vital in creating a strong and sustainable movement.

The collective is a dynamic group of women including teachers, students, activists and journalists. We include representatives from WEL, Amnesty International, The Feminist Bookshop, The Aids Council of NSW, Sydney University Students Representative Council and the Australian Services Union.

The conference will be held over a weekend in late March 2010. A Feminist Fringe Festival of social and creative events will be held in the week before the conference.

The diverse understandings and

experiences of feminism in the collective have ensured an exciting agenda. A mix of plenaries and workshops will tackle issues important to women today, from fertility control to raunch culture, pay equity, parental leave and the balance of work and care in women's lives. We hope to create pathways from this conference for women to connect with current campaigns and initiate future campaigns and communication networks. This conference is not just for women to discuss the current place of feminism but to begin to create feminist futures.

If you wish to be involved in the collective or make a donation please contact:

Gabe Kavanagh
0408 976 890
gabekavanagh@yahoo.com.au

or

Melanie Fernandez
0402 334 286
melaniefernandez1@gmail.com

Any support will be greatly appreciated.

ANNUAL REPORT ON ACHIEVEMENTS AND ACTIVITIES FOR WEL NSW INC — OCTOBER, 2008 TO AUGUST, 2009

The last quarter of 2008 saw the world economy collapse into the global financial crisis. The major financial corporations and huge manufacturers in Australia and elsewhere immediately sought public money to bail them out. Action on environmental measures to address climate change was imperiled, as were reforms such as: Paid Parental Leave, Higher Education and Early Childhood Education and Care. The overhauls promised by the Rudd Labor government to reduce social and economic inequalities and the gap between Indigenous and non-Indigenous Australians seemed less urgent than saving the economy. Fiscal stimulus packages grabbed the headlines. WEL was not diverted.

The NSW Executive continued its work on a range of issues, organized events, prepared submissions, collaborated with other women's organizations on campaigns, represented WEL at peak meetings, as well as in groups working on a Charter of Rights and abortion law reform. It worked at the state and national level to preserve a progressive and alternative voice on policy for all women.

WEL NSW Executive noted the changes at the national level from women's secretariats to Alliances given the task of advocating for women, identifying emerging issues, reflecting the diversity of Australian women and engaging in the social inclusion agenda. These were Minister Plibersek's reforms and they were designed to mobilize women as part of "a new women's movement". Over \$1.2 million was allocated in July, 2009 to increase women's representation and advocacy; a very small sum for a very big task!

Eva Cox continued her role with WEL Australia as convenor of the National Coordinating Committee, Women for Wik and on the group involved with organizing the Feminist Conference, 2010 to be held in Sydney in March. With Melanie Fernandez, she prepared the submission to the Henry Review on Taxation in April and appeared with Melanie before the committee to argue the case for taxation reform. Her deep understanding of policy and knowledge across a broad range of areas enables the organization to retain a respected and high profile.

National submissions were made to the Pay Equity Inquiry, the Retirement Income Inquiry and the Senate Inquiry into Child Care.

Anne Barber represented WEL at the peak women's organizations meetings with Minister Firth. She also worked to maintain the high standard of organization for the **Edna Awards** evening. She prepared WEL's

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The last quarter of 2008 saw the world economy collapse into the global financial crisis.

WEL was not diverted.

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submission to the National Human Rights consultation. She remained Treasurer and maintained and updated the WEL NSW website. Her contribution was extensive. Her time was given generously and she worked on initiatives with a focus on outcomes.

Josefa Green developed a planning framework and ideas for extending WEL membership and attracting women to join the Executive. She was a valued contributor to WEL policy and strategic discussions and her writing and editorial skills improved the substance of WEL's work.

Helen L'Orange took over as WEL convenor during the absence of Jozefa Sobski. She stepped graciously into this role while retaining her involvement with NSW government reforms on domestic and family violence. She prepared WEL's comment on the discussion paper in this area focusing on: prevention and early intervention, benchmarking and mapping service provision, integrating and coordinating responses to domestic violence and related accommodation issues for women.

Lorraine Slade staffed the office with the assistance for a period of Saskia Maia. She attended to all incoming and outgoing email correspondence and compiled the monthly newsletter. The production of a regular newsletter is a commitment we make to all members. This is a time-consuming and demanding task and Lorraine performs it with a calm uncomplaining professionalism.

Tabitha Ponnambalam brought her considerable legal and other skills to bear on issues such as surrogacy and housing policy and the overall political context in which we are working. She brings a fresh and welcome perspective to the Executive with her international knowledge and experience. Alex Heron joined us for too short a period after returning from the UK. She had workforce as an issue and

we were sorry that family responsibilities took her away too soon.

The contribution of all six Executive members is constrained by work and family commitments. Without the knowledge and experience of long-standing members on Executive, the organization could not function effectively. There is room, however, for greater involvement by more women, new members as well as seasoned campaigners. The workload is considerable and it is borne by too few women. Much more could be done if there were more activists prepared to attend meetings regularly and accept responsibility for some key tasks.

On 24 October, 2008, WEL NSW in conjunction with Jessie Street National Women's Library at Ultimo hosted a celebration marking the release of Dr Marian Sawyer's detailed history of WEL: ***Making Women Count***. Former active and founding members and supporters gathered to pay tribute to WEL's achievements and Dr Sawyer's contribution to recording WEL history. Old battles and victories were relived.

In March, 2009 we again celebrated International Women's Day on the streets of Sydney festooned with 180 banners acknowledging this important day. Anne Barber's work with OWN and other women's groups has been outstanding in achieving such prominence for this event.

The twelfth year of ***The Ednas*** was held on 8 May at the Sydney Mechanics School of Arts and seven women were recipients with Rhonda Wilson being awarded the ***2009 Grand Stirrer***. Anne Barber again built the organization to ensure that this evening, celebrating and honouring women's achievements in a variety of fields was enjoyable and revelatory for all who attended.

WEL NSW collaborated with national women's organizations to lobby the Rudd Government on

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paid parental leave when it seemed at most risk of being delayed. The coordinated campaign by women's organizations led to a successful outcome with the announcement in the Federal Budget of the introduction of a scheme. It committed the government to 18 weeks leave at the Federal minimum wage. Though the scheme was not universal, it cut out at the relatively high income level of \$150,000 a year. WELA welcomed this introduction as it acknowledged that caring for babies was a workplace issue for both women and men.

The Executive also reviewed its operations to determine future priorities and identify ways in which Executive meetings could be improved. Decisions were made about priority issues, Executive member responsibility for issues, the formation of ad hoc working groups to work on issues and working on specific issues with or through other advocacy organizations. Alternate executive meetings were to be devoted to a priority issue advertised in the Newsletter.

Several broad areas were agreed as priorities divided into state and national. At the state level: domestic violence, Office for Women on performance Indicators and Feminist Conference, 2010; at the national level, budget, child care, human rights legislation, economic outcomes, working conditions, TAFE, vocational and tertiary education, health-preventative and housing. WEL had policies in some areas and not others.

These decisions have been subjected to further review with emerging issues added and some areas decreasing in importance or urgency due to policy and program changes.

The NSW State Plan is being reviewed. WEL wrote to the Premier reiterating its concerns about the deficiencies of the Plan. It stressed

the need for key policy and program omissions to be addressed as they related to the specific needs, concerns and priorities of women. It urged that these be identified and incorporated into any revised plan and targets. The development of state-based performance indicators which integrate gender specific measures were stressed as being central for inclusion in any new plan.

In the next year, WEL NSW will be facing decisions about new office accommodation. We have been advised that the NSW government is planning to sell the Albion Street premises which we share with NCOSS and other organizations. Our needs are modest: two workstations, storage, IT and telephone communication, access to a kitchen, toilet facilities and a meeting room in business and after hours. These are minimum requirements. If members have knowledge of available premises at reasonable rates, we would welcome suggestions.

The Executive has worked energetically for the WEL membership in a challenging time. Its work is acknowledged for this year as contributing to better lives for the women of NSW.

Our thanks go to all Executive members and to all WEL members who gave generously in donations enabling WEL NSW to continue its work.

**Jozefa Sobski,
Convenor, August 2009**

At the WEL AGM on 23rd August, the following Executive Committee was elected—

Convenor Jozefa Sobski

Treasurer Tabitha Ponnambalam

Executive Josefa Green, Helen L'Orange, Eva Cox, Lorraine Slade, Melanie Fernandez and Gabe Kavanagh

Eva Cox continues as the WEL National Co-ordination Committee Representative for NSW. Cate Turner as WEL's Public Officer, and Anna Logan as the Honorary Auditor.

The Executive welcomes new members Melanie Fernandez and Gabe Kavanagh. Melanie and Gabe are members of a collective currently organising Sydney's first feminist conference since the 1990s. See page 6 for further details.

WOMEN'S PLANS CAN MAKE A DIFFERENCE

Women's planning is at the heart of solutions to world problems. Rapid, involuntary population rise stops interventions from breaking the poverty cycle. Inexorable population rise is depleting our water, food and fuel resources. The global temperature is rising in many ways as the human family gets too large to live other than competitively on the planet.

Women's Plans Foundation raises funds so that family planning may be included in development projects. Projects' outcomes improve when women can space and plan the births of children. Microcredit projects can bring enterprise; agricultural improvements can keep pace with the needs of the community; children can be nourished and educated.

Family planning has been overlooked as a principal strategy in aid, in part because of cultural/religious opposition, in part because the more obvious threat of AIDS absorbed reproductive health funding. In recent years only 5% of reproductive health spending worldwide has been for contraception. Funding for family planning services decreased in absolute dollar amounts by 36% between 1995 and 2003. As a result, population numbers are often determined by disease, malnutrition, war and environmental damage.

Child-spacing and women's roles

Women know how many children they can bear and rear, and education and the health of communities improves when children are spaced and immature girls delay having families. WPF gives to AusAID-accredited NGOs who qualify for matched funding 3 for 1. In East Timor and Laos motorbike teams reach rural areas previously beyond the reach of women's health practitioners. Other programs in the Pacific and PNG educate men and boys so that violence to women will lessen and women will be able to access contraceptives. One outcome is that husbands welcome the continuing receptivity of their wives, and wives' ability to space children keeps the husbands' activity home, lessening the spread of AIDS.

Millennium Development Goals find their nexus in family planning: gender equality and empowerment require reproductive health, maternal and infant health; then women can develop full potential and contribute to decision-making on all levels.

Fundraiser

Women's Plans Foundation invites you to join them at Lindesay, Darling Point on October 21st for the Annual Cocktail Party and Auction (great value).

Bookings: Email oppenama@bigpond.com, www.womensplans.org, (02 9817-5175), or WPF, 3 Madeline Street, Hunter's Hill NSW 2110.

Women's Plans Foundation raises funds so that family planning may be included in development projects.



connected

THE FEMINIST BOOKSHOP
CELEBRATING 35 YEARS IN 2009

In conjunction with
TALKING HEADS AT TOXTETH

invites you to
A Feminist Trivia Night

Level 1 Function Room, Toxteth Hotel, 345 Glebe Point Road, Glebe

THURSDAY 22 OCTOBER 6.30 FOR 7 PM - COST: \$25.00 includes heaps of finger food

Dinner available for a "buy one get one free" meal deal

Drinks available at function room bar

Come along for a night of fun, prizes and to check out your feminist knowledge and memory

Tables of 6 – 12. Book for a team or take your chances on congenial company and join any table. Bring a friend or two - blokes welcome!!

Bookings:

Gail Hewison at The Feminist Bookshop Tel: 9810.2666 feministbookshop@iprimus.com.au

Kate Barton Tel: 9518.5560 katebarton3@optusnet.com.au

Jessie Street National Women's Library - Twentieth Anniversary Luncheon

Monday 21st September 2009 - 12noon for 12.30pm

Stranger's Dining Room, Parliament House, Sydney

Speaker: Adele Horin

Topic: "Do Newspapers Have a Future and Who Cares?"

Cost: \$80 members \$85 non members

Contact: JSNWL ph 9571 5359 fax 9571 5714

E-mail: info@nationalwomenslibrary.org.au

Further Info: www.nationalwomenslibrary.org.au

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.

WEL NSW Executive

Convenor: Jozefa Sobski
Treasurer: Tabitha Ponnambalam
Members: Josefa Green, Helen L'Orange,
Eva Cox, Melanie Fernandez, Gabe
Kavanagh, Lorraine Slade

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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

IF NOT CLAIMED WITHIN 7 DAYS PLEASE RETURN TO:

WOMEN'S ELECTORAL LOBBY (NSW) Inc
66 ALBION STREET
SURRY HILLS NSW 2010
AUSTRALIA