

working  
women's  
health



2003  
annual  
report  
2004

illustrations: pamela brañas

# thanks thanks thanks thanks thanks

3CR,  
Absolutely Women's Health  
Royal Women's Hospital,  
ADEC,  
ADEC Chinese  
Carers' Group,  
ADEC Turkish  
Women's Group,  
Advocacy Program for  
Women in Prison,  
African Senior Elderly  
Women's Group,  
African-Australian  
Welfare Council,  
Albury Community Health  
Women's Health Services,  
Allardice Graphic Arts,  
AMWU,  
Anne Peek,  
Anthony La Montagne,  
Arabic Muslim

Grandmothers' Playground  
Group Preston,  
Arabic Speaking Women's  
Group (MRC Moreland),  
Arati Vidyasagar,  
Arcilebica Australia,  
Arty Richetti,  
Association of Calabrian  
Women,  
Assyrian Women's Group  
Meadow Heights,  
Australian Lebanese  
Welfare Association,  
Australian Vietnamese  
Welfare Women's  
Association,  
Bairnsdale International  
Women's Group,  
Ballarat Multicultural  
Women's Group,  
Bernice Murphy,

Bridget Webber,  
Bridging the Gap,  
Brunswick Secondary  
College,  
Cadbury Schweppes,  
Cardigan House,  
Catherine Gow,  
Centre for Culture Ethnicity  
and Health,  
CHC Darebin,  
CHC East Preston,  
CHC Moreland,  
CHC Morwell,  
CHC North Richmond,  
CHC North Yarra,  
CHC South Melbourne,  
Chinese Mothers' Group  
Hume City,  
Chinese Outworkers  
Women's Group Bendigo,  
Chinese Women's

Group Balwyn,  
Chinese Women's  
Group Doncaster,  
Chinese Women's Group  
Hume City,  
Chinese Women's  
Group Livingstone,  
Chinese Women's  
Group Springvale,  
Cinzia Ambrosio,  
City of Darebin,  
City of Melbourne,  
Colin English,  
Correctional Services  
Employment Pilot Program,  
DAIS Wodonga,  
Dallas Neighbourhood  
House,  
Dandenong Division of  
General Practice,  
Debney Park

Secondary College,  
Debra Vallance,  
Department of Childbirth  
Education Royal Women's  
Hospital,  
Department of Health  
and Ageing,  
Department of Human  
Services,  
Department of Justice,  
Department of Obstetrics  
and Gynaecology University  
of Melbourne,  
Diabetes Australia,  
Diana Orlando,  
Distillery Press,  
EPA,  
Equal Opportunity  
Commission,  
Esklepios Greek Women's  
Group Prahran,



## chairperson's report

I'm pleased to see that Working Women's Health (WWH) has completed yet another successful series of health promotion programs to immigrant women around Australia. The Board too has had a productive yet challenging year, with quite a few new members joining the four members who continued their terms, bringing their new and much appreciated expertise and perspectives.

Perhaps the most significant of the Board's challenges this year is keeping the organisation in line with an ambitious Strategic Plan in such a tight funding environment.

While funding seems to steadily decrease, our population of Victorian immigrant women is constantly increasing by approximately 10,000 women per year. Accordingly, demand on WWH services is increasing—both from immigrant women who ask us directly for multilingual education and information, as well as from the factory managers on behalf of the women.

Yet, WWH is progressing steadily with its Strategic Plan, enhancing its health education and information

provision activities with broader community development, networking, and advocacy, spreading our multilingual health education messages out to rural areas and increasingly to interstate agencies. Working Women's Health's national work is significant as it is a unique organisation with much to share with organisations around Australia that concern themselves with the health of immigrant women.

I must farewell and thank two excellent Board members who sadly left the Board this year: Jamileh Abu-Dohou, our previous Chairperson who left Melbourne for a senior position in Sydney, and Jasmina Mujkanovic, our Treasurer, who left WWH so that she could meet other pressing commitments. Both were invaluable members who committed much time and energy to Working Women's Health.

Thanks for the hard work and commitment of all my sister Board members: Andrea Maksimovic, Annette Sassano, Dalal Samaan, Eugenia Castro, Ivana Csar, and Norhayati Kapauks. I congratulate all WWH women on their wonderful achievements this year and look forward to the challenges of the year ahead of us.

**Sandra Lordanic**  
wwh chair

## executive director's report

As 2003/04 draws to a close, WWH continues to be as active and engaged with immigrant women's health issues as ever. Demand from immigrant women for multilingual health education is increasing—for the first time that I can remember, we had to implement a waiting list for sessions. Increased demand is a ringing endorsement from the people most important to WWH—it also means struggling that little bit harder to ensure women who most need our services continue to get the opportunity to use them.

We made over 4,600 contacts in our Health Education Programs—an increase of 1,300 over last year. The Cross-Cultural Training Program was similarly active, with 915 people trained, (compared with 450 people in 2002/03). We presented eighteen papers to conferences and forums, reaching approximately 1300 people with our message about improving immigrant women's health and wellbeing. These group sessions include those conducted as a part of FARREP, through which 147 contacts were made with women and 163 people were trained with a view to improve their capacity to work with the targeted communities.

In total we conducted 571 sessions in various languages, making approximately 6,840 contacts.

Multilingual Library and Resource Collection staff were kept busy this year—cataloguing over 1,100 items and responding to 70 requests from health practitioners, researchers, and women in the community. They also ensure our Health Educators are well-resourced—relevant, accurate, and up-to-date multilingual information on women's health topics, to meet the needs of women participating in our sessions, takes priority. The Collection now boasts 7,266 items in 74 languages. We keep a close eye on content so women are accessing the highest quality information available.

Membership increased from 250 to 335 this year. 'Working Well' our newsletter, will shortly come out electronically and at more regular intervals; we also developed new promotional resources in 03/04.

It's been a bumper year for service delivery. I congratulate our staff on their achievements and our Board for their guidance. Thanks to the agencies we collaborated with and special acknowledgement to the immigrant women who make our work worthwhile.

**Dr Adele Murdolo**  
executive director



WWH is recognised nationally as a first port of call for expertise and innovative service delivery with immigrant working women by immigrant working women.

WWH gathers together and imparts expertise on immigrant women's health issues, with a specific focus on sexual, reproductive, occupational, and mental health, in collaboration with key stakeholders.

WWH contributes to policy and organisational development on state and national levels, resulting in positive change for immigrant women's health.

WWH collaborates and networks with partner agencies on a range of key health promotion activities.

**uniquely  
recognised  
position**

## collaborations + partnerships

**Sexual Harassment is not part of My Job!** Project with ongoing partners, Equal Opportunity Commission and Northern CASA, and new partner SBS Radio, to produce information postcards for Chinese, Vietnamese, Arabic and Turkish-speaking women on sexual harassment. **Researching Immigrant and Refugee Women's Health** Collaborative partnership with Pascale Allotey, Vichealth Fellow, Key Centre for Women's Health (KCWH), University of Melbourne, to conduct research on immigrant and refugee women's health issues. **Strengthening Immigrant Women's Advocacy** Collaborative partnership with Islamic Women's Welfare Council of Victoria (IWWCV) and Immigrant Women's Domestic Violence Service (IWDVS) to build the advocacy capacity of immigrant women. **Women's Rights Action Network of Australia** Collaborative Project to assist WRANA to consult with immigrant women in order to develop a Women's Report Card, reflecting Australia's performance against the UN CEDAW Convention. **Gestational Diabetes Video** Ongoing consultation and advice provided to Diabetes Australia in the development of a video in Chinese and Arabic on Gestational Diabetes. **Round table discussion on Women's Global Reproductive Rights** Round table seminar organised in collaboration with the KCWH, FARREP, and The Royal Women's Hospital, bringing together international stakeholders in women's reproductive rights.

**Round table discussion on the Domestic Violence Provisions of the Migration Act** Collaborative project with IWDVS, Victoria Legal Aid, women's refuges, and FARREP to improve service response for immigrant women accessing the DV provisions of the Migration Act. **Sexual and Reproductive Health Education Training for FARREP Community Workers** Collaborative project with Family Planning Victoria to develop and deliver a statewide training program for FARREP community workers. **Staying Safe: Horn of African Women Study** FARREP Collaborative partnership with Pascale Allotey, KCWH, regarding safety and emergency management. **Horn of African Parenting Needs** FARREP Collaborative partnership with Pascale Allotey, KCWH.

## community consultations

**FARREP Community Consultation with African-Australian Welfare Council** **FARREP Community Consultation with Horn of African Senior Women's Group** **FARREP Community Consultation with Wombat Emergency Housing Workers** FARREP Consultation with Housing Workers regarding Eritrean family values and the role of religion in Eritrean families (hosted by VICSEG). **FARREP Community Consultation on Community Safety** FARREP Consultation on issues of concern for African women regarding family safety.

## steering groups + committees

**Darebin and Moreland Misuse of Pharmaceuticals Project Steering Committee** Women's Health In the North Grandmothering Project Steering Committee **Key Centre for Women's Health Advisory Committee** IWWCV SILC Reference Group **FARREP: Victorian Law Reform Commission Cultural and Linguistically Diverse Communities Committee** **North Central Metropolitan Primary Care Partnership Strengthening Community Action Project Committee** North Richmond Community Health Centre and The Alfred Hospital Multicultural Health and Support Services Committee **Islamic Women's Welfare Council of Victoria SILC Leadership for Muslim Women Committee** Royal Melbourne Hospital The Health Status of Refugees from the Horn of Africa Committee **African Australian Welfare Council** Carlton African Network **FARREP Northern Steering Committee** **FARREP Western Steering Committee** **FARREP Southern Steering Committee** Senior African Elderly Group Steering Committee

## networking with government

Working Women's Health works together with government to improve policy outcomes in favour of immigrant and working women's health. We do this by preparing submissions to government, providing consultation, and participating in conferences, steering committees, and forums.

## CONFERENCES, CONSULTATIONS AND FORUMS ATTENDED

Department of Victorian Communities Ministers Forum **Office of Women's Policy (OWP) Women's Safety Strategy Annual Forum** OWP and DHS Women's Health and Wellbeing Annual Forum **WorkCover consultation: reaching immigrant communities with an OHS message** FARREP: **Emerging Communities HIV Project** Department of Human Services **Public Health Consultation** Strategies on the Safety of Horn of African Women Department of Justice **Diversity Issues Unit Consultation** Police, Fire Brigade, and Ambulance Services for African Communities **Consultation with Emergency Services Victoria**

## STEERING COMMITTEES

OWP Statewide Steering Committee on Violence Against Women in the Workplace **DHS Women's Health and Wellbeing Strategy Implementation Advisory Committee** **DHS Ministerial Advisory Council on Cultural and Linguistic Diversity** **Health 2004 Scientific Program Working Group**

## SUBMISSIONS

Submission to the ABS commenting on the Personal Safety Survey

## presentations + papers

'Keeping "Our" Women Safe', and 'Warmth and Unity with all Women' **Other Feminisms: International Women's and Gender Studies Conference** University of Queensland July 2003

Rapporteur in 'Women—Changes and Challenges' **Session VCOSS Congress** Melbourne August 2003

'Health Issues for Immigrant Women' **Department of Obstetrics and Gynaecology** University of Melbourne March 2004

'Women and Work' **Priority Issues in Women's Health Seminar** KCWH April 2004

WWH featured as a case study in a published article by Anthony La Montagne 'Integrating health promotion and health protection in the workplace' Rob Moodie (ed) 'Hands-On Health Promotion' **IP Communications** Melbourne, April 2004

Chair of discussion panel at 'Self-Esteem, Identity, Leadership, and Community (SILC) Project' **Launch Islamic Women's Welfare Council of Victoria** July 2004

'Gendering Women's Health' **WHAV General Meeting** (with Wei Leng Kwok, Women's Health In the North/WHIN ) November 2003 Also presented in May 2004 at KCWH Research Seminar

'Well Behaved Women Do Not Make History' **IWD After Dinner Presentation** WHIN March 2004

'Italian Women's Involvement in the Origins of IWD' **IWD Lunch Presentation** Association of Calabrian Women March 2004

'Hidden Health Issues for Immigrant Women' **Health of Australians Public Health Student Seminar** La Trobe University May 2004

'Young Women and Pregnancy' **Absolutely Women's Health Forum** Royal Women's Hospital September 2003

'Management Matters: Multilingual Health Education in Victorian Women's Prisons' **Is Prison Obsolete Conference** Sisters Inside Brisbane November 2003

'Bilingual Health Promotion for Immigrant Women' **Diversity in Health Conference** Sydney October 2003

'Human Rights in Action—Case Study Women's Report Card Project' **From RHETORIC to Reality: Making Human Rights Work Conference** RMIT University February 2004

FARREP:

'**FARREP Poster Presentation' International Health Promotion Conference** April 2004

'**FARREP and Human Rights' From RHETORIC to Reality: Making Human Rights Work Conference** RMIT University February 2004

'**Horn of Africa and Family Law' Launch of National Cultural Diversity Plan** Ethnic Communities Council of Victoria and Family Court of Australia April 2004

'**Horn of Africa Communities and HIV' Launch of Multicultural Health and Support Service** North Richmond Community Health Centre and The Alfred Hospital December 2003

## publications + promotions

If you think this year's Working Women's Health Annual Report bears a striking resemblance to last year's Report, you'd be correct.

Working Women's Health is in the middle of a three year Strategic Plan and to reflect that, we have opted to present the three corresponding Reports as a 'set'. Last year we went violet this year our colour is orange—you could say the colours symbolise our work which is strong and vital in supporting our goal, putting immigrant and refugee women's health first. The Strategic Plan can also be characterised this way, and our publications and promotions work as always, supports the current vision.

At its core, the Plan is about effective, innovative service delivery results for immigrant women's health; WWH's unique position in this area; and building women's capacity (regardless of social determinants), to control their health and wellbeing.

This year we updated our General Brochure, which along with our new Training Brochure, will by the time you read this, be just back from the printers. Our staff have new business cards, and for the first time our bilingual Community Health

Educators are soon to receive cards of their own, reflecting their expertise of language, culture, and immigrant women's health.

The issue of translations took up a large portion of my year, it certainly has been a learning curve; this work will be of value in improving ways to deliver multilingual information. Speaking of better delivery, we've also been working on a new format for our Newsletter which will mean you can expect to see more issues per year, with more up-to-date information on WWH work. Work is also progressing with regards our Library Kit, signage, and the Web; improvements in promotion and communication should all benefit WWH and her stakeholders this year.

I also worked on the recent 'Beyond the Barriers' Forum about the health and wellbeing of immigrant women post-prison. To the speakers and participants many thanks for your knowledge, revelations, enthusiasm.

Thank you to Arty for saving me from computer rage, our designer Pam for her talent and timing, and our most professional printers Kendra and Gary. To Stephanie, Iudita, Nigisti, Pascale, and Monika, you were great to work with, the very best wishes. To the women I work with, great debts of gratitude.

**Anna Volpe**  
publications and  
promotions coordinator



WWH builds the capacity of immigrant women for self-advocacy and to effect social change.

WWH continues to develop its learning culture, fostering active participation of immigrant women in the health system through membership, decision-making and activism.

a  
learning  
organisation

## professional training

The Training Program flourished this year, providing professional development across the State, and in particular, in Victoria's industries.

Working Women's Health is now taking on a new industry; aside from its continued work in the textile, clothing, and footwear industries, our bilingual Health Educators are now delivering health promotion to women in the food manufacturing industries. New work means the upgrading of Educators' skills to match new demands.

This was one reason we again had OHS expert Debra Vallance (AMWU) with us, this time training on the issues faced by workers in food industries. This training made us aware of the painful strain and sprain injuries frequently affecting these workers, and of the alternative pain management and relaxation methods available.

Gwenda Cannard of TRANX and Jenne Burns of the Kinesiology Centre (South-East Melbourne) also trained us on methods relating to alternative pain management and relaxation for women coping with such injuries in food industries.

Our workers provide these women with information and knowledge they would otherwise not have the chance to access (including skillful, appropriate referral).

Educator training also included an update on HRT with Rosey Cummings from The Alfred Hospital; pelvic floor and incontinence with Peony Fernandes (physiotherapist at Cardigan House); community focused health systems through a tour of the East Preston CHC with Jackie Mansourian; and I also trained our Community Educators in effective team work.

The Training Program continued to reach health professionals and other service providers across Victoria, including rural areas. I met fantastic people dedicated to improving their service to immigrant communities.

Vision Australia participated in cross-cultural training—this year I worked with their staff in Bendigo, Ballarat, Warragul, Mt. Eliza, Mildura, Brighton, and Kooyong. Their feedback indicated they learnt a lot from the training experience.

Training EPA staff across Victoria on cross-cultural issues delivered similar responses and effects. The sessions were both rewarding and challenging. Staff at the MRC Geelong (including D&A support staff), were trained on drug and alcohol issues and cultural diversity.

My 'favourite' sessions each year are those I conduct with La Trobe University's Midwifery and Nursing students and Biomedical students from VUT. I can get one hundred future medical professionals together in one room, participating in a session that they might not see as relevant once they get out there and spread throughout the medical system, that is once they are no longer students. The issues we cover on diversity and health open up new perspectives for these students and hopefully will prove useful when they eventually practise.

We presented at the 'Diversity in Health Conference', speaking on bilingual health promotion for immigrant women, and service innovation and illness prevention. I also delivered a paper at the Absolutely Women's Health's 'Young Pregnant and Parenting Forum', on unplanned pregnancy, abortion, and early parenting for young immigrant women, this resulted in an interview opportunity on 3CR Radio.

Thanks to all involved in training this year, and to my WWH colleagues for their support and understanding in times of pressure.

**Amira Rahmanovic**  
training programs coordinator

## young sahel african women's project

We are very proud that our 'Beyond Cultural Barriers' Resource Kit was launched this year by The Hon. Kaye Darveniza, and is now being distributed widely to health service providers around Victoria.

The Kit was developed from a research project by Nigisti Mulholland that found that while young women from the Sahel Africa region have similar needs for health information and education as other young women in the Victorian community, they do not necessarily access the services they need.

A number of comprehensive consultations with 89 young Sahel African women from around Melbourne, revealed that there were many concrete strategies that health services could adopt to make their services more accessible to this group of women.

The Kit builds on the suggestions made by the young women and by health service providers, and takes examples of practices that have worked well, to offer concrete strategies to improve access to health services.

As a follow-on to the Resource Kit for service providers, WWH has also this year been working on the development of a written resource for young women from Sahel Africa.

The resource covers a range of health issues that the women in the consultations raised and provides comprehensive referrals to a range of health and other services for women. Filled with highly useful information and graphics that represent young Sahel African women, we expect that the booklet will be widely used.

**Dr Adele Murdolo**  
executive director

## multilingual library

It's been an exciting year, but I'm not sure what's happening next year. Any ideas? That was the line I left you with in last year's Report. I knew it would be challenging returning to office management, continuing to work in the Library, and develop our membership—it's also rewarding.

Being the first point of contact for service users is a unique position—it's a great vantage point to see the real significance of providing women with health information. You get to see things 'full circle'—from a woman's initial needs, to looking for information for those needs, through to information provision.

Another positive highlight has been the increase of health professionals using the Library, giving them better understanding of immigrant women and their health needs. This has included lecturers acknowledging the importance of including immigrant women and cultural and linguistic diversity in their programs and teaching modules.

As Multilingual Library Coordinator, I try to make our Collection embody feedback from women who use our Library. Issues that continue to be

raised include mental health (stress, anxiety, depression, isolation), and related management techniques. Our Greek collection now includes books on wellbeing, mind and body, stress and panic, and positive thinking. Our Chinese books and cds include resources on relaxation, depression, and pain management.

After nearly nine years working at WWH I still find it incredibly exciting (both professionally and personally), when I find and receive books in languages other than English. As for videos, sometimes I'm just amazed.

I suppose what I am talking about is filling in gaps with the right information, and easing a woman's feeling of the uncertainty of what's going on in her body and her mind. There still is a great need for information in video format, and I'm going to keep looking.

We have new reports in our Library Collection, which are a great resource for the community and health sectors. These include, 'Cross Culture, Reciprocity in Education: A Model of Interactive Learning Between Migrant Communities and Mainstream Mental Health Services'; 'Cultural Awareness Tool: Understanding Cultural Diversity in Mental Health'; 'Pride & Joy: A Resource for Prospective Lesbian Parents in Victoria'; 'A Powerful

Journey: Stories of Women Leaving Violent Situations'; 'The Health Costs of Violence: Measuring the Burden of Disease Caused by Intimate Partner Violence'; 'Let's Talk About Sex: A Resource Guide for the Filipino Community (A Resource on Family Planning and Sexual Health)'; and 'Beyond Cultural Barriers: Young Sahel African Women's Access to Health Services'.

I want to take this opportunity to thank the members of WWH who continue to support the organisation. Maybe that's why after nearly nine years it's still rewarding to work in an organisation that continues to be the bridge between immigrant women and health information.

I won't leave you with any final lines this year, because I know the next year will be one big surprise—for me too I imagine...

**Carmela Ieracitano**  
multilingual library coordinator



WWH identifies and meets emerging and dynamic health needs of immigrant women living in metropolitan and rural areas.

We continue to ask immigrant women what they want, and deliver it through our outreach model, in industry, community, and other relevant settings.

WWH works in partnership with agencies around Australia to ensure that immigrant women have access to high quality, culturally appropriate, health services.

**effective  
service  
delivery**

## industry + community programs

The Working Women's Health Strategic Plan identified that a large number of immigrant women work in food industries and that WWH needed to address this trend.

Working Women's Health will continue to conduct its Industry Visits Program (IVP) in the textile, clothing, and footwear (TCF) industries, and is now delivering its Program to women in food manufacturing industries. We also continue our work with women at Toyota following a request for further sessions. Our Program and the skill of our Health Educators is being transported across various industries in which immigrant women work.

The smooth and successful transition from TCF to food industries is an outstanding achievement for WWH. This is the result of enormous planning—and training undertaken by our Health Educators, particularly in the areas of OH&S and food handling, negotiations with various food industries, as well as the development of IV programs to ensure effective and efficient service delivery to immigrant women.

Food industries operate differently to TCF, we had to take this into account to make sure all women had access to our Program—regardless of language preferred, employment status, and/or shifts worked. As a result, sessions were run both for day and afternoon shifts at Nestlé in Campbellfield and at Cadbury in Ringwood. Next year sessions will be run during night shifts.

The Educator Team conducted 233 sessions in the workplace and 182 in community settings. Sessions were run in Arabic, Tagalog, Mandarin, Greek, Khmer, Cantonese, Croatian, Turkish, Farsi, Tigre, Somali, Italian, Hindi, Spanish, Vietnamese and Thai. In total, 4,181 contacts were made through these Programs.

The feedback from women has been extremely positive; their interest in information reflected in requests for further sessions. Within food industries, it is clear the demand for sessions exceeds resources and, the number of sessions WWH is able to provide within any given year.

WWH attended International Women's Day celebrations at Sandown, and provided information at a similar event in Moreland. We also attended the 'Stop the Violence: Women's Safety Strategy Forum', for 'Refugee Week', (hosted by the Western Region Refugee Committee).

I would like to acknowledge the commitment and work of our Health Educators, particularly those who worked late into the night (11pm), ensuring women in factories had access to information in their own language. All the best and thank you all for all the support you gave me over the last three years.

**Iudita Trifa**  
industry and community  
programs coordinator

## prison project

The Multilingual Health Education Project in Victorian Women's Prisons drew to a close this year. To complement the cross-cultural training and health education sessions conducted last year, WWH ran a further 49 sessions with women at Tarrengower. In total, over the last two years, 124 sessions in seven languages were conducted, making contact with 444 women from fourteen cultural backgrounds.

We also conducted a professional development forum for service providers in the North and West Regions, and prepared an article for the Dandenong Division of GPs' monthly newsletter. Our aim was to continue to raise health-related knowledge among immigrant

women inside prison, and raise the awareness of service providers about health issues immigrant women face on release from prison.

The Forum featured Catherine Gow, CEO of Women's Housing Ltd. (and long-time women in prison activist), and, speakers from agencies in the Regions offering health, housing, advocacy, and welfare for women in and after prison. We presented a paper on the health issues for immigrant women after prison, based on current research and our health education work with women inside.

Women in and after prison have very high needs; it is disappointing the Project, especially the health education component, cannot continue at this stage. Women were extremely positive, and requested further sessions on topics such as stress, relaxation, insomnia and depression, pain management, safe use of minor tranquillisers, support services for women on release, general reproductive and sexual health, and domestic violence. We hope that we will be able to offer multilingual sessions on these important topics to women in prison in the future.

**Dr Adele Murdolo**  
executive director

## rural project

As a statewide service, WWH is particularly pleased to have had the capacity over the last two years, through DHS project funding, to provide our health education sessions to women in Victorian rural areas. The Rural Multilingual Health Education Project was completed this year but happily, as a result of the Project, WWH developed links and networks in rural areas that are ongoing. We continue to take regular requests from rural immigrant women's groups and other agencies for multilingual women's health education sessions.

This year, 35 health education sessions were conducted, making 206 contacts with women. These sessions take the total number for the Project to 60, and the number of contacts with women to 335. In total, we conducted health education sessions in eleven languages, reaching women from 24 different cultural backgrounds. All Regions were visited, with twelve sessions conducted with women in each Region.

During sessions we confirmed our assumption that rural Victoria is much more culturally diverse than is

generally acknowledged or catered for through services. While numbers of women in many communities are relatively quite small, this only adds to the geographical and social isolation experienced by rural women. We found that there was a need for further resourcing in order to ensure that the 54,000 immigrant women living and working in rural Victoria have access to the multilingual health information and education they need.

We were pleased to see that while many women are isolated, there are increasing numbers of support and social groups for immigrant women in rural areas. The Bairnsdale International Women's Group for example, grew significantly over the time we visited, and new groups for Italian and Greek women were established. We have continued to offer health education sessions to rural women: so far, to the women of the Morwell Multicultural Women's Group, as well as to women in Wodonga—through a fabulous women's health day organised with the Wodonga Continuing Education Unit—and in Shepparton, through the Multicultural Education Unit of TAFE.

**Dr Adele Murdolo**  
executive director

## farrep program

The Family and Reproductive Rights Education Program (FARREP) continues its commitment to provide access, support, advice, and a high level of services for targeted communities (that is, communities affected by the practice of FGM)—especially in the areas of sexual and reproductive health.

This year was a very busy year—I assisted in establishing three women's groups across Melbourne (a Sudanese women's group, a Somali women's group, and a Horn of African young mother's group); developed a leadership training program for young Somali women in the Northern Region; designed and delivered leadership training for young Horn of African women in the West; and participated in the development of the Multicultural Health and Support Service for Horn of African communities. I also continued to work with the community through case work.

In collaboration with Pascale Allotey I carried out two studies: one on safety and emergency management for Horn of African women in Victoria, and the other on Horn of African parenting needs.

In the area of training, I ran seven training sessions with community development, criminology, and social and community studies students at Melbourne and Victorian Universities, and ESL students at NMIT. I also ran two sessions for health professionals at Western Hospital; organised human rights training for FARREP workers; and a workshop about FARREP for National FGM Program Coordinators and Norwegian OK Program members participating in a study tour. Further, I contributed to the 'Strengthening Community Action Pilot Training Program', (Northern PCP).

Community consultation and feedback is a FARREP trademark. This year I ran two community consultations at the African-Australian Welfare Council, and the Horn of African Senior Group.

My focus this year is on family planning, domestic violence, the impact of marrying early on young girls, family safety, and youth health.

Finally I would like to thank Bernice Murphy at DHS for her continued support. Thank you to DHS Regional, FARREP supervisors, and FARREP workers. Many thanks also to my WWH colleagues for their ongoing support.

**Samia Baho**  
statewide farrep coordinator

This year I continued to work with women from targeted communities on their health and wellbeing. Women varied in background, age, and language preferences. Topics of interest included family planning, the onset of menstruation and related cultural issues, FGM, general women's health, pap tests, breast examination, and conception.

Some of my sessions were run collaboratively—I worked with both the Department of Childbirth Education, and Absolutely Women's Health (RWH). I also continued to resource other health professionals, for example providing family planning information in Somali to a community health midwife. I also continued sessions at Brunswick and Debney Park Secondary Colleges.

Providing information in preferred languages results in better understanding. This provision makes WWH and my work unique. It has real 'added' benefits—material I sent to women in both English and Arabic on pap tests and breast health (amongst other subjects), resulted in bookings for pap tests and mammograms. The experience of information provided from their points of view, gave the women the confidence to raise other concerns, for example settlement issues.

Women in the workplace was an area of interest for me this year. I researched into linking with this group with the aim of eventually running sessions with these women—I am continuing to look for effective ways to do this.

I participated in cross-cultural training for Wombat Emergency Housing workers (at a VICSEG-hosted community consultation), on Eritrean culture and the family, religion, and homelessness. I also attended a gender in policy and planning workshop (WHAV); a workshop about young women and parenting (Absolutely Women's Health)—creating a forum to raise issues and share information about young women; and the 'Women in Uniform' Launch (Absolutely Women's Health), on women managing work inside and outside the family).

Training included Certificate III in IT, Northern Division of General Practice Consumer Participation Training, and WWH bilingual Educator training.

Raising FARREP's profile with service providers, community leaders, and communities, and improving women's health remains, as always my focus.

**Medina Idriess**  
farrep community worker

## multilingual resources

This year we continued to provide multilingual health information to women in the workplace and the community. We responded to requests from individuals and organisations, and increased our Multilingual Resource Collection by over 1,000 items. In the three years I have been at WWH, the Resource Collection has tripled in size to contain 7,266 items in 74 languages.

To accommodate this growth, we have redesigned the resource room, and renovations will take place late 2004. This will make it easier for our team of bilingual workers to access the material they need and improve working conditions for us all.

Last year in conjunction with the Equal Opportunity Commission and Northern CASA we produced two informational postcards on sexual harassment for Vietnamese and Chinese-speaking women workers ('Sexual Harassment in Not Part of My Job!' Project)—this year we have initiated two more languages to be produced: Turkish and Arabic. The partnership also has a new member, SBS Radio.

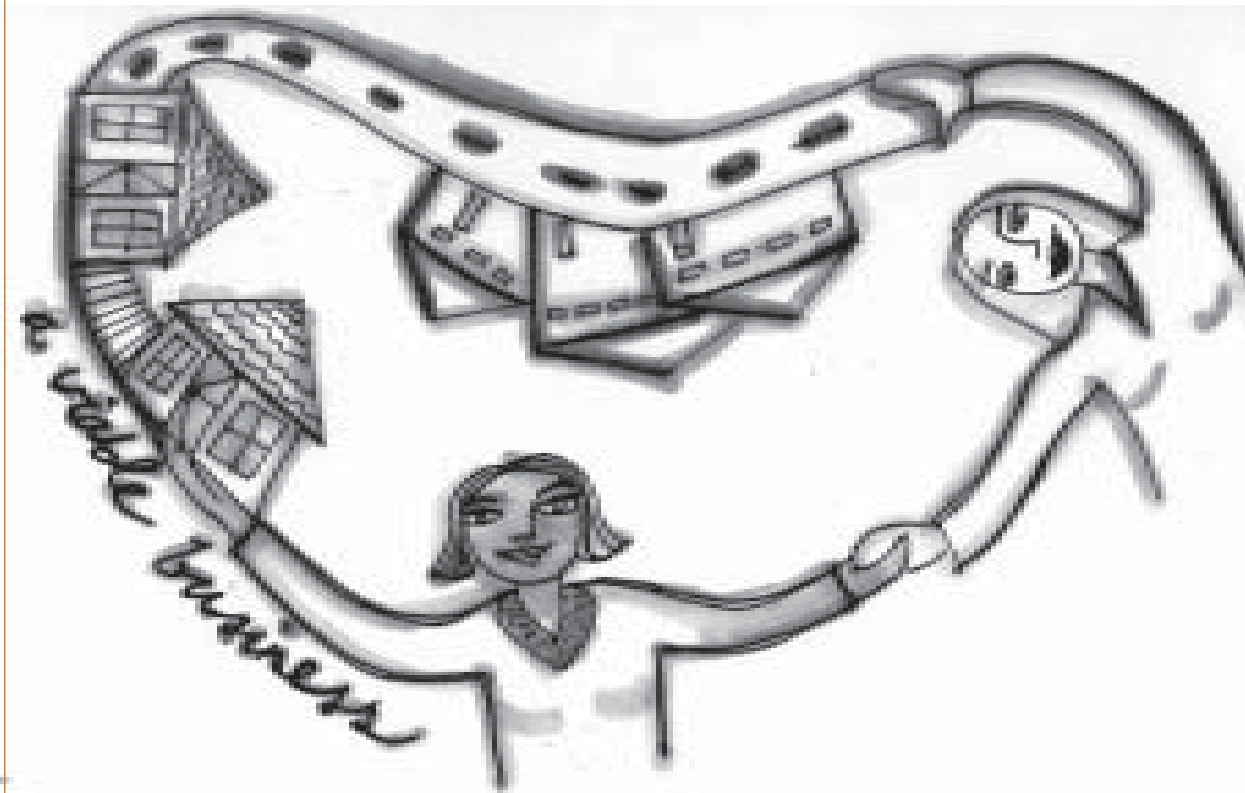
Through my work at Working Women's Health, I convened the Victorian Working Group for the Women's Report Card Project.

The Project facilitated by the Women's Rights Action Network of Australia (WRANA) is a national project documenting the state of women's human rights in Australia. Its aim is to produce the NGO Shadow Report to the Australian Government's Submission to the United Nation's Women's Convention (CEDAW), and also to produce an associated community report.

Advocating on behalf of immigrant women is an important part of WWH's work. Over the last year, we have met with the Department of Justice's Cultural Diversity Strategy Project Manager to improve immigrant women's understanding and usage of Intervention Orders, and with the Department of Human Services about establishing a multilingual health website.

Thankyou to everyone at WWH for being so wonderful! I'll miss you all.

**Stephanie Cauchi**  
health information coordinator



Working Women's Health  
is building  
resources and capacity  
to control its  
future and sustainability.

This includes  
being recognised as  
a model workplace for  
immigrant women,  
demonstrating  
its leadership in  
the field of  
immigrant women's health,  
and conducting research  
and development projects  
relevant to  
immigrant women's health.

These outcomes  
continue to mean  
WWH's vision, mission,  
and values are realised.

a  
viable  
business

## community health educators

**Cally Ituarte**/Greek  
**Chau Bao Tran**/Vietnamese  
**Cigdem Guler**/Turkish  
**Faranak Safaei**/Dari and Farsi  
**Hien Tran**/Vietnamese  
**Jeanette Shepherd**/Tagalog  
**Khadija Ali Hashi**/Somali  
**Loranie Leas**/Khmer  
**Marianna Jerbic**/Croatian  
**Medina Idriess**/Arabic, Tigre, Tigrigna  
**Rachanee Naksuk**/Thai  
**Sevgi Bulut**/Turkish  
**Soledad Diaz**/Spanish  
**Sonali Deshpande-Karkhanis**/Hindi  
**Svetlana Bucevska**/Macedonian  
**Violetta Prestia**/Italian  
**Wafa Ibrahim**/Arabic  
**Wei Li**/Mandarin  
**Yanping Xu**/Cantonese and Mandarin

## staff

**Dr Adele Murdolo**/Executive Director  
**Carmela Ieracitano**/Multilingual Library Coordinator  
**Iudita Trifa**/Industry and Community Programs Coordinator (to May 04)  
**Amira Rahmanovic**/Training Programs Coordinator  
**Stephanie Cauchi**/Health Information Coordinator (to May 04)  
**Medina Idriess**/FARREP Worker  
**Cigdem Guler**/Office Manager (to Aug 04)  
**Monika Manevska**/Office Manager (to Aug 04)  
**Vijay Arun**/Finance Coordinator  
**Nigisti Mulholland**/Young Women's Project Worker (to Nov 03)  
**Anna Volpe**/Publications and Promotions Coordinator

## students on placement

**Devina Narayan and Noha Abdallah**  
Faculty of Law and Management  
La Trobe University Bundoora  
**Tracey Cheung and Suzannah Lea Feng**  
School of Health Sciences  
Deakin University Burwood  
**Turina Ieracitano**  
Department of Justice and Youth Studies RMIT  
**Arti Bassi**  
Certificate IV ESL NMIT  
**Alison Kolaric**  
Faculty of Health Sciences  
La Trobe University Bundoora

## board

**Sandra Lordanic**/current Chairperson  
**Dr Jamileh Abu-Dohou**/Chairperson (to Jun 04)  
**Ivana Csar**/Deputy Chairperson  
**Jasmina Mujkanovic**/Treasurer  
**Annette Sassano**  
**Eugenia Castro**  
**Norhayati Kapaufs**  
**Dalal Samaan**  
**Andrea Maksimovic**



**wwh's working women**

No community organisation could function without a dedicated and committed staff and Board, and WWH is no exception. This year has seen a number of changes in both of these teams here at WWH—sadly, we mostly farewelled staff, but at the same time, welcomed a number of vital and valuable Board members.

In November this year, Nigisti Mulholland who was a most capable project worker on the Young Women from Sahel Africa Project, finished her part of the Project. We owe her many thanks for the effort that she put into the Project, and which most certainly resulted in a wonderful and useful research outcome and Resource Kit. Farewell also to Monika Manevska, who in her temporary, shared role with Cigdem Guler as Office Manager, managed to keep such a diverse and busy team organised on a daily basis.

In May, we were also sad to farewell two other valuable staff: Iudita Trifa, Industry and Community Programs Coordinator, and Stephanie Cauchi, Health Information Coordinator. Iudita has joined Brimbank Council in a senior position and Stephanie has taken a research position at Deakin University. Their hard work

and contribution to WWH over the years will definitely have a longer lasting effect on the organisation, but their expertise will be missed.

We welcomed some fabulous new Board members this year, who have already made some very important impacts on the organisation. Jasmina Mujkanovic and Sandra Lordanic, both accountants, have contributed a great deal to the financial expertise on the Board. New member Andrea Maksimovic has complemented the Board with her knowledge of industrial issues. We were so pleased to welcome back Eugenia Castro, Ivana Csar, Norhayati Kapauks, Annette Sassano, and Dalal Samaan, who have contributed their particular and important expertise to the WWH Board over the last two years.

Finally, we farewelled Jamileh Abu-Dohou who left Melbourne for a position in Sydney. Jamileh was a very committed chairperson who will be missed—and we wish her all the best in her new position.

**Dr Adele Murdolo**  
executive director

## financial resources

Another year comes to a close, which completes my third year working at WWH as Finance Coordinator. I can't believe how quickly time has flown.

This year apart from the accounting aspect of my duties, I was very much involved in payroll work.

Whilst calculating the payroll, I must say I am amazed at how many Health Educators we employed for various community projects. This shows how much we have grown—and the significant and positive impact we make in the community's development.

I also had a wonderful experience, going through the Health Educators' work in detail when the Industry and Community Programs Coordinator left in May (2004). The experience although brief, was invaluable.

I would like to take this opportunity to thank Adele Murdolo, my workmates, and the Health Educators for their kind assistance and great team spirit throughout the year. Special mention should also go to Judith Scherever, Sandra Lordanic, and Jasmina Mujkanovic, for their valuable assistance towards my

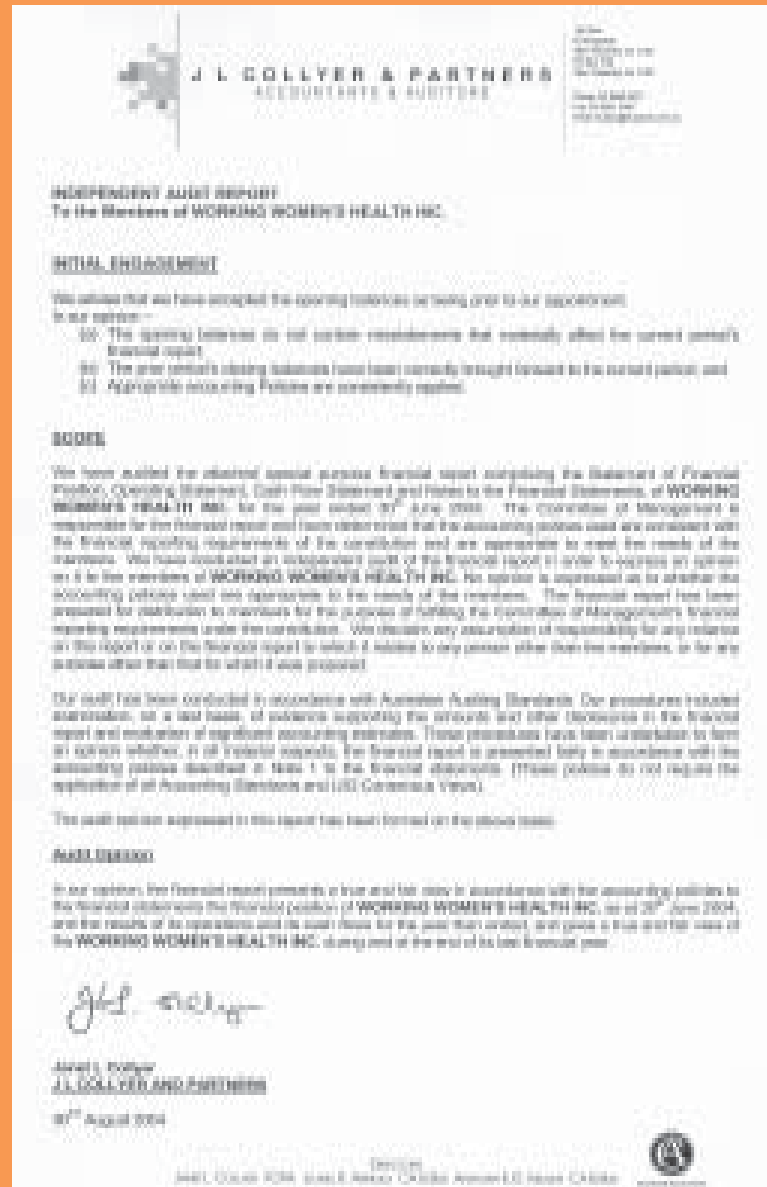
work—their contribution improved the quality of my output. I would also like to thank Arty Richetti for his wonderful computer assistance.

To Nigisti, Iudita and Stephanie, many thanks for all your work. It has been a pleasure working with you and I wish you and your family the very best for the future. I would also like to thank Pobjoy Mulhall Associates for their effective and efficient auditing services during the past few years.

Welcome to our new Health Education Programs Coordinator Angela Nesci, and also to our new auditor Janet Collyer.

To conclude, I have always had a passion to work with the community; Working Women's Health continues to provide me with the opportunity to fulfil such aspirations.

**Vijay Arun**  
finance coordinator



**WORKING WOMEN'S HEALTH INC.**  
**REG. NO: A0023550R**

**NOTES TO AND FORMING PART OF THE SPECIAL PURPOSE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH JUNE 2004**

**NOTE 1 - STATEMENT OF ACCOUNTING POLICIES**

These financial statements are special purpose financial reports prepared for the use by the Committee and members of Working Women's Health Inc. The Committee has determined that the Association is not a reporting entity and there is no requirement to apply Accounting Standards) and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) in the preparation and presentation of these statements.

These statements are prepared on an accrual basis from the records of the Association. They are based on historic costs and do not take into account changing money value or except where stated, current valuations of non current assets. Accounting policies have been consistently applied, unless otherwise stated.

**WORKING WOMEN'S HEALTH INC.**  
**REG. NO: A0023550R**

**STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30TH JUNE 2004**

	<b>2004</b>	<b>2003</b>
<b>INCOME</b>		
Grant - Dept. of Human Services - W.H.P. & F.P.	420,254	423,623
- Dept. Community Services & Health - F.P.P.	-	109,125
- Dept. of Human Services - Projects	17,000	120,200
Farrep	53,072	-
CW Hlth & Aged Care Recurrent	111,635	-
Interest	3,091	5,644
Transfer from Provision for Projects	73,656	104,088
Sale of Publications	729	778
Net Bilingual Register	3,976	7,594
Training Income	16,463	13,459
Miscellaneous Income	5,649	18,635
WWH Conference & Events	20	850
Profit on Sale of Non-current Assets	22,822	-
	<b>728,367</b>	<b>803,996</b>
<b>LESS EXPENDITURE</b>		
As per Statement Attached	<b>740,908</b>	<b>785,638</b>
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>	<b>(12,541)</b>	<b>18,358</b>

**WORKING WOMEN'S HEALTH INC.  
REG. NO: A0023550R**

**STATEMENT OF FINANCIAL POSITION  
AS AT 30TH JUNE 2004**

	2004	2003
<b>ACCUMULATED FUNDS</b>		
Balance as at 1st July 2003	51,361	33,003
Add Surplus/(Deficit) for the Year	<u>(12,541)</u>	<u>18,358</u>
<b>BALANCE AS AT 30TH JUNE 2004</b>	<u>38,820</u>	<u>51,361</u>
<b>CURRENT ASSETS</b>		
Cash on Hand	500	400
Cash at Bank	50,895	106,149
Investment Account	52,862	50,630
Security Bond	8,502	8,502
Debtors & Deposits	<u>26,365</u>	<u>4,243</u>
	139,125	169,924
<b>NON-CURRENT ASSETS</b>		
Motor Vehicles	61,430	61,818
Less Prov. For Depreciation	<u>1,178</u>	<u>27,818</u>
Furniture & Equipment	64,340	73,806
Less Prov. For Depreciation	<u>43,410</u>	<u>45,438</u>
	81,182	62,368
<b>TOTAL ASSETS</b>	220,307	232,292
<b>LESS CURRENT LIABILITIES</b>		
Sundry Creditors	49,184	29,434
Income in Advance	59,958	-
Provision for Long Service Leave	24,675	19,825
Provision for Annual Leave	32,971	32,971
Provision for Project Balances	<u>14,698</u>	<u>98,701</u>
	181,486	180,931
<b>NET ASSETS</b>	<u>38,821</u>	<u>51,361</u>

**WORKING WOMEN'S HEALTH INC.  
REG. NO: A0023550R**

**STATEMENT OF FINANCIAL PERFORMANCE  
FOR THE YEAR ENDED 30TH JUNE 2004**

	2004	2003
<b>EXPENDITURE:</b>		
Salaries - Regular	351,695	315,045
Salaries - Casual	97,867	107,748
Superannuation	37,207	37,015
Workcover	12,029	12,549
Office Expenses	11,224	11,111
Postage & Telephone	10,582	10,001
Light & Power	4,465	4,927
Premises - Rent etc.	104,446	58,047
Insurance & Legal Costs	3,504	1,607
Accounting, Audit & Bank Charges	2,263	5,775
Resources & Subscriptions	3,117	2,025
Staff Development, Training & Recruitment	4,495	7,462
Management Costs	2,540	4,545
Travel	6,491	4,714
Equipment Purchase, Rental & Service	4,470	3,221
Depreciation	17,326	21,820
Motor Vehicle Costs	7,759	8,372
Library Resources	1,801	2,072
Professional Supervision	-	765
Publications	15,991	8,008
Conferences & Seminars	2,183	3,262
W.W.H. Events	2,120	2,117
Organisational Promotion	417	3,461
I.T. Related Costs	3,306	7,198
Consultancy	9,271	19,725
CHE Training Program	573	451
Provision for Projects	-	96,584
Occupational Health & Safety	-	1,000
Staff Amenities	3,530	3,406
Other Program Expenses	2,853	4,816
Internet & Web Page	2,480	3,372
Organisational Planning & Stationery	1,602	1,722
Office Maintenance	4,624	2,766
Provision for Staff Entitlements	4,850	8,929
Depreciation Written Back	<u>3,826</u>	<u>-</u>
	740,908	785,638

**WORKING WOMEN'S HEALTH INC.**  
**REG. NO: A0023550R**

**STATEMENT OF CASH FLOWS**

For the year ended 30th June 2004

	<b>2004</b>	<b>2003</b>
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>		
Receipts from Other Sources	4,715	38,533
Payments to suppliers and employees	(705,503)	(655,042)
Interest received	3,091	5,644
Receipts from Government Grants	661,919	559,748
	<hr/>	<hr/>
Net cash provided by (used in) operating activities (Note 2)	(35,778)	(51,117)
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>		
Proceeds from (payment for) property, plant and equipment	(17,144)	-
Proceeds from (payment for) investments	-	-
	<hr/>	<hr/>
Net cash provided by (used in) investing activities	(17,144)	-
Net increase (decrease) in cash held	(52,922)	(51,117)
Cash at beginning of year	157,179	208,296
	<hr/>	<hr/>
Cash at end of reporting period (Note 1)	104,257	157,179

**NOTES TO THE STATEMENT OF CASH FLOWS**

**NOTE 1. RECONCILIATION OF CASH**

For the purposes of the statement of the cash flows, cash included cash on hand and in at call deposits with banks or financial institutions, investments in money market instruments maturing within less than two months, net of bank overdrafts

(a) Reconciliation of Cash

Cash at the end of the reporting period as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

Cash on Hand	500	400
Cash at Bank	50,895	106,149
Investment Account	52,862	50,630
	<hr/>	<hr/>
	104,257	157,179
	<hr/>	<hr/>

**NOTE 2. RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO OPERATING PROFIT**

Operating Profit(Loss) after income tax	(12,541)	18,358
Depreciation of Non-current Assets	21,152	21,820
Profit on Sale of Non-Current Assets	(22,822)	-
Changes in Net Assets and Liabilities:		
(Increase)/decrease in current receivables	(22,122)	(2,783)
Increase/(decrease) in current trade creditors	19,750	17,645
Increase/(decrease) in current accruals	-	(12,957)
Increase/(decrease) in Grants in Advance	59,958	(93,200)
Increase/(decrease) in Provisions	(79,153)	-
	<hr/>	<hr/>
	(35,778)	(51,117)
	<hr/>	<hr/>

Ethnic Communities Council of Victoria, Family Planning Victoria, FARREP, FILEF Women's Group Coburg, Flat Out, Froniditha Aged Care, Gary Patterson, Gippsland Women's Health, Greek Seniors Group South Yarra, Greek Women's Group Coburg, Greek Women's Group Collingwood, Greek Women's Group East Preston, Greek Women's Group Morwell, Greek Women's Group Stonnington, Greek Women's Group Thomastown and District, Greek Women's Senior Citizens Darebin, Gwenda Cannard, Hindi Women's Group Northcote, Horn of African Senior Women's Group, Immigrant Women's Domestic Violence Service of Victoria, International Women's Group Morwell, Iranian Women's Group Preston, Islamic Women's	Group Preston, Islamic Women's Welfare Council of Victoria, Italian Pensioners' Group Brunswick, Italian Senior Citizen Club of Malvern, Italian Senior Women's Group Malvern, Italian Seniors Group Fawkner, Italian Women's Group Brunswick, Italian Women's Group Coburg, Italian Women's Group Fawkner, Janet Collyer, Jackie Mansourian, Jay McGough, Jenne Burns, Jiselle Hanna, Joanne Quinlan, Joumanah El Matrah, Judith Scherever, Kathleen Walsh, (The Hon.) Kaye Darveniza, Kendra Tolley, Key Centre for Women's Health University of Melbourne, Kilby House Glenroy, Kinesiology Centre South-East Melbourne, Loddon Mallee Women's Health Service, Martin Blackmore, Maureen McDonald, Megan Mahon,	Metro Printing, MRC Albury-Wodonga, MRC Geelong, MRC Gippsland, MRC Moreland, Multicultural Education Unit of TAFE Shepparton, Nase Zene Croatian Women's Group, NESB Links, Nestlé, New Age Women's Awareness Group, Nicholson Street Neighbourhood House, North East Chinese Association, North East Chinese Association Women's Group, Northern CASA, Northern Division of General Practice, Northern Hospital Epping, Norwegian OK Program, Office of Women's Policy, Pamela Brañas, Pascale Allotey, Peony Fernandes, Pia Cerveri, Robyn Reynolds, Rosa Schirato, Rosey Cummings, Ross White, Sawasdee Thai-Australia Association Inc., SBS Radio, SBS Radio Arabic Program, SBS Radio Thai Program, School of Biomedical Sciences	Victoria University, School of Nursing and Midwifery La Trobe University, Senior African Elderly Group, Sisters Inside, Sonia Chudiak, Springvale Alevi Cultural Centre, Support for Women Exiting Prison, Tarrengower Women's Prison, TCFS Springvale, TCFU, Thai Post Newspaper, The Alfred Hospital, The Melbourne Thai Buddhist Temple Inc. Box Hill, The Royal Women's Hospital, The Thai Association of Victoria, The Thai Language School of Melbourne Inc., The Women's Centre Albury-Wodonga, TOYOTA, Trades Hall, TRANX, University of Queensland Gender and Women's Studies, URCOT, VCOSS, VicHealth, VICSEG, Victoria Legal Aid, Victorian Arabic Social Services, Victorian Immigrant and Refugee Women's Coalition,	Vision Australia, Wat Dhammarangsee Forest Hill, Wei Leng Kwok, Western Region Refugee Committee, WHAV, Wodonga Continuing Education Unit, Wombat Emergency Housing, Women's Health at Work NSW, Women's Health East, Women's Health Goulburn North East, Women's Health Grampians, Women's Health In the North, Women's Health in the South East, Women's Health Information Centre Royal Women's Hospital, Women's Health Resource Services Barwon South Western Region, Women's Health West, Women's Health Victoria, Women's Housing Limited, Women in Transition, Women's Rights Action Network of Australia.
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thanks!