

Vision Our vision is for all Northern Territory workplaces to be fair, equitable and safe, where women thrive, are valued and respected

Mission Our purpose is to advocate for better working conditions for women and to empower women to exercise their right to fair, equitable and safe workplaces

Objectives

1. To provide free, specialised, accessible and culturally appropriate industrial support and advice services for individual women
2. To advocate for the rights of women at work and for workplace cultural change at a structural level
3. To raise community awareness of women's rights in the workplace and where women can access support.

Activities

As per our Federal and NT Government funding agreements our services are targeted and prioritised to

- Aboriginal and Torres Strait Islander women
- Women from non-English speaking and culturally diverse backgrounds
- Migrants, visa holders and international students
- Women who have a disability
- Women in regional, rural and remote areas
- Women with family responsibilities
- Women of mature age
- Young women
- Women experiencing domestic and family violence
- Women experiencing mental health issues
- Small business employers of the above groups

1. Provide confidential information, advice, referral and representation to Northern Territory women on workplace issues including

- unfair working conditions
- discrimination
- sexual harassment
- bullying
- termination
- enterprise agreements and awards
- pay, conditions and entitlements
- occupational health and safety
- workers compensation
- flexible work, family and pregnancy
- superannuation
- domestic and family violence where it impacts on work

Telephone advice is available throughout the Northern Territory. Face to face consultations are provided in our Alice Springs and Darwin offices, and ongoing casework is available for eligible clients¹. Services are provided during business hours.

2. Provide education and training to our target groups, businesses, organisations and other workplaces across the NT

¹ Case work eligibility is determined by the NTWWC Casework Procedure. The procedure assesses; merit of the case, whether the client meets NTWWC target groups, client need, whether assistance can be gained from another organization and NTWWC capacity and operational needs.

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3. Produce and make available up-to-date and relevant resources about women and work
4. Influence policy development through data collection, research, lobbying, submissions and advocacy
5. Promote our services through traditional and social media channels, a fundraising and marketing calendar, sponsors and partnerships, speaking engagements, Friends of the NTWWC program and creating new resources.
6. Build and maintain strategic relationships with politicians, bureaucrats, the media, funding bodies, unions, employer associations, other service providers and agencies, and the community to help us achieve our vision
7. Maintain our reputation as industry leaders and an expert voice on the rights of women at work

Strategies

1. We work within a feminist framework which: applies a gendered analysis to all facets of the organization, recognizes intersectionality, is managed and governed by women, is client-centred, values process and outcomes, empowers women to make their own life decisions, accepts the personal as political and is inclusive of all women and gender diversity
2. We are committed to a process of continuous improvement
3. We are committed to delivering culturally appropriate and safe services to Aboriginal and Torres Strait Islander and Culturally and Linguistically Diverse women
4. We are focused on financial sustainability and organisational longevity
5. We strive to be a model employer and workplace by demonstrating good employment practices and those that support work, life and family balance
6. We demonstrate good governance and accountability