



WAVE HISTORY 1985 - 2001

PREPARED FOR
WOMEN IN ADULT AND VOCATIONAL EDUCATION INC

APRIL 2007

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Equity Research Centre April 2007

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CONCEPTION

From its conception in 1985 in the minds of a small number of women, the founding of the NOW in AACE (Network of Women in Australian Adult and Community Education) in 1985 as a network of the Australian Association of Adult Education (AAAE) marked a significant step for women working in vocational and adult education across Australia. Too constrained by the conditions governing networks of the AAAE, in 1989 the Network opted for independence and was incorporated in Victoria under the Associations Incorporations Act 1981. Responsive to its membership base and to changes that were occurring in government policy and adult, community and vocational education, in 2001 the organisation rebadged itself as WAVE (Women in Adult and Vocational Education).

Throughout its incarnations, this leading Australian organisation for women as both staff and students in education and training retained the unwavering set of values and firm commitment expressed on its current website

(http://www.wave.org.au/index.php?option=com_frontpage&Itemid=1 accessed 16th April 2007).

Our focus on how women participate in ACE and VET is unique in Australian lifelong education.

WAVE is an active feminist network of support, stimulation, sharing and communication for all women in adult education and vocational training in Australia.

We support and build connections between women as teachers and learners at local, community, state, national, and international levels.

WAVE works for the advancement and empowerment of women in adult education and vocational training through networking, lobbying and advocacy.

Equity is central. We argue that equity has to be a central organising principle in adult education and vocational training policy and practice.

Part of the women's movement. WAVE is part of a proud tradition of women's struggle for justice and social change in Australia.

What follows is a selection of issues and images that have defined the past twenty years of the organisation and drawn its members together. The information has been drawn from minutes of meetings, newsletters and photographs meticulously collected from 1986-2001. The last five years are probably still in many members' memories and it will be one of these members, no doubt, who will collate a history of the fifteen years from 2002 – 2016. We hope they will chuckle like we did as we wondered whether we really thought and said back then what the newsletters report. But the times were different and our responses *were* apt as, no doubt, are those of the 2007.

IMPETUS

Establishment

The Network of Women in Australian Adult and Community Education NOW in AACE) was established 1985 and formally constituted in 1987. It came into existence in response to the low status of women's education and employment in Australia.

Main concerns:

- Women disadvantaged in society
- Women's education not taken seriously
- Women's education addressed in an ad hoc way

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Underlying issues:

- 75% ACE students women
- Funding by govt is poor which implies that women's learning is unimportant
- 50% of ACE is user-pays
- False idea that ACE is for bored women in hobby courses
- Women represent 51% of population but get far less resources across the board
- Women are an under-utilised sources of labour

The connection between ACE and strong employment outcomes is clear

- Women's role in western society changing – working more, more diverse, children later in life if at all, more single parent families
- But women still disadvantaged –
 - o Higher unemployment
 - o Less educated
 - o Not economically independent
 - o Earn less than men and concentrated in lower-paid jobs

Through out life of the Network it has been a strong belief among WAVE members that

Economic equality for women is inextricably linked with income, which is related to paid employment, which is related to education. (Morell & Kinross 1988 p 12)

Women comprise the vast majority of the adult and community education sector. However, there was no federal decision-making or policy development in ACE or TAFE. Rather, it was state based and variable.

Given all the odds against women completing their courses, our [ACE] completion rates of between 90 and 100 percent shows real motivations and, contrary to popular belief, a strong attachment to their education. (Morell & Kinross 1988 p 31)

Morell, Sue and Kinross, Jo, *Links: Women, Adult Education and Work*. Network of Women in Adult and Community Education, Melbourne 1988.

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FROM THE MINUTES BOOKS

<p>NOW in AACE Inception to 1988</p>	<p>Themes</p> <ul style="list-style-type: none"> • Diversity of women versus being divisive (i.e. look at women as a whole group, but not as a homogenous group) • Lack of response from Division of Further Education (Vic) to women's issues <p>Issues</p>
<p>December 12th 1986</p>	<ul style="list-style-type: none"> • National meeting in Canberra – a formal genesis of Network between AAAE & AACE – see minutes (1st ones) – agreed to be called “The National Network of Women in Community Education (Women's Network)”
<p>1987</p>	<ul style="list-style-type: none"> • Problems with being a national body but based in Victoria – no money to pay for inter-state delegates to attend meetings and conferences etc
<p>April 10th 1987 Victorian meeting</p>	<ul style="list-style-type: none"> • Name is “Network of Women in Australian Adult and Community Education.” (NOW in AACE) • Helen Gribble is <i>Convenor</i> • Helen Gribble drafts Constitution
<p>May 8th 1987</p>	<ul style="list-style-type: none"> • Draft constitution presented and amended • Short-listed for Office of the Status of Women Grant for a worker – research project worker (later employed to do a research project into women's needs in ACE)
<p>AGM 23 October 1987</p>	<ul style="list-style-type: none"> • Constitution amended and accepted • Helen Gribble re-elected as <i>Convenor</i> • Main activities – fundraisers, conference, newsletters, membership
<p>February 23rd 1988</p>	<ul style="list-style-type: none"> • Concern expressed by some members about the power of the Executive
<p>July 28TH 1989</p>	<ul style="list-style-type: none"> • Began as a network of the Australian Association for Adult Education in 1986. Decided to become an independent organisation with a new name: Network of women in Further Education (NOW in FE) – The Network.
<p>November 10th 1989</p>	<ul style="list-style-type: none"> • Three highlights occurred on the same day; a name change, formation of the Victorian Branch and a seminar called <i>Stock take in the bargain basement</i>
<p>January 29th 1991</p>	<ul style="list-style-type: none"> • Application for Incorporation of Association was filled out

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March 20 th 1991	<ul style="list-style-type: none"> • Network of Women in Further Education received a Certificate of Incorporation
May 24 th 1994	<ul style="list-style-type: none"> • Draft of <i>Designs on the Future: Women, Education and Resistance</i> National Conference
1994 Annual Report	<ul style="list-style-type: none"> • 1994 saw the first time NOW in FE received some infrastructure funding for a part-time Executive Officer and part-time admin staff • NOW in FE renting a small office space in Ross House
November 25 th 1995	<ul style="list-style-type: none"> • AGM guest speaker was the Former Victorian State Minister, Kaye Setches, on 'Peak body for women's organisations' • Funding from the Office of the Status of Women has allowed for the appointment of Jude Newcombe with an assistant thus increasing NOW in FE's activity in all states and territories
November 25 th 1995 AGM	<ul style="list-style-type: none"> • NOW in FE membership has risen from 355 which included 63 organisations to 398 plus 83 organisations • <i>Converse</i> newsletter has increased in circulation by 150 with a regular printing number of 600 • Women's learning becomes a major theme for Adult Learners' Week due to lobbying by a number of NOW in FE members • NOW in FE has responded to the following government inquiries: <ul style="list-style-type: none"> ◦ Migrant access and equity ◦ The long term unemployed ◦ Outcomes and pathways into adult and community education



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Inaugural Meeting

1986

AAAE/AACE Women's Network meeting held 12 December 1986 at AAAE/AACE Joint Conference, Bergman College, ANU, Canberra

A new organisation, to be known as The National Network of Women in Australian Adult and Community Education (NOW in Australian ACE), was created in December 1986.

Goals:

The main goals revolved around strengthening women's learning, increasing women's participation and recognition in peak bodies such as the Australian Association for Adult Education (AAAE) and Australian Association for Community Education (AACE), analyse women's Issues in adult education and develop collaborative relationships among women in adult education.

Organisation and structure:

The decision was to constitute the network as an affiliate of AAAE with the proviso that, at the end of 12 months, an assessment would be made of how 'useful this affiliate membership is.'

Newsletter:

Editing and distribution of a quarterly newsletter was to rotate among states during 1987

Secretariat:

It was decided that the Melbourne members would act as the Secretariat for 1987-88

Newsletter

Editing and distribution of a quarterly newsletter was to rotate during 1987

Attendance:

Helen Gribble

Robyn Francis

Anne Godfrey Smith

Helen Goodwin

Claire Brooke

Michelle Kelly

Elida Radig

Maggie Calver

Deborah Davison

Beth Hansen

Roslyn Steel

Alva Geiki

Helen McCann

Marjorie Atkinson

Shirley Franklin

Rosie Wickert

Ann Whyte

Colleen Crane

Wendy Benson

Christine Fensham

Dianne Berlin

Margot Pearson

Kate Campbell

Nancy Shelley

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NOTES OF THE AAAE/AACE WOMEN'S NETWORK MEETING

3

Sunday 12th December 1986, Bergman College, ANU

FORMAL
AAAE
GENESIS
OF NETWORK

Present: Robyn Francis, Anne Godfrey Smith, Helen Goodwin, Claire Brooks, Michelle Kelly, Elida Radiq, Maggie Calver, Deborah Davison, Beth Hansen, Roslyn Steel, Alva Geikie, Helen McCann, Marjorie Atkinson, Shirley Franklin, Rosie Wickert, Ann Whyte, Colleen Crane, Wendy Benson, Christine Penscham, Dianne Berlin, Margot Pearson, Kate Campbell, Nancy Shelley.

Meeting Procedure: The meeting agreed that Helen Gribble would chair the meeting and Robyn Francis would take notes.

- Agenda:
1. Goals
 2. Organisation and structure
 3. Tasks
 4. Name

1. Goals

The group determined our goals are:

- to gather and channel strength of women involved with women's learning.
- to develop a support system.
- to ensure that women's issues are brought to the forefront of practice in relevant organisation including AAAE, AACE, ANCL.
- to develop an analysis of women's issues in adult education and inform practice.
- to achieve the recognition of difference without allowing this to become divisive.
- to make opportunities to share ideas and issues with all women practitioners.

2. Organisation and Structure

Several options were considered. They were:

- to constitute ourselves as a network of the AAAE.
- to constitute ourselves as a separate organisation and then become part of the Forum.

Proposals were that:

- * We constitute ourselves as an affiliate of the AAAE so long as the constitution of AAAE allows for an affiliate membership of \$2. (there will be a total annual membership of \$12; \$10 of this being membership of the Women's Network).
- * Carried without opposition.
- * There will be provision for free membership, if necessary.
- * It is desirable that the Network, through its affiliate membership, join the Forum. - Constitution is to be checked to see if it allows for this.
- * We will assess over the next 12 months how useful this affiliate membership to AAAE is.

3. Tasks

- a) Newsletter: Editing and distribution of the newsletter is to be rotated during 1987.
- 1st issue: Melbourne. Christine will be included in this editorial group.
- 2nd issue: Canberra: Helen, Wendy and Colleen. Ann Godfrey Smith is also to be included.
- 3rd issue: South Australia: Maggie.
- 4th issue: Albury-Wodonga: Helen, Michelle, Claire.

AGENDA

Second Annual General Meeting
Saturday, October 22nd 1988
12.00 - 5.00 - Staff Lounge
The Australian National Gallery

- | | |
|-------|---|
| 12.00 | Arrival, Welcome |
| 12.30 | Lunch |
| 1.15 | A Attendance, Apologies |
| | B Minutes of the Previous Meeting |
| | C Re-ordering the Agenda |
| | D Correspondence |
| | E Convenor's Report |
| | F Treasurer's Report |
| 2.00 | G Guest Speaker - Janet Ramsay |
| | An international and national perspective |
| | - Women and the United Nations |
| | - The portrayal of women in media advertising |
| 3.00 | Afternoon Tea |
| | H 1989 Planning |
| | - 1989 Secretariat |
| | - AGM/consultation |
| | - Victorian Branch |
| | - National Forum |
| | - Publications |
| | - Name change |
| | - Newsletter |
| | - Executive Meeting |
| | - Foreshadowed constitutional changes |
| | I Election of Office Bearers |
| | J Any other business |
- Meeting to close no later than 5.00pm. Extension of time available on Sunday morning.

il of Adult Education, 256 Flinders Street, Melbourne 3000, Phone 652 0792

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FROM THE NEWSLETTERS

NOW in AACE Newsletter, June 1987

Meetings of the secretariat, which soon became known as the Executive, were held in Melbourne in April, May, July, September and November.

Key items:

- Organising a group of women to attend the International Council for Adult Education Conference *The Feminist Challenge to Adult Education* in Toronto
- NOW in Australian ACE promotion
- Inclusion of material in AAAE journal
- Drafting the constitution
- Promoting the Network including materials
- Gathering of the Network at the AWEC (Australian Women's Education Coalition Conference in Albury/Wodonga in October
- Receipt of grant from the Office for the Status of Women to conduct a research project into women, adult education and work – *Adult Education as a Stepping Stone to Paid Work*. The research was commissioned
to support the view that women are a seriously underutilised resource in the Australian economy, and that many use adult education to fill gaps in an incomplete primary and secondary education.
- Appointment of research project workers, Jo Kinross and Sue Morrell

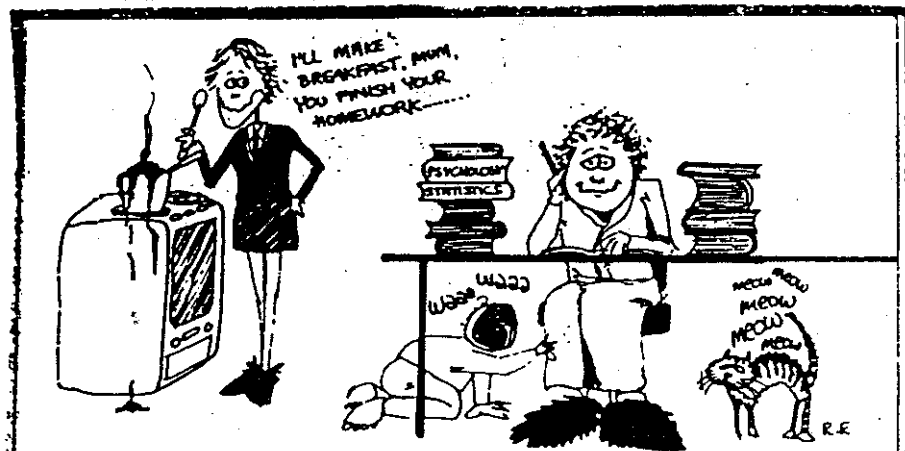
Newsletter Themes

- family violence
- advertising conference, copy of constitution

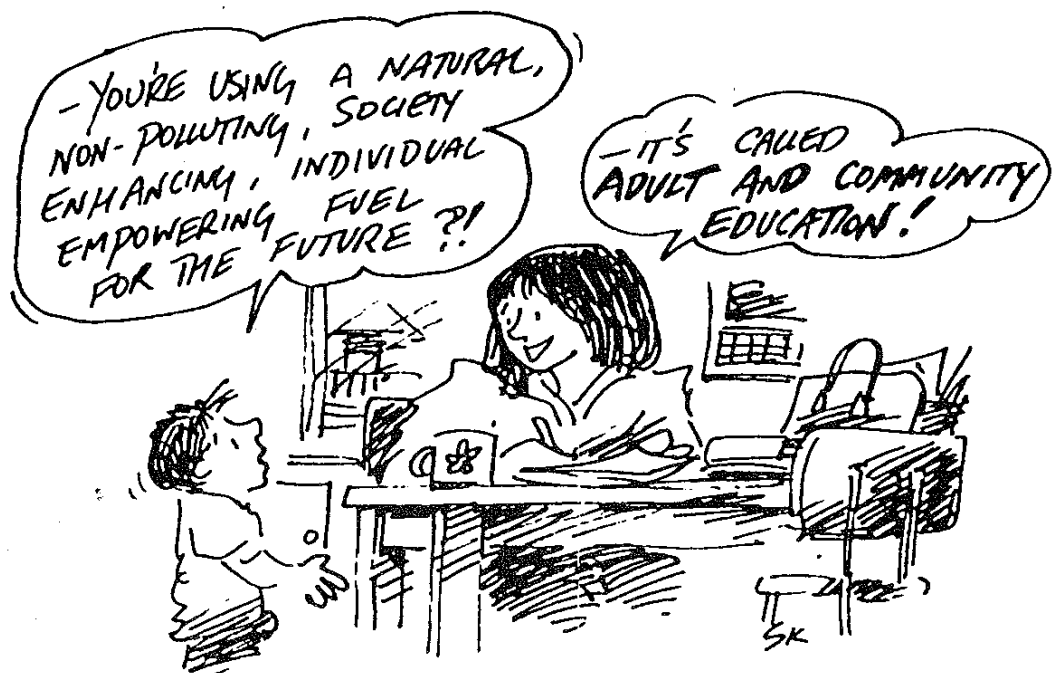
Issues

- changing employment of network members – moving in and out of different roles
- seems to be a lot of stuff going on in Canada
- Leading article, "The disappearance of further education from the TAFE system"
 - further education (i.e. community education) and "so-called hobby courses" first casualties of funding cuts
 - TAFE colleges axing their community education programs or charging for them

"Central to the idea of Community Education was the principle of accessibility. The absence of fees made it possible for pensioners, especially single parents, to take part. [...] [W]e must ask who is chiefly disadvantaged? The answer is unsurprising. The great majority of participants are women..."



MOTHER'S A STUDENT



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NOW in AACE Newsletter, September 1987

Events

"The Feminist Challenge to Adult Education" – Montreal Conference

Newsletter Themes

On the cover "Linking Australian women with women worldwide"

- article about international women's work – developing countries in the "unorganised sector" (I think they mean volunteer sector)
- info about WWF
- international newsletters – Ireland, Fiji, Jamaica

Issues

- social action and solidarity among women
- women returning to work – re-skilling
- learning as feminist empowerment

NOW in AACE Newsletter, December 1987

Events

Albury Wodonga conference "Australian Women's Education Coalition Conference" organised by NOW in AACE

Issues

- Tension regarding the conference about whether to prioritise local speakers or keep it open
- See summary of Dale Spender's comments at the AWEC Conference – VET as liberation, men control the rules, don't believe Dawkins (Federal Minister for Education)
- from Dale Spender "...this is where the rhetoric of sexually equal educational resources dwindles and fades. There are only minor problems when women seek education on the terms of men, but there is major resistance and reaction when women demand education on women's terms, for both women and men."

Newsletter Themes

Forthcoming themes:

- women and literacy
- feminism and adult education
- women and science education
- Paving Mother's Way (back to work)

Issues

- adult education moving out of TAFEs
- Barbara Pocock's "Changing Systems: Women's Vocational Education in Australia" was heavily profiled and drawn upon. It is a study of women in TAFE 1984-85 and concluded that women's disadvantage is entrenched in TAFE

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NOW in AACE Newsletter, July- August 1988

Events

- Report back from conference *Beyond Macramé – Why Not?* – Very successful. Over 200 women attended – most from Vic, some interstate.

Newsletter Themes

- Women and literacy
- The literacy movement
- Connecting gender, poverty and literacy
- Rural women's access to TAFE

Women from non-English Speaking Background (NESB) – first reference to “NESB” – article included called “Lifting the Veil: The ‘culture conflict’ model and women of non-English speaking background,” by Renata Singer as well as an

- article by an Italian woman about arriving in Australia and going to TAFE

Issues

- Excerpt from “Speaking Without Fear” by Sue Clarke, Education Officer, CAE
- “‘Women only’ What sort of images come to mind? Women sitting together swapping baby photos? Rabid feminists plotting against men? Women traumatised by male violence trying to heal and grow? Barriers being erected? Men being turned away? Women relaxing, sharing, and responding to each other?” – our ideas here affect our perception of women-only literacy classes

NOW in AACE Newsletter, December 1988

Events

- Helen Gribble, one of the founders of NOW in AACE, writes her last report for the AGM (held 22/10/88) and it is re-printed here – she is leaving

Newsletter Themes

Theme of the issue “The meaning and significance of feminism for adult education” – interesting to see the use of the word feminism, so maligned now

- What is feminism?
- What is the significance of feminism?
- Types of feminism

Issues

In her last report as Convenor, Helen Gribble advises:

- establish a Vic branch with a separate Executive from the national Network
- streamline quarterly newsletter production
- hold two national executive meetings annually
- have one fundraising event in Vic
- change the name – too unwieldy
- hold a national forum
- increase membership

Two summaries of “Beyond Macramé” conference were re-printed, by Helen Gribble and Kath Davey, provided contrasting perspectives

“The title [Beyond Macramé] refers to the label ‘underwater macramé’ a disparaging term that has been used to put down the content and value of further education, particularly women’s learning.”

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DISCUSSION PAPER

STOCKTAKE IN THE BARGAIN BASEMENT

FINALISING THE NETWORK'S NAME

There has probably never been such trouble finding a name for an organisation. Nothing we have thought of has ever seemed to be exactly right - ie short, accurate and easy to say.

- 1 The National Executive agreed that a general meeting on July 29, 1989 should settle the issue once and for all. Consequently the Stocktake advertising material announced that a general meeting would be held to satisfy the requirements of our constitution.
- 2 The issue should be finalised before we incorporate and before we form state branches.
- 3 What is wrong with our existing name? It is too long and awkward to say. However it is now quite well known. One solution might be to drop out an A (for Australian) and make it NOW in ACE.
- 4 Essential ingredients appear to be:
 - a Network
 - b Women
 - c Further Education or Adult Education

FE seems to be favoured because of its presence in TAFE nationally and the formation of a DFE in Victoria.

- 5 The four options at the top of the list on the reverse side of this page would be favoured if network, women, further, and education are judged to be key elements.

- 6 My recommendation is that we vote at this meeting on

WFE
NWFE
NOW in FE
FE - NOW
NOW in ACE

At the time of writing they are listed here in my personal order of preference

Helen Gribble
28 July 1989

LIST OF SUGGESTIONS

	CRONYM	FULL TITLE	COMMENT
1	WFE	Women in Further Education	Straight, short, dull
2	NWFE	Network of Women in Further Education	Plain and simple
3	NOW FE or NOW in FE	Network of Women in Further Education	Keeps the 'NOW IN' pattern we have established
4	FE NOW	Further Education Network of Women	Easy to say 'effie-now'
5	WIFE	Women in Further Education	What a sense of humour
6	WAFE	Women in Adult and Further Education	Sounds like waif
7	WACE	Women in Adult and Community Education	Sounds like waste
8	AEF	Adult Education Feminist	Terse and accurate
9	WAEN	Women's Adult Education Network	Ugly
10	AWEN	Adult Women's Education Network	Awkward and odd but easy to say
11	NOW in AACE	Network of Women in Australian Adult and Community Education	Too long but familiar now
12	NOW in AFE NOW in ACE	(Variations on 11)	Keep something of current name
13	FEW	Further Education Women	Short, simple but a negative idea
14	NOFEW	Network of Further Education Women	Not attractive
15	AWAE	Association of Women in Adult Education	We prefer 'Network'
16	FEM	Further Education Movement	Sounds like a tampon
17	AFEW	Adult and Further Education Women	We are more than 'a few'
18	WLN	Women's Learning Network	Too general
19	WEN	Women's Education Network	" "

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NOW in AACE Newsletter, May 1989

Events

- Jill Carr, Helen Gribble and Deborah Davison attended a meeting initiated by Senator Robert Hill – Federal Opposition’s spokesperson on women’s affairs.
 - He hadn’t heard about the NOW in AACE before
- They also met Margaret Reynolds, Minister assisting the Prime Minister of Women’s Affairs. Issues raised
 - National system
 - Women’s involvement in decision making in the sector
 - Childcare barriers
 - User pays disadvantages women
 - Need for women only classes

NOW in AACE Newsletter, September 1989

Events

- AGM will be held Friday 10th November. (Convenor: Jill Carr, Secretary: Helen Gribble)
- Victorian Branch formed. (Co-Convenors: Julie Bertram and Evie Katz)
- General Meeting of NOW in AACE held 28/7/89:
- New name agreed upon: **Network of Women in Further Education**
- Acronym debated. Settled on **NOW in FE** and henceforth referred to as ‘**The Network**’
- YWCA was decided upon as meeting place for Vic branch meetings
- Big focus on industrial relations Issues – TAFE teaching agreements, awards, The Network’s involvement with the union

Newsletter Themes

- Women and housing
- International developments – Japan, Europe, Scotland

NOW in FE Newsletter, December 1989

Events

- AGM of NOW in FE (The Network) 10/11/89
- 1990 national conference on Women and Vocational Education will be held in Melbourne, September 28

Newsletter Themes

- Women and leadership – especially corporate (maybe catching up with 80s)
- The Network wrote feature article for the newsletter called “Undutiful Daughters” – about problems with bureaucracy and how these are having a negative influence on opportunities for women in further education

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NOW in FE Newsletter, May 1990

Events

- Participation in the National Foundation of Australian Women's Conference
- AGM of NOW in FE to be held September 28
- Asian South Pacific Bureau of Adult Education (ASPBAE) Women's Conference held in Tokyo, it's theme 'Strategy and innovation in adult education for women'

Newsletter Themes

- Women in further education and the continuous struggle for equality in education and the workforce – equal pay

Issues

- Article by Barbara Bee, *Women and Work: Literacy Resource* – suggesting ways literacy resources for women could be used effectively
- The article *Wage Justice: Further Education – a Time FOR Change* highlights the current wage conditions for women working in further education and the fight for proper employment conditions
- The submission to the Victorian Women's Consultative Committee regarding the Queen Victoria Women's Centre raises Issues and comments about the establishment of the centre

NOW in FE Newsletter, August 1990 Special Edition

Events

- The National Women's Conference, 1990, including speaker Jenny Horsman a feminist literacy worker from Canada .

Newsletter Themes

- Transcript of Jenny Horsman's presentation to the Nation Women's Conference on how literacy levels still present barriers for women in further education

NOW in FE Newsletter, September 1990

Events

- Adult educator, Dame Nita Barrow is sworn in as the first woman and fourth native Governor-General of Barbados
- The World Assembly of Adult Education in Thailand
- The Australian Industrial Relations Commission grants unpaid paternity level to fathers

Newsletter Themes

- In her address to the International Women's Day gathering, Christine Johnston spoke of the roles of Indigenous women in contemporary and traditional society
- South African academic and political activist Dr Mamphela Ramphele met with Victorian women and discussed issues facing both black and white women in further education and employment opportunities
- The article *False ideas of perfection* by Barbary Leachy looks at the differences in adult learning experiences of men and women in further education

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NOW in FE Newsletter, April 1991

Events

Current Senate Inquiry into Adult and Community Education to get adult/further education onto the Australian Education Council agenda. New legislation to set up the Advisory Board of Adult and Community Education in NSW, legislation to set up the Adult, Community and Further Education Board in Victoria

Newsletter Themes

- Nancy S. Jackson's article, *Skills training in transition: who benefits?* talks about the current approach to education and training and benefits to women

Issues

- In 1990 over 75% of teachers, students and administration staff in adult education were women
- The Network of Women in FE sent a paper to Regional Further Education Councils in Victoria highlighting issues about provision of further education in TAFE, responsibility for workplace basic education, further education legislation and industrial equity for Professional, Administrative, Clerical, Computing and Technical (PACCT) staff

Events

- Network given grant to conduct research for the Senate on women, education and work

NOW in FE Newsletter, September 1991

Events

- The Network's National Conference to be held 29th November at University of Melbourne
- The Network was represented at the Women's Electoral Lobby Women's Forum, August 6th. The WEL wants to work with women's advocacy groups to lobby the Victorian budget to maintain existing women's services
- The Queen Victorian Women's Centre has formed nine working parties

Newsletter Themes

- *Women's Unpaid Work and the National Accounts*, by Renate Tratter, discusses how unpaid work of women is ignored by the National Accounting System and the need for change
- In the feature article "*A big proportion of them are women*" Helen Gribble outlines the history of adult education in terms of male and female participation and accreditation
- In *On typists Training and Career Prospects*, Rosemary Harris from the Department of Economic History, University of New England, discusses the historical context of women in the workforce, job training due to technological changes and the continued struggle to receive equal pay

voices

Voices from NOW in FE

Jan Corben from Mountain District Women's Co-operative asked women students to write about decision making in their lives:

A lot of things around me make it very difficult to make decisions. Being a sole parent of two children I find in many situations dealing with my children the decision actually comes mainly from my mother because she was the main parent in my childhood life. The other day I had so much trouble with my daughters squabbling I decided to separate them which my mother used to do with my sister and me. My decision about my daughter's education has been influenced by my mother. I felt that I didn't want them brought up in a religious atmosphere but due to my mother's ideas I have chosen to send my eldest daughter to a Catholic school. So basically my mother makes decisions that affect my life.

I had a very dominant father who made all the decisions in our family. I retaliated as a youngster because no-one listened to what I had to say. I married young and had children. My husband then made most of the decisions concerning home life, but I always had my say and I usually went off and did my own thing. I am now a single parent and I make all the decisions, and find myself much happier in doing so. Nevertheless I do include my children in decisions concerning their needs, and for their own happiness and wellbeing. I believe that they need to be included in family decision making and family life. They should not be treated as dumb or no good and made to feel worthless like I was when I was a child.

I am the one who controls my destiny or my future. I believe that my body is the vehicle of like and I am the driver. If I make mistakes I have to take total responsibility for them. No one is here to tell me what to do. They can advise me but I am the one who makes the final decision. However while I believe we are the only people making our decisions, circumstances can equally influence our directions.

Eight years ago, I had a head on car accident that has left me with a very bad back. I am limited in doing a lot of things. I once felt very frustrated and confused, not knowing what to do and I let a lot of people make my decisions for me. Well that's all changed now! I can finally say after all this time I make my own decisions.

By the time all family considerations have been taken into account the decision is usually a foregone conclusion with minimal input from myself. For example, my night out to aerobics one evening a week. If the children are sick or won't settle or the hubby's busy or has a deadline I usually don't go.

I feel I make my own decisions based on circumstances that affect my whole family and not just myself. I made the decision to leave the workforce because my husband had the capacity to earn a higher income than me. For a period he attempted to stay home 1 or 2 days a week. This failed miserably. Something always came up that made him seek alternative carers. I did not like to ask other people to look after my child. He also made 'tongue in cheek' remarks like 'I'll enjoy wearing frilly pants to tennis'.

I also felt extreme pressure that it was a woman's role to look after the children.



Page 2 No. 3 1994

NOW in FE Newsletter, December 1991

Events

Come in Cinderella, the report to the Senate Standing Committee on Further Education, was released with its first three recommendations proposing important initiatives:

- The establishment of a high level working party reporting to the AEC/MOVEET ministers, to develop a national policy
- The establishment of an advisory body within the NBEET structure
- The establishment of an office of adult and community education within DEET

Newsletter Themes

- The paper *Conceptions of Skill and the Work of Women*, by Jane Gaskell from the university of British Columbia, describes the history and politics behind gender distortion biases in the definition of skills and training for women

NOW in FE Newsletter, June 1992

Events

- A rise in membership fees from \$20-\$25 due a rise in the cost of bulk mailing
- The Australian Women's Education Coalition conference 3-5 July Brisbane
- Creating a women's centre in Victoria – update of Queen Victoria's Women Centre with it being shifted from Tower F to Tower E on the corners of Russell and Lonsdale Streets for more space The shift received bipartisan support from the Premier Joan Kirner and the Opposition.

Newsletter Themes

- Women managing change in adult, community and further education
- The Senate Standing Committee on Employment, Education and Training response to the *Come in Cinderella* report

Issues

- The Government *Response to the Report (Come in Cinderella)* is draft only and was prepared by the DEET as advice to the Government. The response is found to be dismissive, unhelpful and grudging of the recommendations made by the *Come in Cinderella* report
- How will women fulfil their paid jobs in the 1990s while carrying out their duties of unpaid work at the same time?
- *None of us can do our current paid work in a thirty-eight hour week. We calculate we average at least 50 hours a week each... all this has an effect on women's activism because there is less energy for the changing world."*

NOW in FE
Newsletter,
September 1992

Events

- Dr Nancy Jackson visits Australia to talk about her recent research on women's work and conception of skill in traditional occupations
- *Women's-Skills-Work* conference on 13th December
- *Women's Electoral Lobby* convened a meeting with Shadow Minister for Women's Affairs
- Women's studies graduate program starts in 1993 at Victoria University for those with personal and professional interests in gender

Newsletter Themes

- Prime Minister Paul Keating promises an additional \$700 million for training in the next 3 years if states and territories promise agree to take a national approach. The Australian National Training Authority (ANTA) is proposed and will include adult and community education

Issues

- The Network asks the Liberal-National Coalition how they intend to maintain/extend services and introduce their own initiatives for women
- National Apprenticeship Statistics showed that, out of 30,998 people who completed their apprenticeships in the last financial year, 3,324 were women of whom 2,293 were hairdressers. These stats *show how hard it is for women to get a steel capped toe in the door.*
- Statistics from the newsletter of the Office of the Status of Women (OSWOMEN)
 - Women's wages on average 87% of men
 - 13% elected government representatives are women
 - Since 1975 when Australian Honours were introduced women have received 24% in the lower orders
 - In Olympics between 1948-1988 women won 48% of all medals after making up 19% of all teams members, participating in 22% of events
 - More than half of women in paid work earn \$21000 pa – two thirds of men earn over this amount
- Judith Sloan points out the issues facing women accessing further education according to the Carmichael report
 - Federal Government wants to expand the University Computer Network, including its entire electronically stored information, as a focus of open learning making it available to schools, TAFE institutions and public libraries. There are concerns about the impact of off campus learning of mature age and female students
 - Government's responses to *Come in Cinderella* report: 30 recommendations
 - Due to growth in adult education, there was a need to develop a *National Adult Education Coalition* aimed at achieving the following:
- In response, the Network needs to:
 - Generate socially critical debate about adult education and learning; foster development of a critique of national economic and social policy relevant to adult education;
 - Advocate of behalf of adult education in national, Commonwealth and international forums;
 - Foster national and state links

WAVE HISTORY 1985 - 2001

NOW in FE Newsletter, December 1992

- Conduct research into adult education and learning;
- Initiate projects contributing to knowledge and understanding of adult education and learning; and
- Ensure views of special interest groups find clear expression in all of the above

Events

Executive meeting – 11th November 1992

Introducing Soukeyna Ba as the newly appointed Coordinator of Women's Programs for the International Council for Adult Education

NOW in FE exchange newsletters with the Asian Women Workers' Centre in Tokyo. In their newsletters they discuss issues of unequal paid and sub-standard working conditions compared with their male counterparts. Details of a legal suit filed against Hitachi Manufacturing company by nine women employees

Newsletter Themes

- The feature article, *A matter of significance: women in Australian adult education*, discusses how the high presence of women in further education is not always reflected in how it works

Issues

- Strategies and life-enhancing interventions of NOW in FE:
 - Cultivating the ability to discern a good day's work (and stopping there)
 - Living and seeking support;
 - Periodic reassessment of how we work and relate to others; and
 - Prioritising skills page 3
- Women in adult community education, summary of key questions for meeting of senior officers of adult and community education as follows:
 - Does 75% participation by women have an effect of adult education?
 - Has adult education changed to cater for changing needs of women over past 70 years?
 - Does the new emphasis on pre-vocational education affect participation by women and men?
 - Do women get fair apportion of best paid and influential positions in adult education in Australia?

NOW in FE
Newsletter, Autumn
1993

Events

- NOW in FE General Meeting to be held 23rd July

Issues

- Newsletter readers were encouraged to find out who their local Federal Member of Parliament is and write to them about the below issue:
- Ministers of vocational education employment and training have agreed most funding for adult literacy that was by managed by DEET in 1994. Funds will now be managed by the Commonwealth Employment Service (CES) whose area of expertise is labour market programs, no adult literacy. Funds *"have been used to deliver programs to workers in low paid jobs, women out of the workforce, and non-job seekers. These groups will be seriously disadvantaged by the redirection of the funds."* P22
- Prof. Denise Bradley discusses in her address to the *Women – Skills – Work* conference, how the gains made by women over the past 20 years in education, training and employment may be under threat. Bradley states the following as themes for change:
 - National rather than state or regional approach to education and training structures
 - Articulation of education and training provision with career structures in the workforce
 - An industry focus
 - Flexible and multiple pathways within and between education and the workforce structures through coordinated credit transfer arrangements, including recognition of prior learning (RPL)
 - Open and lifelong learning approaches to ensure access for all
 - Modularization of courses
 - National quality standards and forms of national assessment of them
 - Emphasis in such assessments on demonstration of performance
- In her *Women – Skills – Work* presentation, Kaye Schofield speaks about policy and planning Issues and what implications they may hold for women. Kaye raises the following Issues:
 - The competitive training market
 - The industry driven system
 - The proposed system of autonomous institutions
 - What ever happened to teaching and learning?
 - Whatever happened to community adult education?
- *Vocational education for women* paper presented at the *Women – Skills – Work* conference by Jozefa Sobski talks about the origins of training reform for women and covered the following three Issues:
Gender and race need to be included in the reform and development of training and education
 - Experiences of women need to be reflected in strategies and structures
 - Strategies and structures must aim to transform *all* women from *all* backgrounds

WAVE HISTORY 1985 - 2001

NOW in FE Newsletter, September 1993

- New structures are needed to incorporate different ways of working - from
- Jane Carnegie looks at the ways RPL can improve equity and equal opportunities for women in the workplace acknowledging the work Broadmeadows TAFE has done towards this.

Events

NOW in FE Annual General Meeting 22nd October

NOW in FE is looking for an office space as it is currently run out of Helen Gribble's house

Fourth World Women's Conference to be held in Beijing in 1994

Newsletter Themes

- Final *Women-Skills-Work* conference paper, *Standing the Heat in the Kitchen*, was presented by Joan Kirner, former Premier of Victoria, who stated *It is important that everyone connected with education makes decisions now about what sort of society we want in four years time.*
- The effects of dramatically changing government policies on people working in the public service
- Jill Sanguinetti talks about her experiences teaching at Migrant Women's Learning Centre in Collingwood and the power of women teaching and learning together
- Use of democracy by women educators and as educators of women to overcome inequalities. *Many of our arguments for progressive, empowerment and holistic education have rested on assumptions about citizenship and democracy.* From *Democracy and Women* by Anne Phillips

NOW in FE Newsletter, December 1993

Events

- Australian Women's Education Coalition Conference 23-24 April 1994
- Women's Suffrage 100th Anniversary of women winning the vote in SA in 1994

Newsletter Themes

- Annual General Meeting, October 1993 report covered issues surrounding the current resistance to addressing women's Issues in adult education such as the fact that women are only mentioned once in the *National Vocational Education and Training – Priorities for 1994* document
- Nancy Jackson talks about competency-based education and training used to organise occupational standards, training systems and pay and performance standards in Australia.
- *Make room not allowances* is a project aimed at encouraging Neighbourhood Houses and Learning Centres to provide services for NESB people. The project's aim is to *break down the barriers that discourage or prevent NESB women from utilising Neighbourhood Houses.*

WAVE HISTORY 1985 - 2001

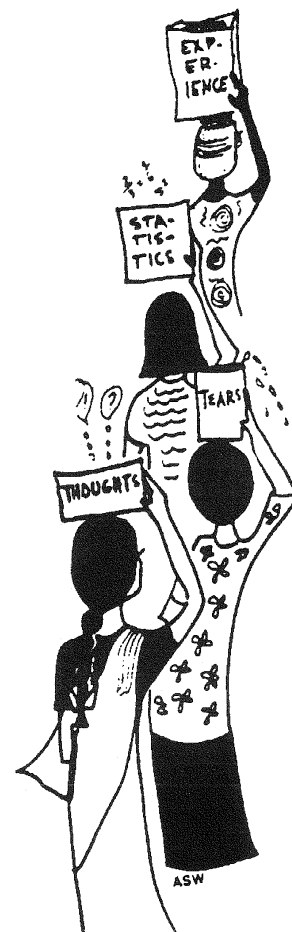
NOW in FE Newsletter, Issue 1, 1994

Events

- NOW in FE has moved to a new office in central Melbourne

Newsletter Themes

- Women's economic independence – continuous pay inequities between men and women
- NOW in FE's response to the Federal Government's Green Paper, *Restoring Full Employment*, stating how labour market programs do not adequately assist unemployed women
- Alternative approaches to competencies in education and training
- Issues about creativity, growth and economic rationalism
- Executive member Laural Draffen is to go to the UK to find out about the current trends for women in the adult and community education sector in Britain



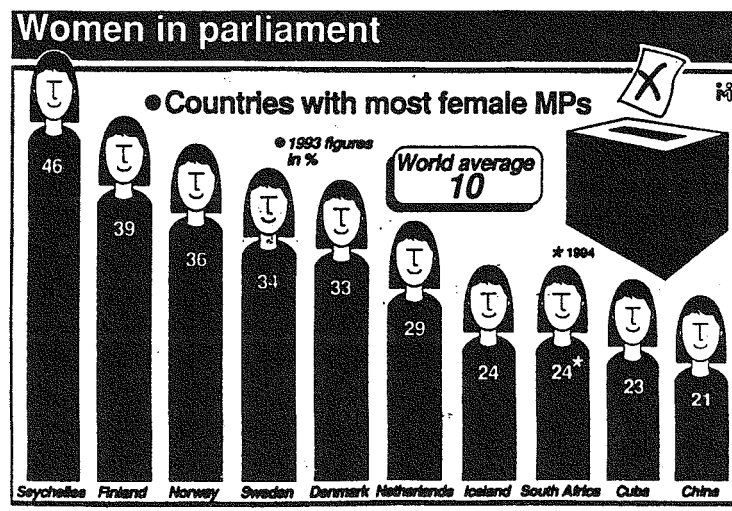
NOW in FE Newsletter, Issue No. 2, 1994

Newsletter Themes

- Ann Wigglesworth from the International Women's Development Agency talks about her year in Nepal, Mozambique and El Salvador setting up literacy programs

Issues

- Women's social development including Issues of family, health and domestic violence
- What does women's development mean to feminist educators?
- Women only classes – the benefits to women's learning styles and education



WAVE HISTORY 1985 - 2001

CONVERSE Newsletter 3, 1994

Events

- Delegates invited to the Fourth World Conference on Women: *Action for Equality, Development for Peace*
- Women's Circle Beijing fund raiser at the Footscray Community Arts Centre

Newsletter Themes

- Women making decisions and further education – 'eyes in the back of your head'
- Decision making in the classroom and educational institutions
- NOW in FE makes suggestions to the Civics Expert Group about its strategic plan for a non-partisan program of public education to be submitted to the Government. They include how to encourage ordinary women to actively participate in public life; incorporating the diversity of women into the term 'citizen' in relation to the concept of *Education for Active Citizenship*. It suggested the development of a Women and Decision Makers in Australian Political History course and materials to be provided for basic adult English as a Second Language courses
- Amnesty International's Women Network provides a voice against injustice for women around the world who do not have one
- Articles from the *United Nations Convention on the Elimination of All Forms of Discrimination Against Women* (CEDAW)

Issues

- Greater representation of women needed in Parliament with hopes of affirmative action and changes in the gender balance for the future
- Main tasks at hand are advancing women's rights and improving their status, changing society's values so it values difference
- Educators role in making sure women have the skills to speak out at home and in the public forum
- Uniting women in politics on the Issues of paid maternity leave, reproductive technologies and funding for women's health and education

CONVERSE Newsletter 1, 1995

Newsletter Themes

- The National Training Reform Agenda

Issues

- The training system advantages men over women
- Training reform comes down to the unbalanced amounts of money spent on men, where as women receive much less on publicly provided training

CONVERSE Newsletter 2, 1995

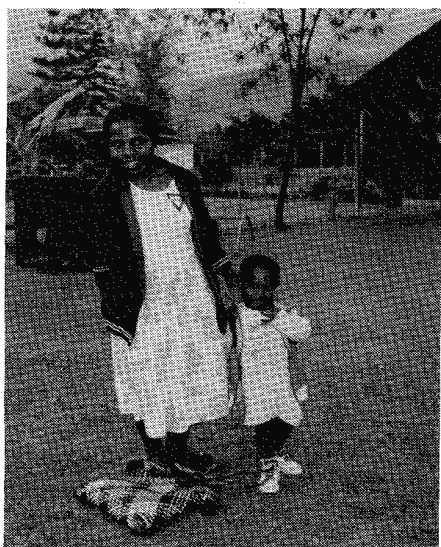
Newsletter Themes

How local community women's group are using NOW in FE to have their voices heard and to help shape responses to government

- Decision making in neighbourhood houses
- Decision making and the Training Reform Agenda Forum
- The future of work
- The story of Anna Maben, a literacy worker at the YWCA in PNG and her struggle to run a grassroots women's literacy program.

Issues

- Waiting to find out if *Converse* will reserve further funding from the Office of the Status of Women for future newsletters
- A split between old and new feminism
- Options to create a peak women's organisation to consider issues concerning decision making, democracy, the best ways to relate to government and the media while establishing creditability are being looked at in a study of current Australian women's organisations



my name is Joanna Paul ~~Joanna Paul~~ 2/3/1988
I never go to school, when I was a small
girl. That's why I can not read and write.
I married my husband angry with me and he
told me you not educated. I feel sorry for me self.
One day I came to YWCA, Debbie and Anna told
me to come to learn to read and write. School
big women they say I was very happy to come
to school. Now I come to school and learn to read
and write. I finish school work books (1338) and number.
I am happy because before I can not read
and write and I want learn more and more.
That's my small story for school in next and write.
and I am Joanna Paul writing.
I'm 42 years old
Thank you.

Joanna was in the first group of students in 1988. She had never held a pen before. She attended regularly until she became literate in Pidgin but her desire had always been to write in English.

CONVERSE Newsletter 3, 1995

Events

- Mini-conference held in Melbourne and a similar one in Brisbane on Gender and Violence and the implications for education

Newsletter Themes

- Gender and Violence
- Teaching legal rights to women students and the nature of the law itself
- Storytelling skills for women to share their experiences of violence
- *Converse* collective congratulated for their voluntary effects in finishing and getting this newsletter out despite funding cuts

Issues

- Implications of gender and violence for education – lack of support for women students experiencing violence and how adult educators in TAFE feel they fail to recognise the problem and provide assist to victims. This was prompted by a woman TAFE student being killed by her husband
- Male dominated curriculum being problematic to adult educators addressing issues of violence against women
- President of the Canadian Congress for Learning Opportunities for Women talks about violence against women being a barrier to their learning and whether domestic situations are worsened by women returning to study
- Issues of peace and equity for women are discussed at the Beijing Forum with peace and violence also discussed as 5000 Japanese women protesting peacefully daily about nuclear testing and the rights of the comfort women



CONVERSE Newsletter 4, 1995/1996

Events

- The next NOW in FE Executive Meeting, to be held at Carlton Railway Station Neighbourhood House, February 24th

Newsletter Themes

- Labour market programs
- The new network executive – meet Rachael Robertson, Elaine Butler, Kris Plowman, Geraldine Pancini, Heather Walsh, Luciana Castagna, Robyn Woolley, Beverley Reddeck, Anita Devos, Pat Bodsworth, Kate Lawrence and Jo Kelly
- The Beijing conference
- Mary Crawford, an ALP Federal representative, talks about the setting up and success of two support programs for unemployed women, *Job Club* and *SkillShare* – *We decided we would have a women's only Job Club because many of the women felt not just angry towards men by inhibited by them.*
- A list of measures from the Federal Government's set of policies designed to improve economic growth and employment opportunities page 4

Issues

- Looking at labour market programs and how they need an equity and social justice focus without biting the hand that feeds in terms of government funding
- Despite an increase in membership and a stronger geographical Network representation, government funding has been reduced and with the possibility of a change in government in Canberra, funding may vanish
- A review of the CES's policies and practices found stereotypical inequalities towards women ...*women from Aboriginal and Torres Strait Islander backgrounds, from non-English-speaking backgrounds and women with disabilities experienced a double burden of sex discrimination and discrimination on the bases of their race, nationality, and disability in their dealings with the CES.*

CONVERSE Newsletter, 1996

Events

WA branch of NOW in FE held a forum on Aboriginal and Torres Strait Islander Women in Further Education – two major questions arose: how do Indigenous women access further education, and can Indigenous women adapt to non-Indigenous ways of education?

- Profile of the new Executive team members Liz Mayo and Virginia Mansel-Lees

Newsletter Themes

- Indigenous women in further education – this edition was coordinated by the WA members of NOW in FE and recognises Beverley Rebbeck as the first Indigenous woman on the national executive
- The New Opportunities for Aboriginal Women and Challenges and Choices for Young Aboriginal Women are two successful access programs run across WA. "For many Aboriginal women this is the first positive educational

WAVE HISTORY 1985 - 2001

experience they have had." Delivery of these courses by Indigenous women in their own communities gives the participants positive role models and fosters the concept of learning together

- Norma McDonald wins a major prize for her TAFE studies

Issues

- NOW in FE will not be a strong national network for women without the voices and the experiences and Indigenous women being heard
- Barriers facing Indigenous people to education were discussed in a conference paper including the general public expectation that Indigenous people will fail.



List of names from the National Executive members who attended the recent National Executive Meeting held in Melbourne. From left to right.

Betty Dawson, ACT, Kris Plowman, Joint National Convenor, QLD, Allie Clemans, Joint National Secretary, VIC, Jo Cruthers, TAS, Liz Mayo, ACT, Trisha Pinto, National Co-ordinator, Melbourne Office, Robyn Woolley, NSW, Pat Bodsworth, Treasurer, Elaine Butler, Joint National Convenor, SA, Beverley Rebbeck, WA, Kate Lawrence, Joint National Secretary, SA, Deliah Bradford, VIC member, Jill Sanguinetti, VIC.

We had a picnic in the park after the completion of our 2 day meeting which was a great way to celebrate our achievements. More in the next issue.

WAVE HISTORY 1985 - 2001

CONVERSE Newsletter 1, 1997

Events

- *Mainstreaming Equity in Education* conference held in October – the main theme discussed was how women's Issues and interests had fallen off the political and educational agenda
- Edna Minna Ryan (feminist, author, socialist) passed away 1904-1997, farewelled at the Great Hall, University Australian National University

Newsletter Themes

- Mainstream equity in education

Issues

- Debate over what feminists mean by 'equality of opportunity' Is it as simple as having the same opportunities as men?
- A shift to affirmative action by providers in the 1980s saw education and employment based strategies and programs targeting women, Indigenous people, CALD people, and people with disabilities
- Education and employment strategies and programs that targeted women as a homogeneous group *fail to reach beyond a narrow group of more mainstream women often white, English-speaking, with access to resources and 'cultural capital'*
- Does the current NOW in FE framework fit into current political, economical, and social contexts? NOW in FE members are now asking, "How are the 'mean times' of economic rationalism affecting women in education and training? What is the capacity to pursue feminist and social justice goals in our organisations?" The newsletter looks at these issues in the context of the push towards mainstreaming of gender equity, development of inclusive curriculum and the NSW Government Action Plan for Women – *An inclusive curriculum should serve all learners both as groups with particular needs and as a totality.* From TAFE NSW Inclusive Curriculum project
- Concerns that mainstreaming developments are conceived away from the coal face, and miss out on input from teaching staff and women students from different backgrounds

CONVERSE Newsletter 2, 1997

Newsletter Themes

- Survival in the meantime – mainstreaming of equity in education and training as well as Federal Government means that women and equity Issues "are not falling off but are being pushed off the agenda."

Issues

- Future government funding for NOW in FE is uncertain but membership continues to increase
- Current ACE policy is resistant to a feminist influence
- Future government funding for NOW in FE is uncertain

WAVE HISTORY 1985 - 2001

CONVERSE Newsletter 3, 1997

Events

- Sue Shore presented a paper at the fifth International Conference on Adult Education on the need to make women's issues central to social change and the relationship between adult education and political change

Newsletter Themes

- Office of the Status of Women withdraws its funding from NOW in FE due to the Government's philosophy on mainstreaming women's organisations
- Women walking the fine line between vulnerability and determination in workplaces and organisations

Issues

- Massive shifts in the education sector have resulted in enterprise bargaining agreements, growing contractualism and redundancies among staff
- The role of the Australian Education Union becomes paramount in many women's responses to new forms of workplace identity for the part-time and casual worker, as well as improving national representation for women in TAFE

CONVERSE Newsletter 1, 1998

Events

- Women's Constitutional Convention

Newsletter Themes

- Women and IT – technology provides women with a great resource for friendship, information, integration and lobbying. Women must be involved in moulding this technology to avoid being excluded
- Stories of women embracing computer-based technology globally and of how the introduction of computers in the workforce means women must claim rights to this technology

Issues

- NOW in FE loses government funding! *There are many women's organisations that represent different groups of women that the Federal Government can attempt to 'defund', if the policy of mainstreaming is further implemented.*
- How to response to the funding cuts to women's organisations; by building strong communications networks among one another, talking and lobbying
- What will Australia be like for women in the future
- A timely reminder that many rural women still do not have access to faxes or the internet and that the technologically privileged should not exclude these women's voices



*Delegates to the Women's
Constitutional Convention*

CONVERSE Newsletter 2 1998

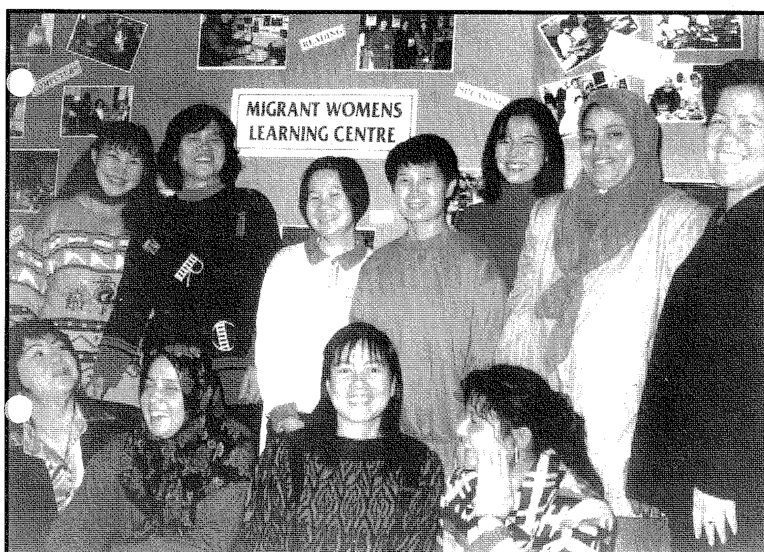
Newsletter Themes

- Celebrating good practice in a political climate of deregulation, privatisation and funding cuts
- Miriam Faine looks at the pedagogies developed at the Migrant Women's Learning Centre which supports the education of women within a multicultural context.
- Promoting peer equity

Issues

- Defending adult education
- A research project conducted on behalf of NOW in FE examines how

WAVE HISTORY 1985 - 2001



CONVERSE Newsletter 1, 1999

Events

Report back on NOW in FE Annual General Meeting show an uncertain financial future but will continue to be an active organisation for women

- *Young Women: New Futures? Educational Planning for Better Post School Options.* Conference May 28th 1999

Newsletter Themes

- Issue is dedicated to women leaders in the broad field of further education since the beginning of NOW in FE in 1985.
- Leadership and support and maintaining women's networks and supporting women's initiatives
- Current contact list of national women's organisations from the National Women's Justice Coalition to maintain information links between these organisations
- NOW in FE new National Executive members.
- Women tell their stories of leadership and strategies to cope with a rapidly changing and uncertain adult education sector at the "Women in Transition" event held in Melbourne

Issues

- Mariam Daily, head of the Gender Equity at SA TAFE, discusses Issues concerning the mainstreaming of women's education and equity services.
- Prevention of Women in the Asia-Pacific are being marginalised by the Asian economic crisis prompts discussion of women's economic roles and interests at the 1998 APEC Women Leaders Network Meeting in Kuala Lumpur
- The power of women's groups in breakdown cultural and language barriers in development health education programs for migrant women in North Tasmania.

CONVERSE Newsletter 2000

Events

- NOW in FE now has a website and in hard economic times it is intended to be used as a tool for building the organisation and disseminating information
- NOW in FE Inaugural Conference 2000, held at Parliament House, Canberra, discussed issues around women and the IT revolution

Newsletter Themes

- Women in IT – looking towards the future
- NOW in FE now has an office at Monash University which is staffed one half day per week

Issues

- IT revolution, women and lifelong learning – how issues of class, gender and racial inequity in education and training will present barriers for women accessing IT skills and computer technology, marginalising them from being a part of the developing global economy. Lifelong learning is seen as a key to keeping women in the IT learning loop. *Through information technology, we are not only able to access unlimited knowledge but are also able to gain the skills, the tools and the networks of support for learning how to learn.*
- Addressing the barriers to participation in IT courses and occupations for women by making sure women and girls see IT as a realistic career option. *We need to make sure the TAFE and university sectors offer attractive courses, and that they have adequate resources to make sure the educational experience is a worthwhile one."*

CONVERSE Newsletter 2001

Events

- First issue under the new name WAVE: Women in Adult and Vocational Education
- WAVE's website is up and running at www.converse.com.au

Newsletter Themes

- Young women in education and the need to inform young women of the potential difficulties they may face in the transition from, education to employment *"the belief that 'things are alright for women now' has perhaps influenced some teachers to inform girls that 'they can do anything'...this has not taken into account the extent of workplace reform, which is burdening our youth with serious disadvantages."*
- The hopes and dreams for the future of both employed and unemployed young people

Issues

- Changes in industry Are leading many women into low skilled and low paying jobs
- There is a need to address the educational needs of 'at risk' young women whose attempts at accessing training are made difficult as many are caught up in casualised work
- 40% of people under 24 years are unemployed,