

INTRODUCING. . .

Hi my name is Shirley O'Toole and I am a relatively new Health Worker at the Centre, having commenced in July 2010. My role involves developing partnerships and external relationships with other relevant organisations and stakeholders. I will also play a role in creating and critiquing training.

I am a mother, grandmother, performer, facilitator, artist and activist. While working in generic human services in Queensland and NSW, I maintained a keen interest in women's issues and was actively involved in holistic health through facilitating personal development programs for women and participating in women specific networks including WAYWARD (Women Alongside Young Women for Action Research and Development) and WWILD (Women With Intellectual & Learning Disabilities). I also initiated International Women's Day Celebrations in Maitland (NSW) and Nundah (Qld) Neighbourhood Centres.

My strong interest in the links between health and art and culminated in the role of Coordinator of "Just the Way It Is", an anthology of young women's poetry and drawings produced by WAYWARD. I also have a strong interest in social justice and have performed for International Women's Day, Reclaim the Night, Choose to Hug Not Hit, "Fracturing Fairytales" Domestic Violence Conference and AHI "Homelessness: Its Not What You Think" conference.

I am a musician, actor and conductor with Hobart Playback Theatre Company. And presently also the convenor of the Australasian Facilitators Network conference which is being held for the first time in Hobart in November 2010.



AND. . .

My name is Caroline Jakeman. I am currently the Vice Chair and Treasurer on the Centre's board of management and have been a member for three and half years. I first heard about the Centre from our previous Chair, Kylie Franklin and joined at her suggestion when new board members were required.

When I commenced I did not have any governance experience, so it has been a steep learning curve. As well as ensuring the Hobart Women's Health Centre fulfils its goals and vision, I can appreciate the potential to offer young women an opportunity to learn about being a valuable member of a board. And, in turn, play our part in increasing female representation on Australian boards.

I am passionate about increasing awareness of the dangers of cardiac disease in women - after menopause women are four times more likely to die of cardiac disease than breast cancer.

My skills and experience are in business and financial management with a strong bias in IT and human resources. I am also on the national board for Amnesty International Australia. I love sailing with my husband and friends on our motor-sailer yacht, entertaining and visiting family.



CONTRIBUTIONS. . .

Contributions from readers are very welcome. If you have an article, review, comment or notice that would be of interest to our readers, please send it to the Newsletter Editor by post, email or drop it into reception when you visit the Centre.

To be considered for inclusion, all contributions must be received by the following deadline:

Autumn 2011 Edition: January 15, 2011 (newsletter distributed at the end of February)



. . .GETTING IN TOUCH

Open: **Mon, Tues, Wed & Thurs 9:15 am to 4 pm**

Visit: **25 Lefroy Street North Hobart** Post: **PO Box 248 North Hobart Tas 7002**

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HOBART WOMEN'S HEALTH CENTRE NEWSLETTER



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Women: Pay equity and poverty The glass not full

by Robin Banks
Anti-Discrimination Commissioner

Imagine this: you are with a group of friends going out for the evening and you go to a favourite bar and order drinks all round. The bartender asks who each drink is for and when they arrive all of the drinks ordered for the women in your group are about four-fifths full, while those ordered for the men are all full to the brim of the glass. Is that what you paid for? Is that what you'd expect? What would you do about this?

While it is absurd to imagine women would be short-changed in this way, strange as it may seem, working women in Australia are short-changed to this extent (and, for some, even more) when it comes to being paid for their work.

The gap between what men and women are paid for equivalent work in Australia is, on average, 18%. Namely, women who work full-time in permanent positions are paid only 82 cents for every dollar earned by a man in similar circumstances. For some women, the gap is up to 35.7%.¹ The gap means, on average, a woman has to work approximately 25% more time to earn the same amount as her male counterparts.

Over a person's working life, the gap adds up: women on average earn almost \$1 million less than their male counterparts. And the picture is worse for women with a bachelor degree or higher with children; such women can expect to earn \$1.5 million less than their male counterparts over their working lives.²

And the gap flows inevitably on to superannuation and, therefore, access to financial resources on retirement.³

For many years, the gap seemed to be closing and, had the rate of improvement been sustained through the late 1990s and 2000s, it would have been closed. However, progress stalled in the mid '90s and indeed widened by 1% over the last year or so. The Australian Bureau of Statistics recently reported '[f]ull-time adult ordinary time earnings rose by 5.8% for



Image courtesy of the Equal Opportunity for Women in the Workplace Agency. Used to promote Equal Pay Day, September 4, 2010.

continued over...

males and 4.9% for females in the twelve months to May 2010' and '[i]n the twelve months to May 2010, full-time adult total earnings rose by 5.7% for males and 5.0% for females'⁴.

The gap varies depending on industry sector⁵, on the type of work done⁶ and on age⁷, with evidence young women in their mid twenties may well have achieved pay equity with their age peers but cannot expect this to be sustained as they and their male age peers mature. It also varies depending on the method of wage setting, with those who've negotiated their salary or wage through individualised negotiation showing a bigger gap than those on awards or collective agreements.⁸ It also differs significantly for full-time compared with part-time workers, with a much smaller wage gap recorded for part-time workers.⁹

In terms of industry sector, the biggest gap is seen in the mining sector, an area dominated by men. However, that dominance is clearly not the determining factor with women working in the health care and social assistance sector facing almost as large a gap¹⁰ despite the fact this is a sector dominated by women. (In the current Equal Remuneration case before Fair Work Australia, the applicant unions have asserted that '[e]mployees engaged in the SACS [social and community services] Industry are predominantly women; at least 80% of the workforce are women'.¹¹

So what are the factors impacting on the wage gap and why is it we haven't managed to successfully tackle the disparity. There have been a number of factors identified in the past that may have had an impact on the gap, including, for example, 'social expectations and gendered assumptions about the role of women', high levels of participation in part-time and casual work, 'invisibility of women's skills and status', industry choice, career breaks, and demands on women's time outside of work.¹² However, the underlying factor appears simply to be gender with a recent study finding 'being a woman accounts for a very large 60 per cent of the wage gap'.¹³

So, the gap exists and persists. The most important question is what more can be done to finally close the gap? Unions nationally are currently taking on the challenge, with the equal remuneration case currently being run in Fair Work Australia.¹⁴ The case is looking at the issue of pay equity in the community services sector and it is being watched closely by the sector, industry bodies, government and unions across

Australia. Perhaps the next case should tackle pay equity in a sector dominated by private entities. One worth considering is the banking and finance sector, a sector that employs more women than men, but has management and professional roles dominated by men¹⁵ and a pay gap on a similar scale to the health care and social assistance sector.¹⁶

The Federal Sex Discrimination Commissioner, Liz Broderick, recently launched her *Gender Equality Blueprint 2010*, in which she calls for concerted national action to close the pay equity gap.¹⁷ I believe the gap can be closed and must be closed if women are to achieve true and lasting equality. It needs to become the focus of attention for all governments across Australia, in particular the Federal Government, and for all industries. There is a significant cost to the Australian economy of failing to ensure pay equity for women; this cost has recently been estimated to be \$92 billion.¹⁸

The persistence of the pay equity gap means women spend their working lives closer to the poverty line than men and are much more likely to spend their lives after retirement living on inadequate levels of income, whether through lower superannuation, more limited investment income or higher reliance on social security.

So, let's work towards the glass not being half empty, or even a quarter empty, for women, but being full to the brim.

Useful links and webpages

Fair Work Australia: Equal Remuneration Case
<http://www.fwa.gov.au/index.cfm?pagename=remuneration&page=introduction>

Pay Up Campaign Website:
<http://www.payup.org.au>

World Economic Forum, Gender Gap reports:
<http://www.weforum.org/en/Communities/Women%20Leaders%20and%20Gender%20Parity/GenderGapNetwork/PastReports/index.htm>

Equal Pay Day:
<http://www.equalpayday.com.au/>

World Economic Forum, *The Global Gender Gap Report 2010*:
<http://www.weforum.org/en/Communities/Women%20Leaders%20and%20Gender%20Parity/GenderGapNetwork/index.htm>

Robin Banks spoke about Pay Equity as our guest at the Centre on October 11, 2010.



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Ageing Well with Weights

The next Ageing Well with Weights eight-week strength training program will commence in February, 2011.

The course, run by physiotherapist Pat Sandercock, consists of some theory and specific exercises utilising weights tailored to each individual's needs.

Sessions are held on Fridays from 2:15 – 3:30 pm and cost is \$5 per class or \$35 for the full course, if paid by/on the first day. The use of weights in class and exercise handouts are provided. Comfortable clothing is recommended.

Please phone reception on 6231 3212 to receive an enrolment form, or collect one from the Centre during opening hours. The course is very popular, so it's good to book early. If you need or want more information about the course, contact Ankarah.

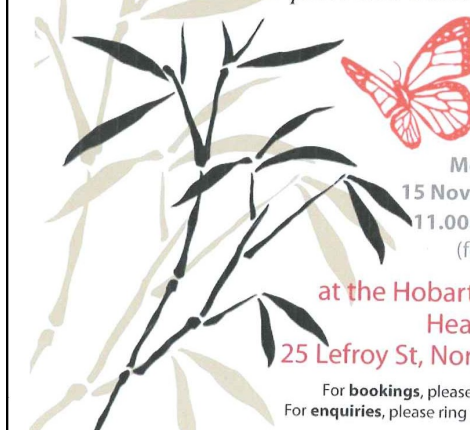


Please note, practice times are available for women to maintain their strength after completing the program. Contact the Centre for details.

Tools for Stress-free Living

Meditation for Beginners

*Learn to find your own strength.
Learn how to reconnect with your own inner peace and wisdom.*



Lesbian and Bi Women

Rainbow Support & Discussion Group

Open to anyone over the age of 18 in the "rainbow family."

Tea, coffee and orange juice provided.

Please bring a plate of food to share.

For more information, or to find out about future meetings and those held in the north and north west, call Working It Out on 6231 1200.

Borderlines – Queer Radio

Hobart's sexuality & gender issues radio show

Every Monday 10 am – 12 pm

Edge Radio 99.3 FM

TasPride Festival

October 30 to November 14, 2010

Check out the TasPride website at www.taspride.com for further information.

Breast Cancer Support Groups



The Centre has two Breast Cancer Support Groups catering to the different needs of women diagnosed with breast cancer who would like information and support.

Breast Cancer Support Group

3rd Tuesday of the month 11:45 am - 1:15 pm.

November 16, 2010

February 15, 2011

March 22, 2011

For any woman diagnosed with breast cancer who would like information and support.

Please phone Rosemary on 6231 3212 or 0408 127 330 for more information.

Secondary Breast Cancer Support Group

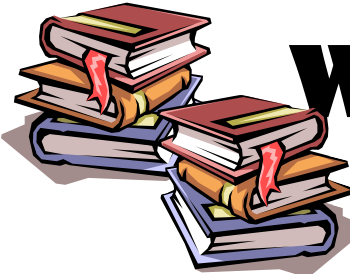
1st Monday of the month 10 am - 12 pm.

For any woman diagnosed with secondary breast cancer who would like information and support.

New members welcome.

Please phone Karen Sprigg on 6216 4335 or 0400 494 646 before attending.

WOMEN'S WISDOM LIBRARY

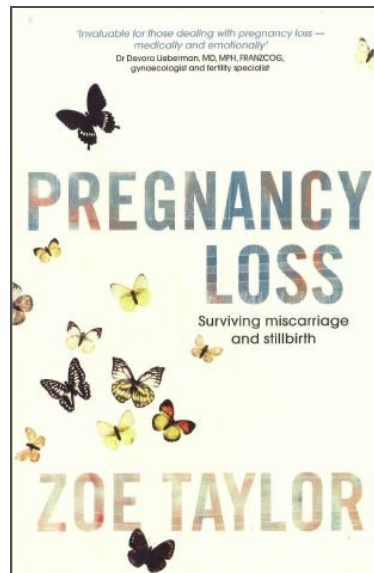


Pregnancy Loss

Surviving Miscarriage and Stillbirth

by **Zoe Taylor**

Let me start off by saying this was not an easy book to read. The subject matter is not something we like to think about, nor study. As the author points out, pregnancy loss is a taboo topic in our society. This forbidden status means we are ill-prepared when confronted with the subject, let alone with the reality of the death of our own baby.



This book, written by someone who has experienced multiple losses, includes the personal stories of both the author and many other parents. It is, however, not just a collection of shared experiences; it is so much more.

The author has split her book into two parts, 'experiencing and making sense of pregnancy loss' and

'life after loss'. The first part explores the loss experience, all the associated trauma, unnecessary guilt and the multitude of questions raised by the death of a baby. This section also informs the reader of the staggering number of babies who don't draw breath. Apparently, one in four women will experience miscarriage or stillbirth.

Also in the first section, risk factors for miscarriage and stillbirth are outlined, as is the research into pregnancy loss. The author explores what is known and what is still being investigated. Sadly for the many parents of babies who have died, often no reason can be found.

The second part delves into grieving, coping strategies, talking to other children, facing the world, subsequent pregnancy after a loss and suggestions

on how to find comfort and support. In this section, readers who have lost a child will realise they are not alone, that their feelings and emotions are perfectly normal and valid. It is a powerful phenomenon to know there are other people who can not only sympathise, but empathise with your experience.

This book is not just for the parents of a baby who has died, it is an important read for those family, friends, health professionals and researchers who are touched by the death. Throughout the book there many examples of inappropriate responses and lots of suggestions about how best to support the parents.

The very last chapter, entitled "Breaking the taboos", discusses being open about dead babies. The importance of breaking the silence is emphasised strongly. There is a real need for potential parents to be aware of just how common pregnancy loss is and what the risk factors are, in order to save more lives and prevent some heartache.

Further reading and a list of very useful resources is included at the back of the book, along with a very comprehensive glossary. Despite the difficult and - at times - heart-wrenching subject material, this is both the most emotional and informative book I have read in a long time.

Jen Van-Achteren

Australia's Report Card

The United Nations report card on Australian women's human rights

by **Edwina MacDonald**

Law Reform and Policy Coordinator at Women's Legal Services NSW

In August 2010, the United Nations Committee on the Elimination of Discrimination Against Women (CEDAW Committee) released a set of recommendations to improve women's rights in Australia, following its review of Australia's implementation of the UN Convention on the Elimination of all forms of Discrimination Against Women in July (CEDAW). Over 100 women's non-government organisations, including many women's health organisations, contributed to the process.

CEDAW sets out 17 articles to protect women's rights and covers issues ranging from violence against women, to health and equality before the law. Countries, like Australia, that have signed up to the convention are required to be reviewed under it every four years. The review involves a report from the government, reports from the NGO sector and a six hour face-to-face meeting, or 'constructive dialogue session', at the United Nations.

In 2008, community organisations began a process of consultation across the country to gain insight into how the community felt about the status of women's rights in Australia. Seventeen formal consultations, including one in Hobart, brought together 385 women and NGOs representing thousands of Australians to discuss gender equality and human rights in Australia. Of major concern was violence against women, which continues to affect 1 in 3 Australian women, and challenges relating to accessing services including health, housing and education. The findings of the consultations were presented to the CEDAW Committee in two NGO reports: the Australian NGO Report and the Aboriginal and Torres Strait Islander Women's NGO Report.

A delegation of seven women was selected to present the NGO reports to the CEDAW Committee at Australia's review in New York and to lobby the CEDAW Committee about priority issues for women in Australia. The delegation brought together a diverse group of women and included women who bring a variety of backgrounds, skills and experience, including women who could speak to issues affecting rural women, Aboriginal women, women with disability, lesbian women, younger women, and women from culturally and linguistically diverse backgrounds.

While in New York, the delegation made a formal presentation to the CEDAW Committee, provided a briefing to the CEDAW Committee and met with Committee members in between the formal meeting sessions. As well as the NGO Reports, the delegation developed and used lobbying sheets, suggested questions for the Committee to ask of the Australian government, and proposed final recommendations or 'concluding observations' for the Committee to make about Australia. The delegation's work paid off, with most of the Australian NGOs' identified priority issues being raised during the session and in the Committee's concluding observations. It was exciting to see the hard work of so many NGOs over the last two years having an impact on what happened at the CEDAW session.

The CEDAW Committee's concluding observations covered a wide range of issues. They congratulated Australia on its progress in a number of areas, including its signing on to other international human rights treaties, paid parental leave scheme, and adoption of the National Aboriginal and Torres Straits Islander Women's Health Policy and the National Primary Healthcare Strategy.

The CEDAW Committee also identified a number of areas in which Australia needs to improve. In the area of health, the Committee expressed concern about the inequality in accessing health services for vulnerable groups of women, including Indigenous women,



The Australian NGO delegation at Australia's CEDAW review in New York

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Food! Food! Food! and Gardening

by Shirley O'Toole

Community Gardens: Counting the Health Benefits

While attending the Community Gardens conference in Devonport in April, I had a watershed moment in which I realised how community gardens are fantastic examples of holistic health!

Home Grown Food: is fresher and more nutritious than food which has been transported over long distances and has been sitting on supermarket shelves for days. There is less waste, because the cook can pick what they need when they need it.

Organic Food: is obviously the healthiest choice when it comes to the food we eat and we all know the benefits of eating fresh fruit and vegetables. Growing our own food gives us peace of mind about where our food is coming from, because we know no chemicals have been used in preparing the soil and maintaining the garden.

Saving\$\$\$\$: Organic food can be expensive to buy. Financial pressure contributes to stress and erodes our health and wellbeing, which is why participating in a community garden is another benefit. We save money by growing our own food. So, as well as eating the healthiest food, we are less stressed about food costs.

Exercise: is encouraged for every age group and gardening qualifies as such. You can be as vigorous or as gentle as you want when gardening.

Participation: in community also benefits our health. Social isolation is a contributing factor to depression. Participating in a community garden can alleviate social isolation and bolster our emotional health and wellbeing.

Learning: Working alongside others gives us an opportunity to expand our knowledge and skills. Learning keeps our minds active and healthy.

Achievement: Who hasn't had a tingle of satisfaction from creating something good? A sense of achievement helps us to feel good about ourselves. Growing food looks good and gives us a sense of pride in what we have grown.

Connecting to Nature: Psychological research has identified many of us feel a sense of disconnection from the earth. Researchers further suggest this disconnection impacts negatively on our emotional health. There are many ways we can reconnect to nature and gardening is a simple and cost effective way of establishing and maintaining the connection.

Climate Change: Food grown in the backyard helps to reduce our carbon footprint. We reduce the need for long haul transport and large scale refrigerated storage facilities. The large scale farming of food produces twice the emissions as our own personal use of electricity and three times the emissions from our personal transport.

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ENCORE NEWS

Encore is an eight-week program of two hours duration, specially designed for women who have had breast cancer; it helps restore mobility, flexibility and confidence through gentle exercise.



Photographer Sharon Hickey
YWCA Encore website

This is a national program established with funding from Avon and was auspiced in Tasmania by the Hobart Women's Health Centre. The upcoming program is funded by the Tasmanian Community Fund.

The program provides trained facilitators, ground and warm water exercises, and the opportunity for women to support one another.

Encore programs are free to participants and designed for women who have had breast cancer at any time in their lives.

DATES FOR NEXT ENCORE PROGRAMS Hobart

Mid February, 2011

Dates to be confirmed

Phone Rosemary at the Hobart Women's Health Centre to enrol or for further details on 6231 3212 or 0408 127 330.



Talking Herbs

the alternative medicines

with Sally Riley

If you are like me, and way past menopause, you too may heave a sigh of relief when the word comes up. I can vividly remember the night sweats, waking up with a night dress and over sheet soaking wet.

Along with night sweats, women may experience hot flushes suffusing often from the neck upwards at any time during the day, sometimes many times per day. Others may experience forgetfulness, absent mindedness or depressed moments and all because our hormone levels are suddenly declining and our bodies have entered the climacteric!

Climacteric is the term for the time from the period of transition to the early post menopausal phase of the female reproductive cycle.

Peri-menopause is the time before menopause when symptoms and irregular menses (menstruation) commence. Actual menopause is twelve months after menses cease.

So, what can be done to alleviate some of these embarrassing symptoms?

Zizyphus (zizyphus spinosa) is an interesting herb used in traditional Chinese Medicine for "calming the heart and nourishing the spirit". Zizyphus is useful in combating night sweats, aiding sleep and lowering blood pressure. It is also beneficial for nervous exhaustion, forgetfulness and nightmares.

Black cohosh (cimicifuga racemosa) is a herb often used as a replacement for HRT. In the past concerns were raised regarding black cohosh's safety in relation to both breast cancer and liver damage. The evidence from a number of clinical trials conducted shows the herb is considered safe for use in peri-menopausal women. The conclusion reached is the herb acts like an oestrogen on some tissues and not on others. It is oestrogenic towards the brain tissues which cause hot flushes and bone tissue but not towards breast and uterine tissue. So it will not accelerate uterine or breast cancer.

A very small number of women world-wide have reported liver damage as a possible result of taking the herb. Research suggests there may be an association between the use of black cohosh and liver damage, but it is very rare.

St. John's wort (hypericum perforatum) in combination with black cohosh has been found useful in relieving psychological symptoms. St. John's wort has often been used for mild depression, but should never be used in

combination with any anti-depression or anti-anxiety drugs and it also may make the skin sensitive to sunlight.

Other useful herbs for climacteric symptoms are **dong quai** (angelica sinensis) and **chamomile** (matricaria recutita). This combination is also useful for hot flushes.

Rehmannia glutinosa is a tonic herb which supports the adrenal glands to produce cortisol, thus reducing stress. It appears to boost oestrogen receptor levels, helping to relieve climacteric symptoms by temporarily increasing oestrogen levels. This herb may reduce bone loss and alleviate allergies and skin disorders.

Lavendula augustifolia is a great herb for treating headaches caused by tension or stress. It has analgesic and sedative properties and may help in cases of nervous exhaustion and depression.

A liver herb such as **bupleurum** may help relieve sluggishness, headaches and irritability especially in combination with rehmannia, lavender and oats.

Doses for herbs should always be checked with a professional health practitioner, as therapeutic doses vary for each herb and some have cautions for certain health conditions.

Sally is available on 0407 872 792 for a consultation in herbal or mineral therapies and women's health issues, by appointment at the Centre on Monday afternoons.

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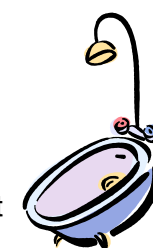
1. The Jean Hailes Foundation for Women's Health, Safety of Black Cohosh Website, <http://www.managingmenopause.org.au/content/view/162/192/>
2. Understanding and Managing Women's Health, Metagenics Seminar, April 2008
3. Trickey, Ruth, Women's Health and the Menstrual Cycle, Allen and Unwin, 1998

Free Shower Facility

Women and accompanied children (boys up to 14 years old) can access the free shower facility at the Centre during opening hours Monday to Thursday 9:15 am to 4 pm when available.

Referrals from services can be made by telephone or women can drop into the Centre.

For more information please contact Ankarah at the Centre on 6231 3212.



women with disabilities, migrant women, women from culturally and linguistically diverse backgrounds and women from remote or rural communities. The CEDAW Committee recommended the government adopt special measures to address these inequalities. It also recommended the government set up a broad framework for health services for migrant women to take into account their specific health profiles.

The CEDAW Committee also recommended an independent monitoring body be established for the National Plan to Reduce Violence Against Women and their Children; the development of a preventative plan to combat sexual harassment in the workplace; special measures to increase the number of Aboriginal and Torres Strait Islander women in political and public life; the provision of affordable and quality childcare; the enactment of national legislation prohibiting the sterilisation of girls and women with disabilities; and measures to address existing barriers to employment for migrant and refugee women.

Despite the best efforts of the NGO delegation, some priority issues, such as the rights of refugee women, did not make it into the CEDAW Committee's concluding observations. Further, the approach taken by the Committee was not always in line with the Australian NGO position. Most notably, the recommendation made 'to address the demand side of prostitution' was not in line with the Australian NGO position or the Australian government's regulatory approach to sex work, and is contrary to evidence that

such an approach has a negative impact on the health and safety of workers.

The Australian government will be required to submit its next full report on its implementation of CEDAW and its progress in implementing the CEDAW Committee's recommendations in July 2014. The government will also have to provide a follow up report within two years on the priority issues of addressing violence against women and improving Indigenous women's enjoyment of their human rights in all sectors. NGOs will again be involved in both of these processes through parallel NGO reporting.

For now, the next step for NGOs is to keep the pressure on government to implement the CEDAW Committee's recommendations. NGOs can use them in letters and submissions to government calling for reform, in media work and also in support of funding applications for new programs.

Links to more information, including the CEDAW Committee's recommendations, the Australian NGO reports and lobbying sheets, and the government reports can be found at <http://ywca.org.au/policy-and-campaigns/our-policy-advocacy-work/womens-human-rights-policy-advocacy>.

Edwina MacDonald is the Law Reform and Policy Coordinator at Women's Legal Services NSW. Along with the YWCA Australia, she coordinated Australia's NGO contribution to the CEDAW Review and was a member of the NGO delegation.

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- Rebecca Cassells, Riyana Miranti, Binod Nepal and Robert Tanton, *She works hard for the money: Australian women and the gender divide* (2009) AMP.NATSEM Income and Wealth Report, Issue 22 [1] <<https://www.amp.com.au/wps/portal/au/AMPAUMiniSite3C?vgurl=%2Fvgn-ext-templating%2Fv%2Findex.jsp%3Fvgnextoid%3D67c93e8b696f1210VgnVCM100000832d0d0aRCRD>> at 10 October 2010.
- Ibid 24–29.
- 6302.0 – *Average Weekly Earnings, Australia, May 2010* (2010) Australian Bureau of Statistics <<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>> at 10 October 2010.
- 6306.0 – *Employee Earnings and Hours, Australia, Aug 2008* (2009) Australian Bureau of Statistics [3] <<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.0>> at 10 October 2010.
- Ibid.
- Cassells, Miranti, Nepal and Tanton, above n2, [26].
- Australian Bureau of Statistics, above n5, [5].
- Ibid [2].
- Ibid [3].

- Australian Municipal, Administrative, Clerical and Services Union and Others, *Applicants' Outline of Contentions* (2010) <<http://www.fwa.gov.au/index.cfm?pagename=remuneration&page=submissions>> at 10 October 2010.
- See, for example, House of Representatives Standing Committee on Employment and Workplace Relations, above n1, 8–9.
- Rebecca Cassells, Yogi Viyattama, Riyana Miranti and Justine McNamara, *The impact of a sustained gender wage gap on the Australian economy* (2009) NATSEM, University of Canberra [27] <http://www.canberra.edu.au/centres/natsem/publications/sq_content_src=%2BdXJsPW0dHAIM0EIMkYIMkZ6aWJvLndpbj5lYW5lZXJyYS5lZHUuYXUIMkZuYXRzZW0IMkZpbmRleC5waHAIM0Ztb2RlJTNEChVibGllYXRpb24lMjZwdWJsaWNhdGlvbUzRDEyNzAmYXWxsPTE%3D> at 10 October 2010.
- The following link provides access to up-to-date information on the Equal Remuneration Case, <<http://www.fwa.gov.au/index.cfm?pagename=remuneration&page=introduction>>.
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- Cassells, Viyattama, Miranti and McNamara, above n13, [vi].

Other Gardening/Food Opportunities: Seed to Plate

There are a number of organisations, schools and community gardens throughout Tasmania promoting the holistic benefits of community gardening.

The Australian Association for Environmental Education (TAS) has been running a successful organic gardening series for teachers. With the support of the Sustainable Living Tasmania and the Royal Tasmanian Botanical Gardens, the ten monthly workshops through the year aim to support teachers and volunteers in establishing and maintaining school organic gardens. The series has been well attended, with over thirty participants per session. Chefs, parents, teachers and volunteers have enjoyed networking and learning skills with invited experts passionate about organic gardens.

The initiative began with an introductory seminar at the Creek Road Community Gardens last November, which attracted over fifty participants who indicated interest in an on-going guided process. Each monthly seminar

includes seasonal tasks and a theme, with support from local experts in different community and school gardens around Hobart. The November session is **From Seed to Plate** – A cooking session with food prepared from the gardens by renowned Tasmanian Chefs.

Goodwood Community Centre has a two year commitment to running **From Seed to Plate** workshops for parents and children. The sessions occur every Wednesday and Thursday, so ring the Centre and book a place for you and your child/ren. The number is **6272 2560**.

If you want to know more about Community Gardens in Tasmania, you can visit the Eat Well Tasmania website: <http://www.eatwelltas.com.au/>

Or the Australian City Farms and Community Gardens network website: <http://communitygarden.org.au/>



Volunteering to promote healthy ageing

by Kim Tyson

Project Officer with the Still Gardening Program at Hobart City Council

Gardens are wonderful places to arouse the senses, with wonderful scents, textures and colours and if you like to grow food, wonderful tastes too. Keeping active outdoors promotes flexible, strong bodies, healthy cardiovascular and nervous systems and also has many mental health benefits. Safe sun exposure is important for getting vitamin D, an essential vitamin for strong bones and a healthy immune system. And what could be nicer than spending an hour in the garden with a good mate?

Garden Mates are volunteers who work with the Still Gardening Program to promote independence and positive ageing. Mates work side-by-side with clients to help ease the stress of keeping up with the garden alone. This enables people to keep gardening and continue living at home.

The Still Gardening Program also trains volunteer speakers, or Peer Educators, who visit community groups to give fun, informative presentations about gardening.

We are currently recruiting new volunteers, so if you think you might have a few spare hours occasionally, if you enjoy gardening or talking about gardening, please call Lena or Kim on 6236 9349, email stillgardening@hobartcity.com.au, or visit our website, www.stillgardening.com.au



Julie, Ron and Beryl sharing the rewards of the garden

WHAT'S ON @ HWHC

The following **group sessions and activities** are held at the Centre on a regular basis and are free unless otherwise stated. We welcome referrals to any of these programs.

Ageing Well with Weights	8 week strength training program on Fridays 2:15 - 3:30 pm. \$5 per class with physiotherapist Pat Sandercock. To be sent forms for the next course, please call the Centre on 6231 3212.
AWWW Practice	Practice times available, after course completion on Mondays 11:40 am to 1:00 pm and Wednesdays 3:00 to 4:00 pm. Last session for 2010 is December 15 and recommences January 5, 2011.
Breast Cancer	Support Group 3 rd Tuesday of the month 11:45 am - 1:15 pm. Last session for 2010 is November 16 and recommences February 15, 2011. For any woman diagnosed with breast cancer who would like information and support. Secondary Support Group 1 st Monday of the month 10 am - 12 noon. Last session for 2010 is December 6 and recommences February 7, 2011. For any woman diagnosed with secondary breast cancer who would like information and support. New members welcome. Please phone Karen on 0400 494 646 before attending.
Community Health Nurse	Currently Monday and Tuesday 11:30 am to 12:30 pm, this may increase in 2011. Last session for 2010 is December 15 and recommences the week of January 10, 2011. Blood pressure, sugar and cholesterol level checks and lots more. Ring the Centre to confirm times.
Fitball Beginners' Class	Tuesday and Thursday 10 - 11:30 am. Last session for 2010 is December 16 and recommences January 11, 2011. \$5 per class with physiotherapist Pat Sandercock. Numbers are limited, so phone Pat for information and to book on 6229 7488.
GP services	The Centre hopes to have a GP one morning a week, starting in November 2010. We are not booking appointments until arrangements have been finalised. Half hour bulk-billed consultations with a female GP.
Herbalist	Mondays 2 - 4 pm, by appointment only. Last session for 2010 is December 13 and recommences January 24, 2011. Cost is \$30 for the 1 st one hour consultation and \$20 follow up appointment. To make an appointment, phone Sally on 0407 872 792.
Massage	Shiatsu by appointment, \$60 for 1½ hours or \$45 for 1 hour. Last session for 2010 is December 16 and recommences January 6, 2011. Phone 0488 660 940 for a booking with Lynne Bradshaw.
Meditation	Guided and safe relaxation meditation, Tuesday 10:30 - 11:30 am (beginners welcome). Last session for 2010 is December 7 and recommences on January 11, 2011.
Stitches and Stories	Last Thursday of the month from 1:30 - 3:30 pm. Last session for 2010 is November 25 and recommences January 27, 2011. The group is open to women of all ages to come together to stitch, embroider, sew, mend, share knowledge and stories.
Tai Chi	Mondays 10:30 - 11:30 am and 1 - 2 pm. Last session for 2010 is December 6 and recommences January 10, 2011. This is a low impact form of Tai Chi, which focuses on increasing mobility and flexibility, while developing inner strength and tranquility.
Women's Friendship Group	2 nd Tuesday of the month from 1:30 - 3:00 pm. Last session for 2010 is December 7 and recommences January 11, 2011. Are you interested in meeting new people, having a laugh with likeminded women and becoming better informed about issues affecting you? The group is small, friendly and welcomes new faces. Phone the Centre for more information.
Women's Walks	Thursday mornings, 10:30 am - 12:30 pm. Calendars are available from reception. Last session for 2010 is December 9 and recommences January 13, 2011.
Writers' Support Group	1 st Wednesday of the month, 2 - 4 pm. Last session for 2010 is December 1, and recommences February 2, 2011.
Yoga	Wednesday mornings, 9:45 - 11 am, for experienced participants and 11:15 am - 12:30 pm for beginners. Last session for 2010 is December 15 and recommences January 19, 2011. \$5.50 per session with Kathy.

Come in for a cuppa, browse in our library or use the photocopier.

Heart Foundation Warns Women on Cholesterol



by Emily Sonners

Communications Officer, Tasmania, Heart Foundation

With shocking new research revealing Australian women have higher LDL (low density lipoprotein) or bad cholesterol levels than men, the Heart Foundation is urging all women to take another look at their lifestyle to ward off heart disease.

Research from Baker IDI Heart and Diabetes Institute has warned Australian women visiting their GPs have higher cholesterol than Australian men.

Long considered a man's disease, heart disease and stroke are actually the leading causes of death in Australian women. High blood cholesterol levels can lead to heart disease and the risks increase further when combined with high blood pressure and diabetes.

"In the main, blood cholesterol levels are directly linked to diet. With changes that are very simple and cost effective to make, we can remove substantial amounts of saturated fat from our diets, lower our blood cholesterol levels and still enjoy many of the foods we love", said Susan Anderson, National Director Healthy Weight Heart Foundation.

The research results were consistent between all socio economic groups and slim women cannot be complacent either - a recent report from the Australian Institute of Health and Welfare confirms 48% Australian women are living with high blood cholesterol, making it an important health issue for many women.

"This is largely about diet and not weight. If your diet is rich in saturated fat, whether overweight or not, you're still putting yourself at risk of heart disease," explained Ms Anderson.

Web Spinning

The Heart Foundation saves lives and improves health through funding world-class cardiovascular research, guidelines for health professionals, informing the public and assisting people with cardiovascular disease. Their website has a wealth of information about the heart and healthy living. <http://www.heartfoundation.org.au>

Also check out Heart foundation website for women at www.goredforwomen.org.au. This has a chain letter on it with some facts and fallacies about women and heart disease.

"These simple and relatively minor changes that each of us can make from today, will remove 10kg of saturated fat from the diet over the course of a year. Now, think of that over a lifetime," said Ms Anderson

Five easy ways to beat blood cholesterol:

1. Swap butter for margarine, starting with your morning toast and sandwiches. This change alone can save almost 3kg of saturated fat from your diet over a year.
2. Switch to reduced, low or no fat dairy products and wipe another 4kg.
3. Ask for skinny cappuccinos, based on one a day, this removes 1kg of saturated fat over a year.
4. Instead of biscuits or cakes for your mid-morning snack, choose raisin bread or toast with margarine doing this will save at least another kilo of saturated fat from your diet over a year.
5. Take the salami off your sandwiches and replace with lean ham to save 1.25kg of saturated fat (choose one with the Tick to save on salt, too).

Healthy Tip – Eating Out

Aim to eat out (or buy takeaway) on no more than one night a week.

Instead, replicate favourite dishes using healthy cooking methods and fresh. When you crave a burger, make your own healthier variety, which will be lower in fat, salt and kilojoules. Prepare a lean chicken or beef rissole and serve it on a wholemeal bun with salad and a small serve of wide-cut chips cooked in the oven with a spray of olive oil. Visit the Heart Foundation website for a range of delicious and healthy recipes - www.heartfoundation.org.au/recipes



Image courtesy of the Heart Foundation's Go Red for Women Campaign.