

The Women's Workforce

The Women's Workforce offers a fast, cost-saving solution to secondary, but necessary labour-intensive work tasks such as picking and packing, mail outs, data entry and letterbox drops. We offer a range of professionally delivered services to government, corporates and not-for-profits that would otherwise be completed by removing existing staff from their core duties or by costly labour hire solutions. This quality work is completed while also delivering on social procurement requirements by creating employment outcomes for women experiencing disadvantage.

Equipped with a diverse range of skills, our workforce has the capability to take on any job, large or small, and the flexibility to work on or off site, scale up and take on work at short notice. Employees are provided with ongoing training and work each shift under the guidance of a supervisor to ensure high quality and accuracy for clients.

The Women's Workforce is part of the successful suite of enterprises that sit under The Big Issue – one of Australia's largest and longest standing social enterprises. The Big Issue is a trusted national brand with a proven track record in running flexible and scalable operations that deliver high quality outputs.

Our Services

The Women's Workforce offers flexibility and diversity across a range of social procurement services including (but not limited to):

- Picking and packing
- Mail outs
- Data entry
- Event and conference support
- Letterbox drops
- Custom projects and more



Who We Work With

The Big Issue holds strong relationships with printers, suppliers and other social enterprises, putting us in good stead to secure competitive production rates on behalf of our clients and partner with third parties to deliver on social procurement criteria.

The Women's Workforce have worked on projects for high profile companies, government departments, not-for-profits and SME's. Examples of some of the organisations we work with are:

Australia Post

Since 2014 Australia Post has engaged The Women's Workforce to complete a 15,000-unit mailout each year for their annual "Letters to Santa" campaign.



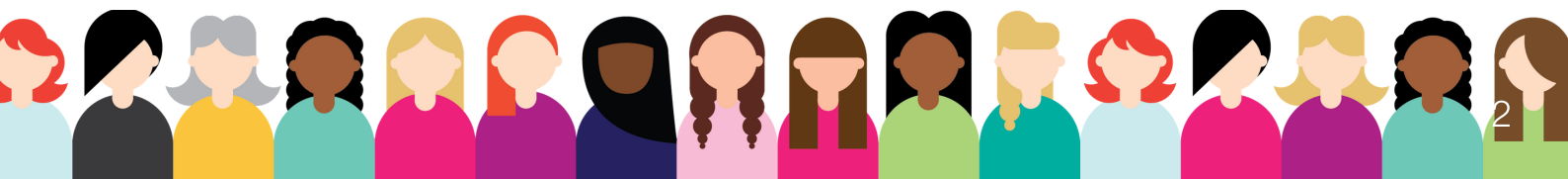
Deloitte

Deloitte have engaged The Women's Workforce since 2018 to assist with their annual staff volunteering Impact Day to stocktake, pack and distribute t-shirts, stickers and tattoos. The volume of work includes approximately 12,000 units to be packed and mailed out to 12 distribution locations.



Seek

Seek have engaged The Women's Workforce to assist with various onsite work such as wrapping of 800+ staff Christmas gifts.



Westpac

Westpac frequently engage The Women's Workforce to assist with onsite work such as assistance and preparation of event/conference materials, preparation and packing of gift bags and other jobs as required. The volume of work varies from approximately 300 – 4,000 units.



Victorian Government

The Women's Workforce assists buyers within the Victorian Government to meet their Social Procurement Framework (SPF) targets. Employing The Women's Workforce will fulfill a number of the Victorian Government's SPF objectives including providing opportunities for Victorians with a disability, supporting women's equality and safety and offering opportunities for people experiencing disadvantage and marginalisation.



An example Government Department The Women's Workforce have assisted is Department of Justice & Regulation, with several mail outs consisting of a printing, packing and distribution ranging from 450 – 9,000 units.



Our Impact

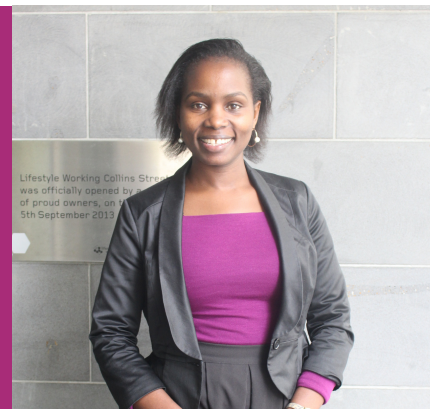
With more than 46,000 Australian women experiencing homelessness every night and domestic violence a major contributor, The Big Issue saw an urgent need to expand their social enterprise and provide a safe employment solution to offer those affected women. Since its launch in 2010, The Women's Workforce has employed more than 170 women who complete external contract project work, which in turn provides financial empowerment, improved mental health and hope for a brighter future. Additionally, the women are paid an award wage, work in a safe, female-friendly environment and are provided with training, mentoring and support - making a real difference to their lives.

Employing The Women's Workforce is a simple and effective way to have an immediate social impact as a built-in part of your supply chain and day-to-day business operations. When you enlist The Women's Workforce, you will be using your buying power to employ and empower our team of women who are working hard to improve their circumstances.



The Big Issue employed, supported and connected me to bigger opportunities. It's one workplace I'll always treasure because I was never excluded, I was never judged, I never felt out of place. It meant a lot, it gave me confidence to apply for corporate roles.

Olivia, Former TWW employee at The Big Issue. She now works full-time for a major Australian bank.



The Women's Workforce played an integral role in the delivery of our Santa Mail campaign in 2019 and we were very pleased with the quality of their work. Our staff love getting involved alongside The Women's Workforce team, which is a wonderful additional benefit to engaging their professional services.

Nicky Tracey, Head of Community at Australia Post



Hire Us

The Women's Workforce was established in 2010 and since inception, has grown significantly to provide more than 170 women 36,900 hours of work across four states. The range of work includes <500 units to upwards of 20,000 units, with short turnaround times of <3 days to several months for longer-term projects. A recent example of a larger scale project involved the application of stickers to 26,000 delineators for a client within the transport sector. This work was undertaken across two states, as requested by the client, and completed ahead of schedule.

The Big Issue Women's Workforce currently holds:

- Social Traders Certification
- Public Liability Insurance
- ISO90001 Certification
- Vendor Panel Registration

The Women's Workforce also complies with Australian minimum wage law, and pay our women an award rate wage for their work. At the completion of each job clients are provided a social impact report, outlining the total number of hours and total number of women the job employed.



About The Big Issue

The Big Issue was established in 1996 and today is one of Australia's longest standing and most successful social enterprises with an annual turnover of \$7.2m. 76% of income is raised through operating activities such as magazine sales, social procurement work, subscription sales, advertising and educational enterprises.

The Big Issue employs more than 160 staff nationally to run enterprises and programs developed to support those experiencing homelessness, marginalisation or disadvantage. The national Big Issue community is comprised of:

- 800 vendors who sell The Big Issue magazine
- A magazine readership of over 280,000 per fortnight
- 60 Women's Workforce employees
- More than 10,000 Community Street Soccer Program participants
- 39 Big Issue Classroom guest speakers
- More than 20,000 school children engaged in The Big Issue Classroom each year



Management Team

Steven Persson, CEO

Steven has been the CEO of The Big Issue since 2005 and has worked as a social entrepreneur in the non-government organisation sector for more than 30 years. He has held the position of CEO for a number of medium to large not-for-profit organisations and also has vast experience in the profit sector, running his own business for several years.



Jon Whitehead, CFO and COO (Interim)

Jon has over 20 years of financial and accounting experience working for Commonwealth and state governments, industry and financial services. He has held leadership roles in the not-for-profit sector for the past 12 years and leads The Big Issue's national operations.



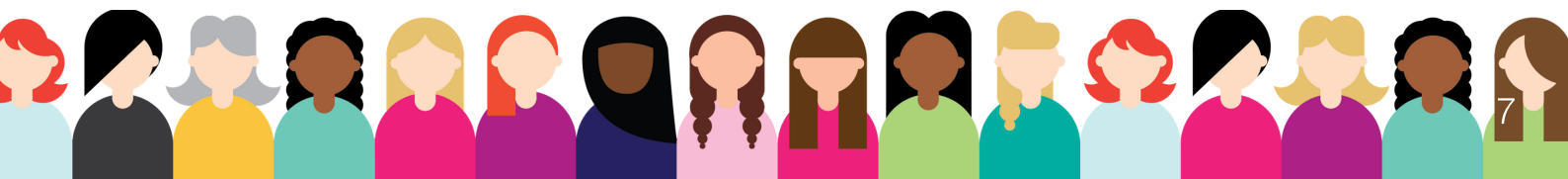
Jeremy Urquhart, National Operations Manager

Jeremy has been a key part of our operations team since 2002 and manages each of our state offices. A hands-on leader, he has been involved in the establishment and development of many initiatives at The Big Issue including the Women's Workforce and its capacity to complete a growing variety of social procurement jobs.



Steph Say, National Communications and Partnerships Manager

Steph leads The Big Issue's communications team to help market the Women's Workforce and manage social procurement business development. She has a wealth of knowledge in marketing and partnership management from her extensive background across the corporate sector.



The Women's Workforce sits within The Big Issue enterprise which is robustly governed by a Board of Directors. This group of highly successful professional and business leaders include:

Sonya Clancy (Chairman)

Chief People Officer, Bank Australia

Wendy Fromhold

Director, WFConsulting

Paul Kearney

Chief Executive Officer & Founder, Kearney Group/Oi Software

Adam Brooks

Partner, Thomson Geer

Steven Münchenberg

Managing Partner, Blackhall & Pearl

Carolyn Viney

Chief Development Officer, Vicinity Centres

To discuss your social procurement needs please contact:

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