Theory of Change

Vision / Long-Term Goal

Women from refugee, migrant and asylum-seeking backgrounds are economically empowered, independent and thriving in stronger, inclusive and socially connected communities.

Our Beliefs

Economic empowerment of women is the key to independence, agency and dignity. When women thrive, families, communities and societies thrive. We focus our work on refugee and migrant women because they face the greatest barriers - and because they, too, deserve the same opportunities to succeed, shape their futures and thrive in Australia.

sisterworks

Work Empowers Women

INPUT

- Skilled staff and volunteers with lived experience
- Employer, community, government and business partnerships
- Social enterprise and training hubs
- Funding and philanthropy
- · Advocacy, awareness and sustainability networks

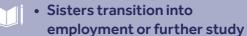
ACTIVITIES

- Deliver industry and job-readiness training
- Provide wraparound employment and business support
- Partner with employers and networks for pathways
- Broker jobs and connect employers with job seekers
- Run social enterprise for training, jobs and organisational sustainability
- Offer sustainability solutions to businesses

OUTPUTS

- Sisters gained industry-specific skills
- Sisters are job-ready and start small business

OUTCOME (SHORT-MEDIUM TERM)



- · Sisters gain meaningful,
- job-ready experience

IMPACT (LONG-LASTING CHANGE)



 Sisters improve settlement experiences and social cohesion



- Sisters gain employment
- Sisters built social and professional network



- Sisters build skills, confidence and independence
- Employers adopt inclusive and equitable workforce practices



- · Sisters are empowered, independent and resilient
- Strengthened gender equality



- Employer partnerships established
- Sisters gain fair and sustainable employment
- Small businesses supported to grow



- Sisters reduce unemployment and reliance on welfare
- · Sisters and families increase financial security



- Sustainable social enterprise model is embedded
- Australian workplaces are more inclusive, diverse and equitable

Sustainable Development Goals (SDG) Legend



SDG 4: Quality Education



SDG 5: Gender Equality



SDG 8: Decent work and economic growth



SDG 10: Reduced inequalities



SDG 12: Responsible consumption and production



- Inclusive pathways created through partnerships and networks
 - Sisters access opportunities otherwise unavailable



- Sisters expand networks and stronger sense of belonging
- Sisters gain access to equal opportunities



- Inequalities reduced, diversity and inclusion valued
- Greater social cohesion and community belonging



- Products/services produced and sold through social enterprise (revenue reinvested)
 - Business deliver sustainable initiatives
 - Volume of waste diverted from landfill



- Social Procurement and responsible purchases expanded
 - Businesses adopt sustainable practices



 Circular economy practices advance climate and sustainability goals