



Australian Government

Department of the Prime Minister and Cabinet

OFFICIAL

Australia's Gender Budgeting System

Office for Women, Department of the
Prime Minister and Cabinet

PRM

Australian Budget Context and Approach to Gender Equality

- Australia's early implementation of gender responsive budgeting is informed by the OECD's Gender Budgeting Framework and the OECD review of Australia.

Our early progress includes:

- A **National Strategy to Achieve Gender Equality** – due for release in 2023
- The incorporation of gender responsive budgeting tools in the **Women's Budget Statement**
- **Gender Impact Assessments** were introduced in the October 2022-23 Budget. This Budget we have gone further, applying an increased gender lens across many more Budget measures.
- OFW stewardship to create an **enabling environment**

National Strategy to Achieve Gender Equality

- Will **guide whole-of-community efforts** to prioritise actions that will achieve gender equality
- The Strategy will **complement other efforts** across Australia:
 - the National Plan to End Violence Against Women and Children 2022–2032
 - the Employment White Paper
 - the implementation of the Respect@Work Report
 - the National Women’s Health Strategy 2020–2030
 - the National Housing and Homelessness Plan being developed.
- Strategy **informed by targeted and public consultation** - there have been over 3000 contributions
- The Strategy will be released in the **second half of 2023**

Gender Impact Assessment pilot and implementation

- October 2022-23 Budget **pilot program expanded** to May 2023-24 Budget
- May 2023-24 Budget all measures subject to gender analysis.
- GIA on select proposals in priority areas of **housing, jobs and skills, care and support economy, disability and climate change**
- **Full implementation** of gender responsive budgeting from the 2023-24 MYEFO

Transparency mechanism: Women's Budget Statement

- WBS highlights Government's action to deliver its gender responsive budgeting commitment
- Department of the Treasury is responsible for WBS
- Supported by Office for Women with a focus on its evolution and development

Transparency mechanism: Senate Estimates

- Senator HUME: So can I ask again, how many of the gender impact assessments undertaken by the Office for Women have indicated that a specific policy won't enhance gender equality?
- Ms Stratford (Head of the Office for Women): The gender impact assessments are a product of the policy agency and developed in partnership with the Office for Women. We separately brief the minister ahead of cabinet and ERC on the gender impacts of policy, so that is the kind of budgetary advice that we provide her around individual measures coming forward. **That's subject to the cabinet process.** I don't recall significant numbers, as the minister said, where we had a particularly strong concerns. What **we were most focused on was the enhancement of the policy measures around things like gender disaggregated data and implementation approaches.** We have largely seen that taken up quite comprehensively throughout the entire process.
- Senator Gallagher: I will give an example, though. In the advice on **ParentsNext**, for example, there would be advice that this policy as it exists has a disproportionate effect on women because women made up about 95 per cent of the program and therefore were the ones that lost the most money. So that was a decision about whether we continue ParentsNext, change ParentsNext, those kinds of things. So in that sense you would get advice for the consideration of this issue that, depending on the decisions taken, it could have a disproportionately negative effect on women; or the decision we ultimately took, which was to change the nature of that program, would have a positive effect on women. **So it is about providing advice. Certainly some of that advice would be where it has a negative consequence on women.**

Transparency mechanism: Senate Estimates

- **Senator HUME:** But there are obviously **varying levels of accuracy** because of the data available?
- **Ms Stratford:** Correct. **We would expect** over time, as we scale this up, that we'll see **a growing sophistication in that analysis, but we want to support the bureaucracy to build those skills.**
- **Senator HUME:** The Budget Process Operational Rules say that all cabinet submissions and NPPs must have a gender analysis taken.
- **Ms Stratford:** Correct.
- **Senator HUME:** So whose job is it now to ensure that these analyses are both accurate and fulsome?
- **Ms Stratford:** It is the responsibility of the agencies bringing forward the submissions to conduct that analysis.
- **Senator HUME:** Right.
- **Ms Stratford:** In terms of the help that's available to them, obviously **they can reach out to the Office for Women for support.** That occurs particularly around data and the analysis of data, but it is ultimately the submission of the minister coming forward, and it's the responsibility of the department to provide that assessment to the minister.

Stewardship and capacity building: Office for Women

OFW will create an enabling environment by:

- Maintaining focus on improving quality of analysis and achieving gender equality outcomes
- Supporting the GIA process
- Holding an advisory role

Building capability in the Australian Public Service (APS)

Full implementation of gender responsive budgeting at MYEFO will rely on:

- Training and development
- Robust guidance materials
- Access to gender disaggregated data
- An ongoing secondment program

OECD review: *‘Gender Equality in Australia – Strengthening Considerations in Policy and Budget Decisions’*

- Stakeholder consultations formed a **widespread, intersectional** understanding of current state in Australia
 - Australian Government
 - State and Territory governments
 - Civil society
 - Academia
 - Industry
 - First Nations, CALD, disability and ageing communities
- Delegation accompanied by Canadian and Icelandic representatives
- Report yet to be released

Next Steps: full implementation

- Full implementation of gender responsive budgeting from 2023-24 MYEFO
- Role of agencies in delivering gender equality outcomes will increase
- All policy proposals or Budget submissions that meet **one or more of the five criteria** will be subject to full GIA process
- Approximately 60% of policy proposals and submissions will meet this criteria

Gender Impact Assessment Criteria

Agencies must complete a GIA if their proposal meets one or more of the following

1. The total value of the proposal is \$250 million or more over the forward estimates; or
2. The proposal targets cohorts of people who can be typically disadvantaged; or
3. The proposal relates to a gender segregated industry; or
4. The proposal establishes a National Partnership Agreement (or like agreement); or
5. The proposal has significant positive or negative impact on gender equality



Ongoing stewardship: Office for Women

Office for Women will continue its stewardship role:

- Updating guidance for agencies
- Fostering a system based on engagement and outcomes, not compliance or process
- Monitoring roll-out

The **National Strategy to Achieve Gender Equality** will ensure GRB measures align with gender equality objectives