

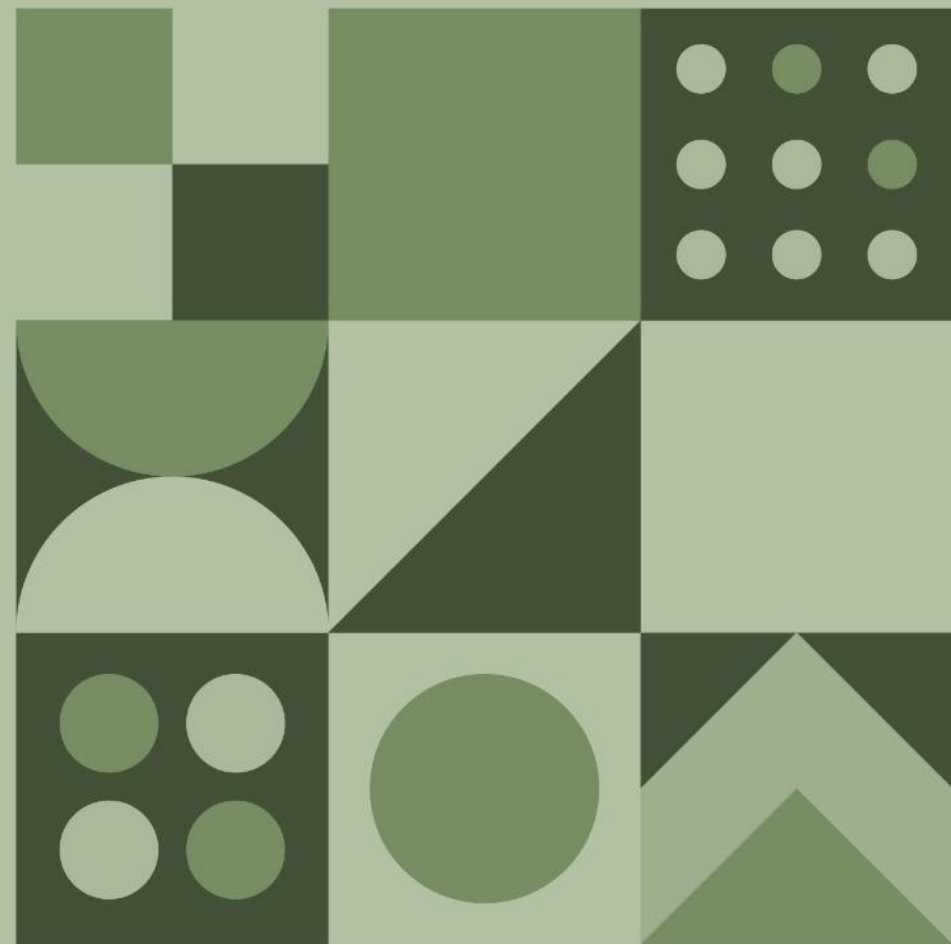


Australian Government

Department of the Prime Minister and Cabinet

# Knowledge Sharing Workshop on Gender Responsive Budgeting

How gender responsive budgeting is implemented in the Australian Government



# Implementation

'Women's equality is at the heart of what we do as a Government. It is essential for strengthening our economy, our society and our nation.'

*2023-24 Women's Budget Statement*

## 2022

### May – December

- Gender equality referenced in the Cabinet Handbook (15<sup>th</sup> Edition)
- Cabinet Templates are updated to include gender analysis
- Budget Process Operational Rules reference Gender Impact Assessment (GIA)

## 2022–23

### October Budget

- First pilot of GIA (12)
- Cabinet process updated for an OFW 'standalone' comment
- Women's Budget Statement includes GIA case studies

## 2023–24

### May Budget

- Second pilot of GIA
- Women's Budget Statement includes update on full-scale implementation from MYEFO – as agreed by Government
- OFW develops criteria for GIA, produces APS Guide and GIA Template

## 2023–24

### MYEFO

- Full scale implementation including gender analysis on all new policy proposals and, where one of five criteria are met, a GIA is used – agencies are responsible
- OFW monitors operation, quality and outcomes for baseline but does not do compliance

## 2024–25

### May Budget

- Updated APS Guide and training products
- National strategy for gender equality is in development
- The next Women's Budget Statement is in development

# Roles

## Office for Women

- Steward the **Gender Responsive Budgeting** system
- Improve APS **capability** and **data**
- Brief the Minister for Women on **implementation**
- Advise on policy development – as government’s **gender experts** – and brief the Minister for Women
- Lead on the **National Strategy for Gender Equality**

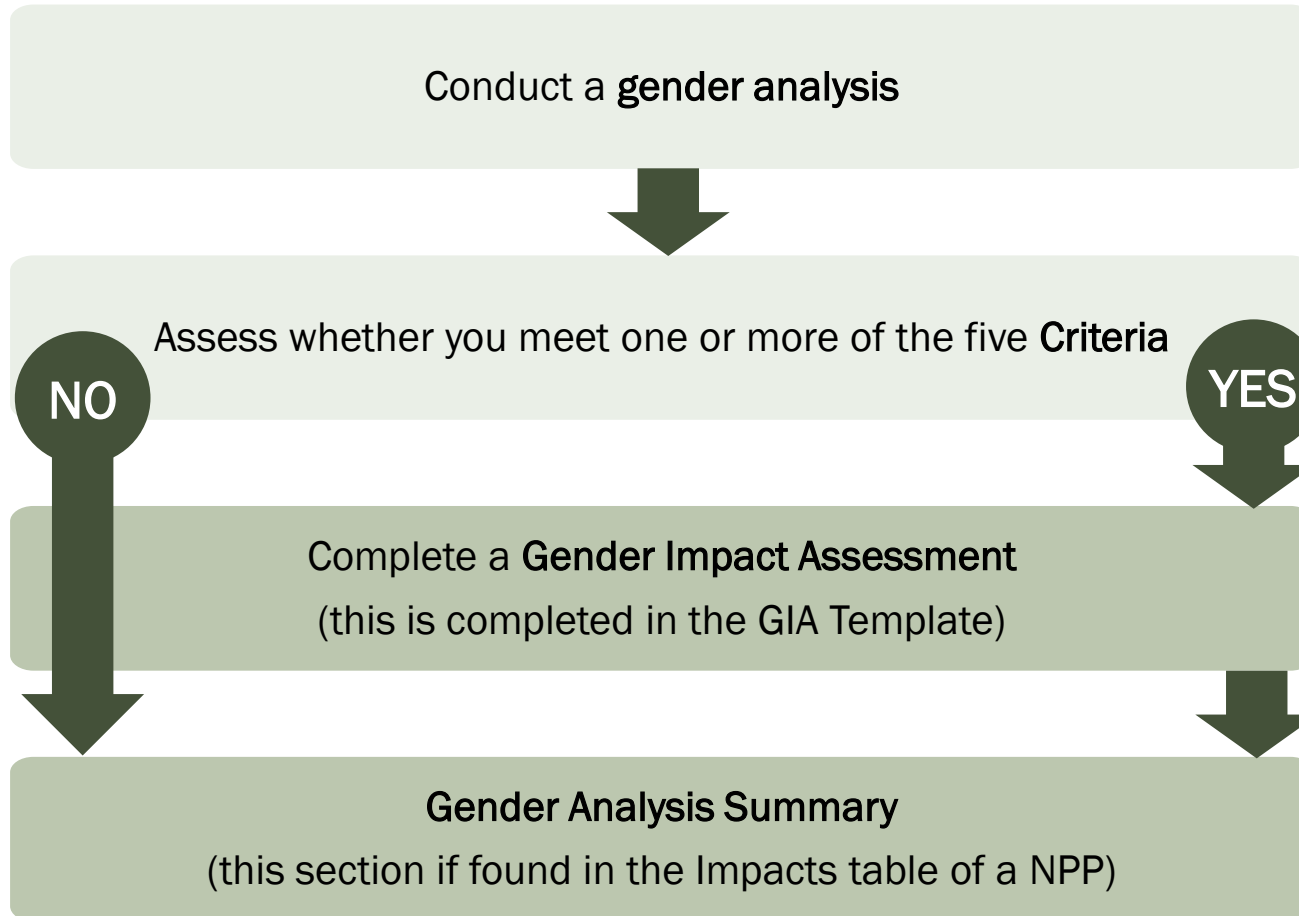
## Central agencies

- Core role in **delivering Government’s commitments**, including commitment to **embed gender equality**
- Support the government’s priorities through the Budget process
- Providing ‘informed and impactful’ advice to Government, including on gender equality and GIA

## Departments/Agencies

- **Undertake gender analysis** on all New Policy Proposals and Cabinet Submissions
- **Apply criteria** to determine if GIA is needed
- Make judgement about **targeted** and **proportional** gender analysis
- Provide **quality advice** to Government about gender impacts and **design proposals** to improve gender equality

# Tools of implementation



**Australian Government**  
Department of the Prime Minister and Cabinet

### Quick Reference Guide to gender analysis

Agencies are responsible for self-assessing the level of gender analysis their policies require. This quick reference guide is to assist policy makers to determine the level of gender analysis required and how this analysis should be incorporated in the relevant Cabinet Submission or New Policy Proposal.

**Conduct gender analysis to understand potential gender impact**  
Refer to Part 2 of the Guide for information on a gender analysis.  
Gender analysis must be undertaken for all Cabinet Submissions and New Policy Proposals (NPP) as a gender responsive budgeting requirement.

**Does the NPP or Cabinet Submission meet one or more of the following criteria?**  
Refer to Appendix A of the Guide for information on the criteria.

- Gender equality:** The proposal has a significant positive or negative impact on gender equality
- Cohorts:** The proposal affects people who can be typically disadvantaged
- Workforce:** The proposal relates to a gender segregated industry
- Partnership:** The proposal establishes a National Partnership Agreement (or like agreement)
- Value:** The proposal's value is \$250 million or more over the forward estimates.

**Complete a Gender Impact Assessment**  
Refer to Part 4 of the Guide for information on Gender Impact Assessment

If the gender analysis confirmed the proposal has limited or no gender equality impacts, it may be appropriate to complete only sections 1 and 2 of the Gender Impact Assessment Template. Completing sections 3 and 4 are optional for these proposals. If sections 3 and 4 are not completed for these proposals they should be marked as 'N/A'. They should not be deleted.

**Conduct a detailed gender analysis to explore the gender equality impacts. This may include considering responses and actions to improve gender equality.**

**Fill** out the Gender Impact Assessment Template to demonstrate the gender equality impacts, evidence used to substantiate these impacts, and consider policy responses and actions to advance gender equality, within the scope of the existing policy authority.

**Attach** the Gender Impact Assessment Template for lodgment with the Cabinet Submission, in addition to completing the Gender Analysis Summary.

**Remember, where a Cabinet Submission has more than one NPP, a Gender Impact Assessment Template must be completed for every NPP that meets any of the five criteria.**

**Remember, gender analysis is targeted and proportional. The level of detail and depth of gender analysis should be proportional to the value, scope and impact of the proposal.**

**Complete the Gender Analysis Summary**  
Refer to Part 3 of the Guide for information on Gender Analysis Summary.

**Fill** out the Gender Analysis Summary (3-5 sentences) to demonstrate the gender equality impact at a high level. The Gender Analysis Summary must be included in the relevant section in the Impacts Table.

Including Gender | Office for Women

# Criteria for a GIA



## Does the NPP or Cabinet Submission meet one or more of the following criteria?

*Refer to Appendix A of the Guide for information on the criteria*

**Gender equality:** significant positive or negative impact on gender equality

**Cohorts:** affects people who can be typically disadvantaged

**Workforce:** relates to a gender segregated industry

**Partnership:** establishes a National Partnership Agreement (or like agreement)

**Value:** Value is \$250 million or more over the forward estimates.

# Creating an enabling environment - Guidance



## Gender Impact Assessment

<Title of Cabinet Submission or NPP>

[Delete this box and guidance text in sections below before submitting.]

This document is to be completed when a Cabinet Submission or New Policy Proposal (NPP) meets **any** of the five criteria for a Gender Impact Assessment.

- Where a Cabinet Submission includes more than one NPP, a Gender Impact Assessment Template must be completed for **every** NPP that meets any of the criteria. All completed Gender Impact Assessment Templates must be lodged with the Cabinet Submission.
- As per the Budget Process Operational Rules, this document must be included as an attachment to the Cabinet Submission when circulated for each stage of consultation (Exposure Draft, Coordination Final and Final).
- This document should be specific to the proposal's gender equality outcomes and how it has been designed to improve gender equality outcomes. Do not duplicate overarching details from the NPP (e.g. proposal description, spend, etc.).

# Creating an enabling environment – Training

The screenshot shows the top navigation bar of the Australian Public Service Academy website. It includes the Australian Government logo, the APS Academy logo, a search bar, and an 'Enrol in a course' button. The main navigation menu contains links for APS Craft, APS Professions, APS People, APS Induction, Courses, News and Events, About us, and Contact. The main content area features a large heading for 'New online training for Gender Responsive Budgeting and Policy Development' and a sub-heading 'Gender Awareness Foundations'. A breadcrumb trail at the bottom left shows the path: Home > Academy News > New online training for Gender Responsive Budgeting and Policy Development. Social sharing icons for 'Share' and 'Print' are located at the bottom right.

Australian Government

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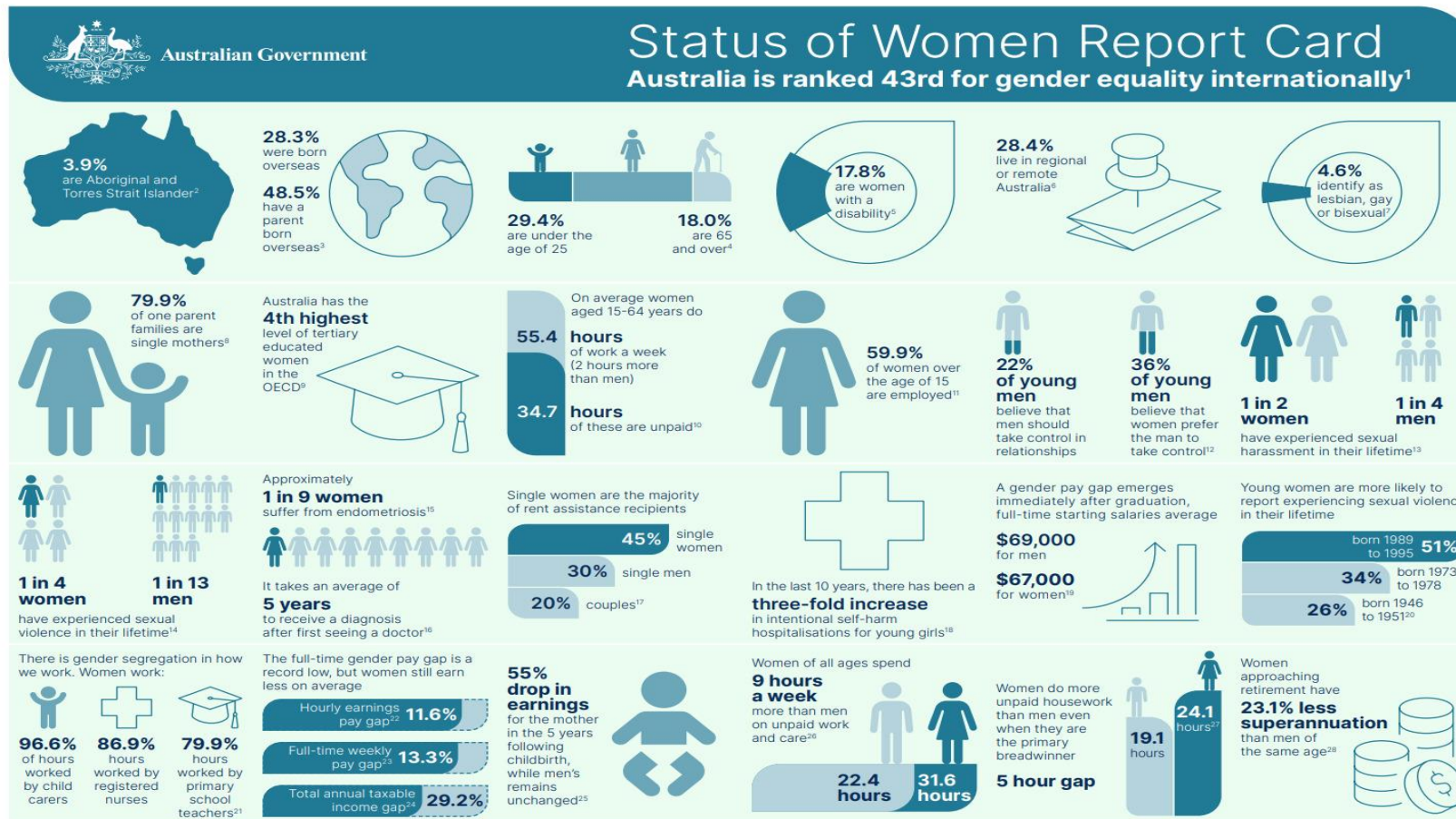
## New online training for Gender Responsive Budgeting and Policy Development

Gender Awareness Foundations

[Home](#) > [Academy News](#) > New online training for Gender Responsive Budgeting and Policy Development

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# Creating an enabling environment - Data



International Women's Day 8 March 2023

# Questions

