



STANDING COMMITTEE ON PLANNING TRANSPORT AND CITY SERVICES
Jo Clay MLA (Chair), Suzanne Orr MLA (Deputy Chair), Mark Parton MLA

Inquiry into ACT Budget 2021–22
ANSWER TO QUESTION ON NOTICE

Asked by Jo Clay MLA:

Ref: Transport and City Services

In relation to: Gender Impact Assessments

The 21-22 Women's Budget Statement states that "The ACT Government developed the Gender Impact Analysis Tool to support analysis of the impact of programs and services on women, men, and gender diverse individuals in the ACT". (Key Milestones, p2).

1. How has Transport Canberra and City Services used the Gender Impact Analysis Tool to ensure that a gender lens has been placed on programs, policies and services delivered under the Transport and City Services portfolio?
2. How many times has the Gender Impact Analysis Tool been applied to programs, policies and services delivered under the Transport and City Services portfolio?
3. What has the Gender Impact Analysis shown?
4. If this analysis has not occurred, why has this not been done? What are the forward plans to ensure this can be done within this term of government?
5. What percentage of Transport Canberra and City Services staff have been trained in using the Gender Impact Analysis Tool?
6. Who is providing the training for using the tool in Transport Canberra and City Services?
7. Do TCCS staff undertake any gender awareness training? If so, what percentage of staff have undertaken the training? Who provides this training?

Mr Chris Steel MLA: The answer to the Member's question is as follows:—

1. The Gender Impact Analysis tool was developed by the Community Services Directorate (CSD) following a commitment in the First Action Plan 2017-19 of the ACT Women's Plan 2016-26. The tool is available to all ACT Government employees and assists to apply a gender lens to programs, policies and services.

The Triple Bottom Line (TBL) assessment is currently required for certain Cabinet business. The TBL template includes mandatory consideration of gender impacts, and refers staff to the Gender Impact Analysis Tool if significant gender impacts are identified.

All business cases prepared for the 2021-22 ACT Budget, including those proposed by TCCS,

were required to consider gender impacts. The business case template refers drafters to the Gender Impact Analysis Tool for submissions where more detailed gender analysis is required.

2. The use of the Gender Impact Analysis Tool is not tracked across the ACT Public Service.
3. The ACT Budget 2021-22 commits \$3.2 million over four years to proceed with the next stage of the Wellbeing Framework, including to support the development of an evidence base of wellbeing data in the ACT and to enable more effective targeting of Government policies, including through reporting on the wellbeing of specific groups and work towards progressing gender responsive budgeting.

The Government is in the process of bringing Wellbeing Impact Assessments (WIAs) into Cabinet processes following their use in the 2021-22 Budget. The Gender Impact Analysis Tool informed development of the WIA template. The WIA process is designed so that wellbeing impacts – including gender impacts – are considered early and help inform policy/program development and decision-making. CMTEDD and the Office for Women in CSD are working on how gender impacts can best be considered as part of the WIA process in the future.

4. See response above.
5. The Gender Impact Analysis tool is designed to be used without the need for training. It includes detailed instructions in the template. It also includes contact details for the Office for Women who can assist further.
6. See response above.
7. TCCS have a LGBTIQ+ awareness eLearning program available for staff to complete. This program was created by Pride in Diversity to explore challenges faced by LGBTIQ+ people – which includes gender diverse individuals – in the workplace. The program provides practical tips on how employees can actively support LGBTIQ+ people in the workplace. As of 27 October 2021, 168 TCCS employees (7.3%) had completed the training.

Approved for circulation to the Standing Committee on Planning, Transport and City Services

Signature:



Date:

4/11/21

By the Minister for Transport and City Services, Mr Chris Steel MLA