



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

JO CLAY MLA: To ask the Minister for Women

Ref: Gender Impact Analysis Tool and Gender Action Plans

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, page 2)

1. How has the Community Services Directorate used the Gender Impact Analysis Tool to ensure that a gender lens has been placed on the programs, policies and services delivered under the Women portfolio?
2. How many times has the Gender Impact Analysis Tool been applied to programs, policies and services under the Women portfolio?
3. What has the Gender Impact Analysis shown? If this analysis has not occurred, why has this not been done?
4. Does the Office for Women coordinate or track the Gender Impact Analysis Tool being applied across the ACT Public Service? How many times has the Gender Impact Analysis Tool been applied?
5. What percentage of ACT Public Service staff have been trained in using the Gender Impact Analysis Tool?
6. Who is providing the training for using the tool?
7. Which Directorates require more support to ensure that the Gender Impact Analysis Tool is used consistently and correctly?
8. What work is occurring across the ACT Public Service in regard to the development of Gender Action Plans, Gender Impact Assessments and Reporting?
9. Which Directorates require more support to develop and implement Gender Action Plans?
10. Have experts been engaged to deliver training in Gender Impact Analysis to the ACTPS?
11. Aside from ACT Government Directorates, which other ACT Government entities will be required to report on Gender Action Plans?

YVETTE BERRY 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.

Considering gender in policy development is part of the Triple Bottom Line (TBL) assessment, which is required to be prepared for certain Cabinet business. The TBL template includes mandatory consideration of gender impacts as the first of the social impacts, with reference to the Gender Impact Analysis Tool if significant gender impacts are identified. Summaries of TBLs are released under Open Access requirements and would include a gender impact if it has been identified in the TBL summary.

All business cases prepared for the 2021-22 ACT Budget, including any under the Women's Portfolio, 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. All business cases prepared for the 2021-22 ACT Budget, including any under the Women's Portfolio, were required to consider gender impacts. Whilst we don't have a formal mechanism to track the use of the tool, it is available to support all ACT Public Service employees to undertake better analysis of the impact that their programs and services will have on men, women and gender diverse individuals in the ACT. It also provides a template for preparing a Gender Impact Statement where this is required.

The tool guides users through a best practice process of thinking carefully about their work with a focus on gender equality. The tool encourages users to identify the gender equality issues relevant to the program, policy or project and their expected impacts. Users are required to evaluate the impacts to determine if they are positive, neutral or negative. These impacts could include violence against women, health, wellbeing, social inclusion, safety, education, transport, time, decision making, leadership, power, money, gender roles and opportunities.

3. 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. The use of the Gender Impact Analysis Tool is not tracked across the Service.
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.

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7. 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. This guidance and support is available to all Directorates.
8. In the Parliamentary and Governing Agreement for the 10th Legislative Assembly (PAGA) the ACT Government has committed to the Executive Reform: Require larger public service entities to have gender action plans, undertake gender impact assessment and publish their results.

The Annual Report Directions 2022-23 will include a provision that requires agencies to report on Gender Action Plans and Gender Impact Assessments in their annual reports.

The ACT Women's Plan 2016-26 represents the ACT Governments commitment to achieving gender equality. The ACT Women's Plan, subsequent Action Plans and reporting is available publicly on the CSD website (ACT Women's Plan 2016-26 - Community Services).

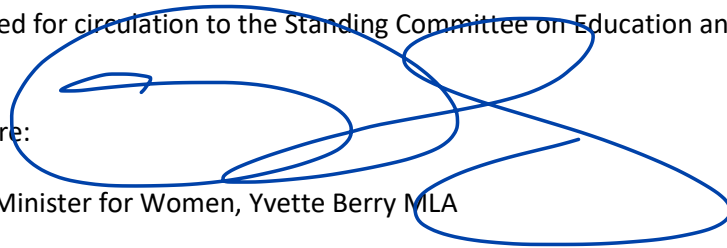
The ACT Budget 2021-22 commits \$3.2 million over four years to proceed with the next stage of the Wellbeing Framework, including to support the development of an evidence base of wellbeing data in the ACT and to enable more effective targeting of Government policies, including through reporting on the wellbeing of specific groups and work towards progressing gender responsive budgeting. CMTEEDD 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.

9. All Directorates will be supported to develop Gender Equity Strategies, should assistance be required.
10. Under the Second Action Plan the ACT Government has committed to delivering e-learning modules on workplace rights, unconscious bias in recruitment, flexible working for women and men, gender impact analysis and gender equality strategies. These will be delivered in 2022. Work to develop these resources is ongoing. CSD has engaged experts to support this work.
11. Larger public service entities will be required to have gender action plans under the PAGA commitment. Which entities are included under this definition will be determined in the process of developing the Annual Report Directions 2022-23.

The ACT Women's Plan 2016-26 and subsequent Action Plans are whole of ACT Government Plans.

Approved for circulation to the Standing Committee on Education and Community Inclusion

Signature:



Date: 03/12/21

By the Minister for Women, Yvette Berry MLA