



STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY
Ms Leanne Castley (Chair), Ms Suzanne Orr (Deputy Chair), Mr Johnathan Davis MLA

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

Asked by JO CLAY MLA: To ask the Minister for Industrial Relations and Workplace Safety—

Ref: Industrial Relations and Workplace Safety

In relation to:

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 CMTEDD used the Gender Impact Analysis Tool to ensure that a gender lens has been placed on the programs, policies and services delivered under the Industrial Relations and Workplace Safety portfolio?
2. How many times has the Gender Impact Analysis Tool been applied to programs, policies and services under the Industrial Relations and Workplace Safety portfolio?
3. What has the Gender Impact Analysis shown?
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?
4. What percentage of Industrial Relations and Workplace Safety CMTEDD staff have been trained in using the Gender Impact Analysis Tool?
Who is providing the training for using the tool in CMTEDD?
5. Do Industrial Relations and Workplace Safety staff undertake any Gender Awareness Training? If so, what percentage of staff? Who provides this training?

MICK GENTLEMAN 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 to be prepared 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 under the Industrial Relations and Workplace Safety 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] The use of the Gender Impact Analysis Tool is not tracked across the Service.
- [3] The use of the Gender Impact Analysis is not tracked across the Service. 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] 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.
- [5] Respect, Equity and Diversity (RED) training is mandatory for ACT Government employees and includes gender equity. Staff usually complete this training when they begin at CMTEDD. In the 2020-21 financial year, 19 CMTEDD staff completed RED training.

CMTEDD staff were provided training in gender awareness as part of our LGBTIQ+ AI Awareness training sessions delivered by Meridian ACT. This training covers a variety of topics including, but not limited to, “understanding sex, gender and sexuality and the diversity of human experience”. In 2020-21, CMTEDD held seven sessions with a total of 142 staff attending, representing approximately 5% of CMTEDD staff. Note this number represents training completed in the 2020-21 financial year only.

Under the Second Action Plan 2020-22 (SAP) of the ACT Women’s Plan 2016-26, 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.

Approved for circulation to the Standing Committee on Economy Gender and Economic Equality

Signature:



Date: 3/11/2024

By the Minister for Industrial Relations and Workplace Safety, Mick Gentleman MLA