



STANDING COMMITTEE ON PUBLIC ACCOUNTS

Elizabeth Kikkert MLA (Chair), Michael Pettersson MLA (Deputy Chair),  
Andrew Braddock MLA

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

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Asked by JO CLAY MLA: To ask the Chief Minister

Ref: Treasurer

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 the Gender Impact Analysis Tool been used to ensure that a gender lens is placed on programs, policies and services delivered across the ACTPS when formulating the budget?

[2] Is the Gender Impact Analysis Tool applied to every program, policy and service funded in this budget?

If not, what percentage of programs, policies and services is it applied to?

If this analysis has not occurred, why has this not been done?

[3] What has the Gender Impact Analysis shown?

[4] What percentage of CMTEDD staff have been trained in using the Gender Impact Analysis Tool?

[5] Who is providing the training for using the tool?

[6] Do CMTEDD Staff undertake any Gender Awareness Training? If so, what percentage of staff have undertaken the training? Who provides this training?

[7] What is the time frame for implementation of effective gender budgeting?

ANDREW BARR 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.

Budget business case templates require proposals to consider gender impacts as well as impacts on seven other groups identified in the ACT Wellbeing Framework as potentially experiencing lower than average wellbeing. The business case template refers to the Gender Impact Analysis Tool for those Submissions where more detailed gender analysis is required.

The Triple Bottom Line (TBL) assessment is 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.

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.

- (2) Budget templates in 2021-22 required consideration of gender impacts, including referring drafters to the Gender Impact Analysis Tool for more detailed gender analysis where required. The use of the Gender Impact Analysis tool is not tracked across the Service.
- (3) The use of the Gender Impact Analysis Tool is not tracked across the Service.
- (4) And (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) 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. 19 CMTEDD staff completed RED training in the 2020-21 financial year.

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.

- (7) The SAP includes an action to develop educational materials for ACT Government teams on gender analysis and gender responsive budgeting processes. This action will involve considering ways to increase the use of gender analysis in the development of ACT Government policies and programs, and considering how gender analysis aligns with the wellbeing work to ensure it is embedded in whole of government processes.

The 2021-22 Budget includes \$3.2m over four years to proceed with the next stage of the Wellbeing Framework including reporting on the wellbeing of specific groups (such as children and young people, Aboriginal and Torres Strait Islander Peoples and by gender); reviewing strategic and accountability indicators; evaluation of wellbeing outcomes; building

evidence around initiatives that support wellbeing; and producing data on wellbeing in the ACT. The Government will also develop approaches to gender budgeting as part of the expanded implementation of the Wellbeing Framework.

Approved for circulation to the Standing Committee on Public Accounts.

Signature: 

Date: 3.11.21

By the Chief Minister, Andrew Barr MLA