



OECD Review

Gender equality in Australia

**strengthening gender considerations in
policy and budget decisions**

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Dublin, 14 June 2023



CONTEXT



- Advancing gender equality one of the core priorities of the current Australian Government
- Gender equality is seen as key to unlocking economic prosperity
- To support this, the government is seeking to embed gender equality considerations at the heart of policy and budget decisions
- Further actions include establishment of a Women's Economic Equality Taskforce, a Gender Data Steering Group and the development of a National Strategy

THE PURPOSE OF THE OECD REVIEW

- To assist the Australian Government in building a whole-of-government approach to progress gender equality. Through:
 - Assessing the governance arrangements in place
 - Considering progress in relation to the introduction of GIA and gender budgeting
 - Setting out a series of actions to move Australia forward, drawing on international best practices





KEY STRENGTHS IDENTIFIED

- High levels of political and business support that currently exist for the advancement of gender equality
- Second time around for gender budgeting in Australia, can learn from first time
- Strong leadership from Office for Women and central political position in the Department of Prime Minister and Cabinet
- Already produce a Women's Budget Statement and there is now a government commitment to undertake GIA of all key budget measures
- Culture of civil society engagement

KEY CHALLENGES IDENTIFIED

- Need to foster greater interest within Finance and Treasury to take a lead role in relation to gender budgeting
- Absence of legal underpinning challenges implementation of reform and gives rise to questions around sustainability
- Limited capacity of APS to undertake GIA, over-reliance on Office for Women
- Limited availability of data to support intersectional ambitions. Particular data challenges relating to Aboriginal and Torres Strait Islander peoples.



SIX KEY PRIORITIES

- 1 Ensure a legal basis for GIA and gender budgeting
- 2 Expand the scope and coverage of GIAs
- 3 Enhance institutional capacity
- 4 Develop a gender data action plan
- 5 Strengthen the role for the Office for Women
- 6 Establish a new Gender Budgeting Steering Group



1. ENSURING A LEGAL BASIS FOR GIA AND GENDER BUDGETING

To ensure practices are effective and enduring

1. New gender equality legislation to:
 - Provide a definition of gender equality
 - Set out the requirements, roles and responsibilities relating to GIA
2. Amendments to the Charter of Budget Honesty to:
 - Provide a legal basis for gender budgeting





2. EXPANDING THE SCOPE AND COVERAGE OF GIAs

To extend their impact as a tool for integrating gender considerations into policy development

1. Short-term:

- Requirement for intersectional GIA on budget proposals with significant impact on gender equality

2. Medium-term:

- Expand scope of government decisions to which GIA must be applied



3. ENHANCE INSTITUTIONAL CAPACITY

To ensure readiness to implement reforms

1. Develop clear tools and guidance, templates and targeted training courses
2. Establish of gender focal points within each government department and agency



4. DEVELOP A GENDER DATA ACTION PLAN

To strengthen the availability and awareness of gender-disaggregated data

1. Build on work of the Gender Data Steering Group to identify concrete actions to strengthen the availability of gender-disaggregated data collected by the government
2. Ensure data in relation to other population groups is strengthened to support GIA with an intersectional lens



5. STRENGTHEN THE ROLE FOR THE OFFICE FOR WOMEN

To better reflect the government's heightened commitment to gender equality

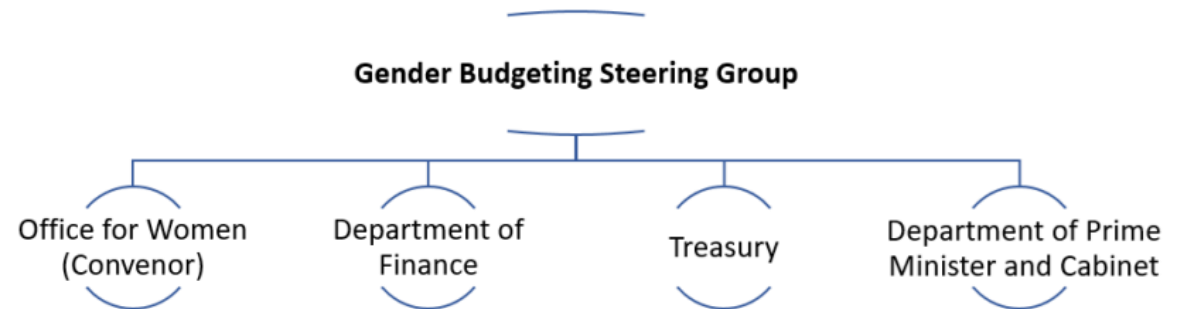
1. Strengthen policy co-ordination function of the office
2. Enhancing its role in relation to data and research
3. Consider expanding the mandate of the Office for Women to gender equality and intersecting factors

6. ESTABLISH A NEW GENDER BUDGETING STEERING GROUP



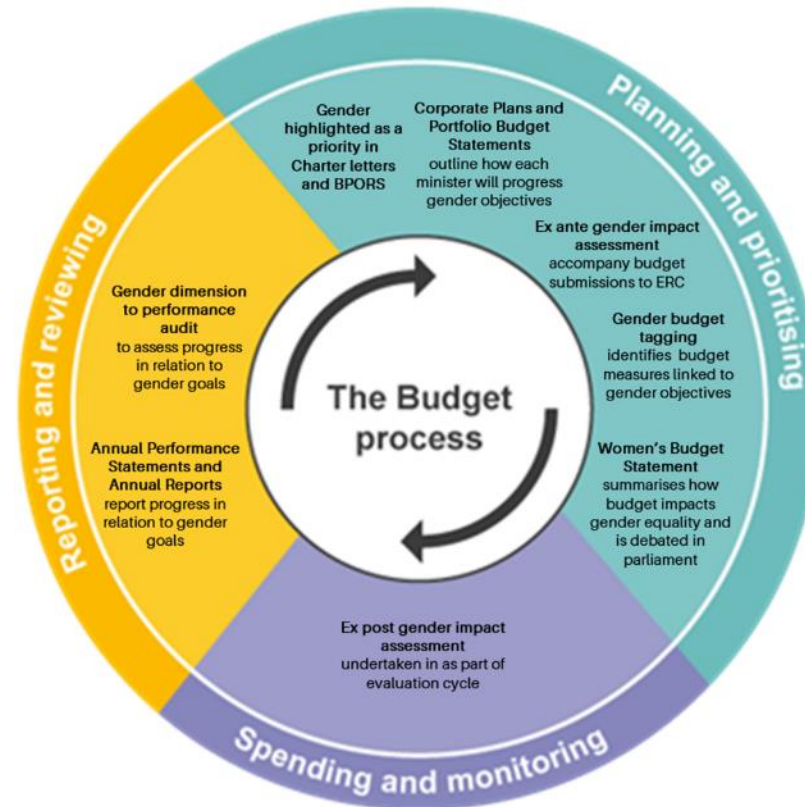
To guide the development of a meaningful gender budgeting practice in Australia

1. Ensuring close collaboration of Office for Women and the “centrals” - Finance, Treasury and the Department of Prime Minister and Cabinet



VISION FOR GENDER BUDGETING

- GIA as core tool
- Links between gender objectives and budget
- Gender dimension integrated into planning and performance frameworks, including evaluation and audit
- Strengthened Women's Budget Statement
- Discussion of Statement at Parliament





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Thank you for listening

