

## FACT SHEET

# Tasmanian Women's Strategy 2022-2027: Discussion Paper for public consultation

The Tasmanian Women's Strategy 2022-2027 aims to provide the Tasmanian community with a meaningful and sustainable way to achieve gender equality in this State.

You can use this discussion paper to provide feedback on the [draft Strategy](#).

## Your Details:

Please include a name and contact details of the person and organisation making the submission. We will publish all written submissions on the Department of Communities Tasmania website [www.communities.tas.gov.au](http://www.communities.tas.gov.au). Please inform us if you wish your submission to remain confidential. Defamatory or offensive material will not be published.

Name:

Email, address or phone number:



## Goals (pages 14-15)

The draft Tasmanian Women's Strategy 2022-2027 (draft Strategy) presents an important opportunity for the Tasmanian Government and broader community to address the main drivers of gender inequality. The three goals of the draft Strategy are:

1. cultural change,
2. women's empowerment, and
3. increased visibility and awareness of women's achievements, successes and needs.

These goals were identified as being crucial to improving gender equality in Tasmania.

### Question 1: Do you have any comments about the proposed Goals?

Enter your response here:

## Outcome Areas (page 16)

The four Outcome Areas of the draft Tasmanian Women's Strategy 2022-27 are:

1. economic security,
2. leadership and participation,
3. safety, and
4. health and wellbeing.

During the first stage of consultation, we heard that the priority areas from the previous Tasmanian Women's Strategy 2018-21 were still relevant and should be retained. We also heard the new Strategy should show how achieving outcomes in one area will achieve outcomes in the other areas.

### Question 2: Do you have any comments about the proposed Outcome Areas, including opportunities for strengthening the relationship between each area?

Enter your response here:



## Principles for Implementation (page 17)

Implementing practices and behaviours that lead to gender equality is the responsibility of all Tasmanians – the Government, the private sector, the non-government sector and individuals.

The draft Strategy proposes five principles for everyone to consider when developing programs and policies:

1. Establish **strong governance** arrangements to ensure agencies and organisations are accountable for achieving gender equality.
2. **Assess the impact of gender** by understanding the different experiences of men and women.
3. Put **people at the centre of your design** to understand the impact of your policy, program or service.
4. **Engage and consult** with end users when developing policies, programs or services.
5. **Evaluate** how your initiative helps to achieve gender equality.

Successful implementation is essential for ensuring we can create cultural change, improve the visibility and awareness of women's needs, achievements and successes, and empower women to participate fully in all aspects of life.

### Question 3: What are your views about the proposed principles for guiding the implementation of activities for achieving gender equality?

Enter your response here:

## Our Plan (pages 19-20)

### Gender Impact Assessment Process

The draft Strategy proposes that the different needs of women, men and gender diverse Tasmanians are considered in the development of government services, programs and policies.

Business and community groups will be supported to adopt similar practices, by providing tools and resources such as a Gender Analysis Toolkit, for anyone to apply a 'gender lens' to their policies, programs or services. We will ensure we apply the principles of person-centred design and will consult and engage widely in the development of resources.



## **Gender Budget Statement**

The Tasmanian Government will deliver an annual Gender Budget Statement with the release of the State Budget to demonstrate how the budget intends to meet gender equality goals.

We will gradually increase the detail and complexity of our annual Gender Budget Statements as the application of the gender impact assessment and evaluation process matures.

## **Evaluation Framework**

We will prioritise the development of an Evaluation Framework in consultation with government agencies and relevant stakeholders such as organisations with capacity to collect data, to measure outcomes for women and girls in the areas of economic security, safety, and health and wellbeing.

The framework will be developed to align with the gender impact assessment process to support agencies to establish consistent measures of success using a gender analysis. It will also be developed to align with national reporting frameworks for measuring women's outcomes. The Minister for Women will annually report progress.

## **Targets – Women on Boards Strategy 2020-2025**

Targets are effective at changing practices that maintain unequal gender representation in the workplace. When new practices replace old ways of thinking and behaving, new cultures emerge. The Women on Boards Strategy 2020-2025 continues across the life of the new Strategy to create new practices that enable the achievement of gender balance on government boards and committees. The Tasmanian Government has overseen significant success in increasing women's participation on government boards and committees from 33.8 per cent in 2015, to 47.4 per cent in September 2021 and effort will continue under the new Strategy.

Activity under the Women on Boards Strategy will be sustained to meet and maintain targets of 50 per cent women on government boards and committees, and 40 per cent women deputy chairs and chairs. Ongoing work to achieve these targets will support the Goals of cultural change and empowering women, and significantly influence the design and delivery of government services.

## **Modern Workplaces Framework**

We will develop a Modern Workplaces Framework comprising a suite of resources to assist industry — including in areas of employment where women are traditionally under-represented — to provide safe workplaces for women and enhance workplace cultural change.

The Modern Workplaces Framework will assist in addressing recommendations of the Respect@Work Sexual Harassment National Inquiry and will be developed in consultation with industry and Our Watch.

## **Supporting women's workforce participation**

We have provided \$3.95 million to programs that seek to recruit, retain and advance women in non-traditional occupations including into higher paying, more secure job opportunities. This funding will also support industry pipelines for women, which is enabling us to work closely with



industry peak bodies to ensure there are pathways for women leaders in growth areas of our economy.

## **Increasing women’s participation in the building and construction sector**

We have committed \$100,000 to the development of a Women in Building and Construction Strategy and a Girls in Property Pilot program with the Property Council of Tasmania. This funding recognises that ongoing effort is required to create pathways for girls and young women, and support women’s participation in sectors critical to Tasmania’s economic recovery from the COVID-19 pandemic.

## **Industry Liaison Officer – Women’s Workforce Participation**

Within the Department of Communities Tasmania, the role of Industry Liaison Officer – Women’s Workforce Participation will continue in 2022-23. This role is dedicated to working with industry to drive change and support the participation of women in sectors critical to Tasmania’s recovery from the impacts of the COVID-19 Pandemic.

## **Do you have feedback on the proposed actions?**

**Enter your response here:**

## **Any other feedback?**

**Enter your response here:**

Please email your response by 26 April 2022 to: [women@communities.tas.gov.au](mailto:women@communities.tas.gov.au)