

TASMANIAN WOMEN'S STRATEGY 2022-2027

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Tasmanian
Government

Acknowledgement

The Tasmanian Government acknowledges and pays respect to the Tasmanian Aboriginal people as the traditional and original owners and continuing custodians of Tasmania. We pay respect to Elders, past and present.

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We know addressing gender inequality works. We will continue this work through the *Tasmanian Women's Strategy 2022-2027*.



Minister's Message



Gender equality is good for everyone. Societies with greater gender equality have stronger economies; lower reporting of violence against women; healthier populations; and higher levels of female education and workforce participation.

As Minister for Women, I am proud to release the *Tasmanian Women's Strategy 2022-2027*. The Strategy provides a roadmap to guide the Tasmanian Government and the broader community to achieve gender equality for all Tasmanians, and ensure all Tasmanians are provided with equal opportunities for full participation in Tasmanian life.

I acknowledge the hard work, energy and commitment of my predecessors who oversaw the development and much of the implementation of the previous *Tasmanian Women's Strategy 2018-2021*.

The previous Strategy shows us that when the community takes action together – individuals, families, the private and community sectors, as well as governments – we can make real change.

The previous Strategy was instrumental in tackling some of the systemic barriers to gender equality.

Through two *Women on Boards Strategies*, the Tasmanian Government increased

representation of women on Tasmanian Government boards and committees from 33.8 percent in June 2015 to 47.4 per cent in September 2021. This is a significant achievement. All Tasmanians will benefit from the diversity of views and experiences Tasmanian women bring to decision-making and governance.

I also celebrate the progress in closing the Tasmanian gender pay gap since the release of the previous Women's Strategy. The gender pay gap in Tasmania has steadily narrowed from \$162.40 per week in November 2016 to \$145.70 in November 2021. We will continue our efforts toward narrowing the gap further as we recover from the COVID-19 pandemic.

We know addressing gender inequality works. We will continue this work through the *Tasmanian Women's Strategy 2022-2027*.

The Tasmanian Government commits to providing strong leadership to oversee the implementation of the Strategy and delivery of an annual Gender Budget Statement.

We will develop resources to help the government and broader community to design policies, programs and services so they benefit women, men and gender diverse Tasmanians equally.

And we will develop an evaluation framework for measuring outcomes under the Strategy, and report annually on progress.

Thank you to all the Tasmanian women and girls, members of the Tasmanian Women's Council, community and private sector organisations, the broader Tasmanian community, and Tasmanian Government agencies who have provided valuable advice and feedback to the development of the *Tasmanian Women's Strategy 2022-2027*.

A handwritten signature in black ink that reads "M. Ogilvie". The signature is fluid and cursive.

Madeleine Ogilvie MP
Minister for Women

Introduction

A new approach for achieving gender equality

Gender equality means women and men enjoy the same rights: they have equal opportunities for economic participation and decision making; and their aspirations and needs are equally recognised, supported and valued.

The Tasmanian Government is committed to working towards achieving gender equality, and creating a more inclusive Tasmania that empowers women and girls.

The *Tasmanian Women's Strategy 2018-2021* focused on the areas of women's financial security; leadership and participation; safety; and health and wellbeing. It had a focus on Government-led action to raise awareness of the impacts of gender inequality and the need for cultural change to improve outcomes for women.

The new *Tasmanian Women's Strategy 2022-2027* (the Strategy) builds on this work to further improve women's outcomes and address gender inequality.

Our governance structures will be carefully established. Cabinet will oversee the implementation of the Strategy, supported by the Women's Strategy Interdepartmental Committee. The Tasmanian Women's Council will continue its role advising Government on approaches for achieving gender equality.

A key initiative under the Strategy will be a gender impact assessment process for Government. A gender impact assessment process is used in the design and implementation of policies, programs and services, to examine the impact they will have on men, women and gender diverse people.

We will support business and community groups 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.

Understanding how policies and programs affect men and women differently will support the Tasmanian Government to deliver its first Gender Budget Statement.¹ This is a new approach for the Tasmanian Government and demonstrates our commitment to ensuring that all Tasmanians are provided with equal opportunities for full participation in Tasmanian life.

An evaluation framework will help us measure changes against gender equality indicators. This framework will be designed in alignment with the gender impact assessment toolkit and in consultation with government agencies and other stakeholders.

Our commitment to gender equality reflects national efforts to improve outcomes for women and girls, such as the Australian Government's 2021-22 Women's Budget Statement; the establishment of the Women's Safety Taskforce; the Australian Government's *Roadmap for Respect: Preventing and Addressing Sexual Harassment in Australian Workplaces*; and the National Agreement on Closing the Gap.

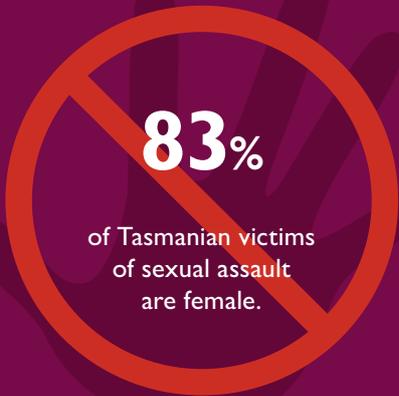
Consistent with the Tasmanian Government's commitment to the National Agreement on Closing the Gap, we will address gender inequality in partnership with Aboriginal women.



An evaluation framework will help us measure changes against gender equality indicators. This framework will be designed in alignment with the gender impact assessment toolkit and in consultation with government agencies and other stakeholders.



A snapshot of women and girls in Tasmania

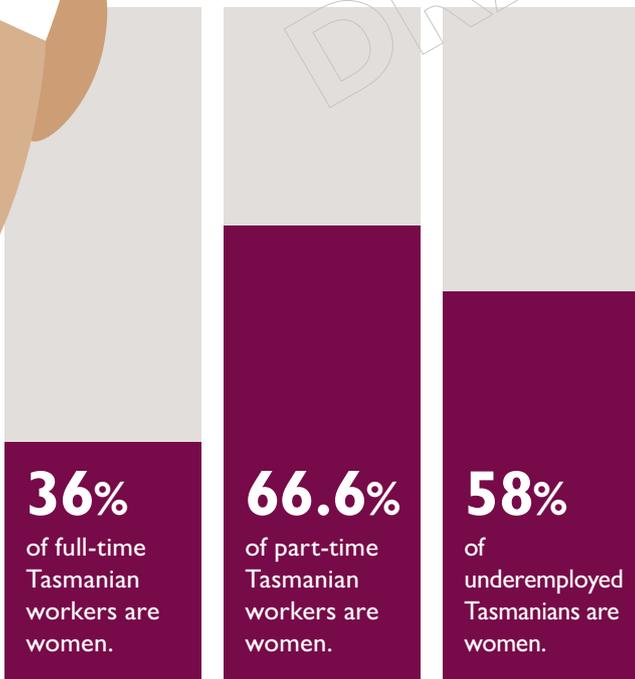


Median superannuation balances for women at retirement (aged 60-64) are

23.4%

lower than those for men in 2018-19.

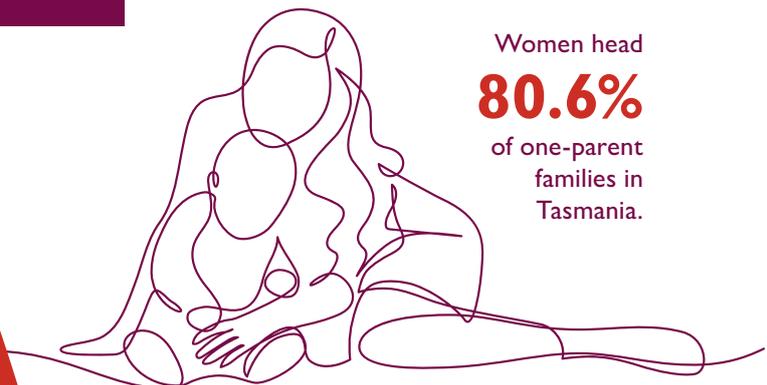
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The average weekly income of Tasmanian women is

\$1,450.60

compared with \$1596.30 for Tasmanian men. Women earn 9.1% less than men, amounting to \$145.70 less per week and \$7,576 less per year than men.



Women head **80.6%** of one-parent families in Tasmania.

Context

Why we need a new approach for achieving gender equality

The need for gender equality is as important now as it ever has been, particularly as we work through the ongoing effects of the COVID-19 pandemic.

The Premier's Economic and Social Recovery Advisory Council (PESRAC) Interim report shows the COVID-19 pandemic disproportionately impacts women. Women dominate jobs on the frontline of the COVID-19 crisis – in the health sector, in education, and in the hygiene industry. Women are over-represented in the casualised and insecure industries most affected by the pandemic, such as hospitality, retail, the arts, and tourism; and more women than men lost their jobs during the pandemic.² Women were also more likely to take on additional household and caring responsibilities, such as home schooling.

Responsibility for the care of children and the elderly is still a deeply gendered issue. In Tasmania, women head 80.9 per cent of one parent families with a child less than 15 years old.³ Having principal responsibility for the care of children limits women's workforce participation, economic security and superannuation savings.⁴ On average, women in Tasmania earn 9.1 per cent less than men, amounting to \$145.70 less per week and \$7,576 less per year than men.⁵ Women represent 36 per cent of full-time workers, 66.6 per cent

of part-time workers⁶ and 58 per cent of underemployed people looking for full-time work.⁷

While women still undertake the majority of caring work, whether as mothers or in the childcare sector, there are increasing social expectations that fathers will be more involved with the raising of children. Comprehensive consultation undertaken for the development of *It takes a Tasmanian Village – Child and Youth Wellbeing Strategy* shows how critically important it is that all parents and carers are supported to raise thriving children.⁸

Efforts to achieve gender equality not only create social norms enabling men to be more active and engaged fathers, but also challenge traditional workplace structures preventing them from being so.

Research also demonstrates the important influence parents, educators and carers of young children have in challenging gender stereotypes. A whole-of-community approach is essential for raising awareness about how gender stereotypes in the early years can embed and perpetuate gender inequality.

The Tasmanian Government is continuing its efforts to prevent and respond to family and sexual violence through *Safe Homes, Families, Communities: Tasmania's action plan for family and sexual violence 2019-2022*. Gender inequality is the key driver of violence against women.⁹ Through *Safe Homes, Families, Communities*, and the framework for gender equality provided by the Women's Strategy, we are absolutely committed to doing what it takes to prevent family and sexual violence.

What you told us

The Tasmanian Government consulted with the Tasmanian Women's Council, community sector leaders, private organisations, and Tasmanian Government agencies to develop this Strategy. The views of 565 individuals were also received through a public survey.

The Tasmanian Women's Council is the Tasmanian Government's key advisory body on women's matters. The Tasmanian Women's Council provided valuable advice during the development of the Strategy and promoted the public survey through its networks.

Tasmanian Government agencies assisted Communities Tasmania to develop the Strategy through the Women's Strategy Interdepartmental Committee.

Feedback showed strong recognition that our efforts to improve gender equality that focus on women, girls, and gender diverse Tasmanians, also bring benefits for boys and men.

Leadership and accountability

At each stage of consultation we heard that Tasmanians want strong leadership and accountability to achieve gender equality. Many organisations and individuals also saw benefit in standards and targets to achieve real change.

Many sectors want to embed gender inclusive practices into the design and implementation of policies, programs and services, but some aren't sure how to do it. We heard calls for the Government to provide guidance and support to help the non-government sector achieve gender equality.

Cultural change

Tasmanians strongly support cultural change to achieve gender equality.

We also heard that places such as workplaces, schools and universities, are key sites for leading the process of cultural change, as places of safety for women, and as places for role modelling gender-equality practices and influencing individual behaviours and norms.

Importance of the gender lens

Feedback told us that policies, programs and services should be designed through the lens of gender. How would things be done differently if they were designed taking into consideration the specific needs of men and women? Tasmanians told us that applying a gender lens could be transformative for women and that the lived experience of women is critical for informing program design and delivery.

Improving gender equality brings benefits for all Tasmanians.

Be positive

Organisations and individuals encouraged the use of positive language to acknowledge women's progress, celebrate success, and clearly articulate the benefits of gender equality.



We don't yet have a culture that allows us to sufficiently challenge gender stereotypes.





Ageing is a barrier to women's participation. The culture of ageism and sexism intersect to create amplified obstacles to gender equality.



It is important we achieve equity as well as equality.



Women's economic security

We heard that barriers to women's economic security included: a lack of secure and affordable housing; cultural, racial and sexual discrimination; poverty; violence against women (including family and sexual violence, and financial and economic abuse); lack of flexible workplaces, lower pay and insecure work, and affordable, accessible child-care.

Other people, however, were optimistic about the future for women who are already engaged with the workforce. Although the COVID-19 pandemic has highlighted significant risks to women's economic security and safety, many workplaces have quickly adapted to flexible ways of working. Many women – and men – who are already in the workforce report increased productivity, with greater opportunities to be meaningfully engaged in family and community life.

Unconscious gender bias

Organisations and individuals talked with us about stereotyping, which is a barrier to women's full participation. We heard that unconscious gender biases hold both women and men back from full participation in the workforce, their communities and family life.

Diversity

Tasmanian women and girls are diverse and live diverse lives. We heard that the Tasmanian Government should ensure its policies, programs and services are designed to meet the needs of all Tasmanian women and girls regardless of where and how they live.

Multiple forms of discrimination

A strong theme at all consultations was that many women experience discrimination because of their cultural background, socio-economic status, disability, or age. Multiple forms of discrimination can lead to higher levels of disadvantage and marginalisation. Feedback noted the benefits of adopting a 'principle of fairness' to achieve gender equality.

Stakeholder engagement

Ongoing, respectful consultation with the diversity of Tasmania's women is essential for ensuring activity is directed where it is most needed.

Evaluation

We heard there should be ongoing, iterative monitoring and evaluation to measure if gender equality is being achieved. Evaluating outcomes will help us know where effort should be directed.

This Strategy has also been informed by International, Australian Government, and state government reports, strategies, and statistics, which are referenced in the Appendix.

Framework for achieving gender equality

The Strategy's framework will guide how Tasmanian Government agencies design and implement policies, programs and services to achieve gender equality.

Vision

Gender equality is embedded in Tasmanian culture, attitudes and practices; recognising the diversity of Tasmanian women and girls. Tasmanian women and girls are safe, free from discrimination; have access to equal power, resources and opportunities; and participate equally in Tasmania's economic, social, political and community life.

Goals



Cultural Change

Changing social and cultural attitudes and practices to achieve gender equality.



Empowerment

Women and girls are empowered and participate in all aspects of society.



Visibility and Awareness

Women's experiences, achievements and successes are acknowledged and recognised.

Outcome areas



Economic Security

Women and girls are economically secure.



Leadership and Participation

Women and girls have equal opportunities to hold positions of leadership and influence, and participate in all aspects of society.



Safety

Women and girls are safe at work, home and in the community.



Health and Wellbeing

Women and girls have equal opportunities for good health and wellbeing.

Evaluation

An evaluation framework will be developed so the Tasmanian Government can measure whether activities are leading to gender equality.



Goals

The Tasmanian Government has set three Goals for achieving gender equality. These Goals are linked – success in one area will boost success in another. The Goals are the long-term changes we want to see and provide the basis for determining which areas should be prioritised to achieve them.

Cultural Change

Changing social and cultural attitudes and practices to achieve gender equality.

It is a fundamental human right that women, men, and gender diverse people participate equally in all aspects of life. But it is clear that women experience disadvantage across a range of areas, including economic security, leadership opportunities, safety and in some cases, poorer health and wellbeing outcomes.

Gender inequality is a product of cultural beliefs, attitudes and behaviours. Dominant beliefs about female and male characteristics create a culture of gender stereotyping that limits opportunities for women and gender diverse people, as well as men.

Our goal is to achieve transformative cultural change so that all Tasmanians enjoy the same rights and freedoms. Systems and institutions play an essential role in promoting women's economic, legal and social autonomy,¹⁰ as well as in guiding and influencing organisational and community level practices and norms.

One way to create cultural change is for the Tasmanian Government to lead the way in applying a 'gender lens' to the analysis of problems and the design of solutions. Taking a gender aware approach to policy design includes creating opportunities for the community to follow suit and adopt gender aware processes within organisations, businesses and industries.



Governments have an important role in creating cultural change. Within the Tasmanian Government this also includes the ongoing implementation of the Our Watch Workplace Equality and Respect Standards across all Government departments.

We also acknowledge that not all women have equal opportunity to education, workforce participation, leadership roles, safety, good health and recreation. Genuine cultural change will occur with awareness that it is easier for some women to hold positions of authority and power because they have the resources to access them. We must celebrate those successes, while accepting that structural barriers not only limit other women's outcomes, but also their capacity to imagine an empowered alternative.



Empowerment

Women and girls are empowered and participate in all aspects of society.

Empowered women and girls make their own choices; have a high sense of self-worth; and can influence social change.

Women's empowerment is linked to the cultural changes required to achieve gender equality. When traditional attitudes, norms, practices, structures and power imbalances that limit women's participation are challenged and reformed, women can enjoy equal opportunities to influence decision making and exercise choice and control.

We can see this in action with the success of victim-survivors of family and sexual violence advocating to change legislation and other processes, so victim-survivors are at the centre of justice and service responses.

This is especially important for women and girls who experience multiple forms of discrimination. The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability Interim Report cites data showing women with disability in Australia experience physical or sexual violence 3.8 times more often than women without disability.¹¹

It is critically important that efforts to address the structures limiting women's agency and empowerment also consider the influence of other forms of discrimination some women experience such as ableism and racism.

The continuing *Leadership and Participation for Women Action Plan 2021-2023* aims to increase women's economic security and leadership opportunities, particularly in the context of the COVID-19 pandemic. Increasing the number of women in leadership roles across the community, in government, in workplaces and in sporting organisations provides benefits for all Tasmanians.



The Women on Boards Strategy 2020-2025 is a key enabler of women's empowerment and ability to influence decision-making. The Tasmanian Government's target of 50 per cent representation of women across Government boards and committees is close to being met, with particular focus on increasing representation on Government boards in sectors where women are traditionally under-represented. Increased funding for the Women in Leadership Scholarship Program means more women than ever will be provided with the training and support they need to take on positions of leadership and influence.



Visibility and Awareness

Women's experiences, achievements and successes are acknowledged and recognised.

It is vitally important women are aware of other women holding leadership positions; succeeding in their field; and being celebrated for their achievements – whether it's making a medical breakthrough, creating art, parenting, or kicking a football. It is also important to raise the public profile and value of essential professions dominated by women, such as teaching, nursing and care-giving professions.

Awareness of women's participation and successes in social, economic and community life inspires other women to follow in their footsteps. This is especially important for women who face barriers that may make this harder to achieve, including women with disability, Aboriginal women, transwomen and women from culturally and linguistically diverse backgrounds.

Acknowledging women's experience also means being aware of and considering the needs of women when organising events or designing policies and services.

Through consultation and recent advocacy around women's safety, we heard that unconscious biases are still evident in decision making, with women's experiences being persistently sidelined. These biases can be seen in circumstances such as meetings and events being scheduled before 9:00am, precluding many women with school-aged children from participating; to women not feeling confident that they will be taken seriously when reporting violence against them.

The Tasmanian Government is taking practical action to raise women's visibility, and in doing so, increase their empowerment, through initiatives such as the *See it. Dream it. Do it* campaign; targets for women's representation for funded organisations under the Sport and Recreation State Grants Program; a forthcoming Women in Building and Construction Strategy; the Tasmanian Honour Roll of Women, the *Women on Boards Strategy 2020-25*; and the *Safe Homes, Families, Communities: Tasmania's action plan for family and sexual violence 2019-22*.



Outcome Areas

To improve gender equality in Tasmania, the Tasmanian Women's Strategy focuses effort on four priority Outcome Areas: economic security; leadership and participation; safety; and health and wellbeing.

Each of these Outcome Areas is linked: progress in one area can influence and affect the remaining Outcome Areas. For example, affordable, secure and accessible housing positively impacts a person's economic security, options to participate fully in all aspects of life, safety, and health and wellbeing.

We will, as a priority, develop an evaluation framework to help us measure progress under the Outcome Areas. Evaluating our progress will help us understand whether we are achieving our Goals, and we will use the findings to help us know where to direct future effort.

Economic Security

Women and girls are economically secure.

Leadership and Participation

Women and girls have equal opportunities to hold positions of leadership and influence, and participate in all aspects of society.

Safety

Women and girls are safe at work, home and in the community.

Health and Wellbeing

Women and girls have equal opportunities for good health and wellbeing.



Principles for Implementation

An Implementation Plan will be developed in the first year of the Strategy. It will be underpinned by five principles:

Strong governance

Strong governance is essential for driving outcomes. Leadership is essential for driving change, and it must be informed by genuine engagement to ensure it is informed by women's experiences.

Transparent and accountable governance will support whole-of-government efforts for achieving gender equality.

Assess the impact of gender

To achieve gender equality, it is essential we understand the different experiences of women, men and gender diverse Tasmanians. Through this understanding we can design gender-inclusive policy responses that aim to achieve long-term gender equality.

Designing with all users in mind can be transformative for everyone.

Person-centred design

Tasmanians are diverse and experience gender inequality differently. At the centre of the framework is the diversity of Tasmanian women and girls.

Engagement

Ongoing engagement to implement the Strategy will ensure the diverse needs of women, girls and gender diverse Tasmanians are considered in the identification of issues and the design of policy responses.

The Tasmanian Government will undertake consultation to develop the Strategy's Implementation Plan to understand how service responses can meet the needs of women, girls and gender diverse Tasmanians. Hearing and responding to women's experiences is essential for creating lasting gender equality.

Evaluate

Knowing what works, for whom, and why, is essential for improving policies and services. We will develop an Evaluation Framework as a key implementation activity so the Tasmanian Government can measure whether activities are leading to gender equality. The Evaluation Framework will align with other Tasmanian Government evaluation frameworks, as well as national reporting frameworks.

A gender analysis will be embedded within the Evaluation Framework so the gendered aspect of any program or policy or service can be assessed.

Our plan for achieving gender equality

Continuing our work

The Tasmanian Government has a number of current strategies that target different areas of gender equality. These include:

- *Financial Security for Women Action Plan 2018-2021*;
- *Leadership and Participation Action Plan 2021-2023*;
- *Health and Wellbeing for Women Action Plan 2020-2023*;
- *Women on Boards Strategy 2020-2025*;
- *Safe Homes, Families, Communities: Tasmania's action plan for family and sexual violence 2019-2022*.

Over 100 initiatives have been, or continue to be, implemented to improve women's outcomes.

There will be activities commenced under the previous Strategy that will be continued under the new Strategy. But the new Strategy will also introduce key changes to government processes for achieving gender equality across the life course.

The *Tasmanian Women's Strategy 2022-2027* will embed the following interdependent initiatives to drive gender equality:

Strong Governance

The Tasmanian Government will lead cultural change to drive gender equality. Feedback during consultation was very clear – people want the Government to lead effort to achieve gender equality 'from the top'.

Cabinet

Through Cabinet, the Tasmanian Government will oversee whole-of-government effort to:

- Deliver an annual Gender Budget Statement from the 2022-23 State Budget;
- Apply a gender impact assessment process to the design of policies and services;
- Achieve Women on Boards targets (50 per cent by 2022 and 40 per cent Chair/Deputy Chair positions by 2025);
- Use gender analysis to evaluate outcomes.

Tasmanian Women's Council

The Tasmanian Women's Council (the Council) will continue to advise the Tasmanian Government on the development and implementation of strategies to address gender inequality and increase the participation of women in all aspects of society, with a focus on:

- supporting implementation of the Women on Boards Strategy 2020-2025, including focusing on practical actions to increase women's representation on boards and strengthening board performance through increased diversity;

- women's leadership through ongoing implementation of the *Leadership and Participation for Women Action Plan 2021-2023*;
- building employment pathways for women, particularly young women, in areas of economic importance to Tasmania and in sectors where women are under-represented.

The Council will also provide a forum for professional organisations to share best practice to inform Government's strategic directions.

Tasmanian Government Interdepartmental Committee

The Tasmanian Women's Strategy Interdepartmental Committee and its Working Group established under the previous Strategy will continue. The Women's Strategy Interdepartmental Committee will ensure continuity between the previous and current Strategies and maintain a coordinated approach in implementing the Strategy.

Negotiation and advocacy at National forums

The Tasmanian Government will continue its advocacy for gender equality as a member of the National Federation Reform Council Taskforce on Women's Safety, and other key whole-of-government mechanisms for progressing gender equality.

Tasmanian Gender Impact Assessment Process

We will introduce a process to support agencies to analyse the gender impact of policies, programs and services. Resources, such as a gender impact assessment toolkit will guide agencies to design for the diverse and intersectional needs of Tasmanian women and girls at each stage of their life.

Many national and international jurisdictions undertake a gender impact assessment process when developing policy and program responses to issues, and best practice examples will be drawn on in the design of the toolkit.

Our approach will suit Tasmania's social, economic, geographic and cultural conditions. The Strategy's Implementation Principle of person-centred design will guide its development – we will develop the toolkit in consultation with the community and private sectors, peak bodies and government agencies. The toolkit will provide clear guidance about how to apply a gender impact assessment process and it will be delivered to government agencies with training and ongoing support as required.

The toolkit will be freely available to every individual, organisation and business. All sectors will be encouraged to adopt gender impact assessment approaches in the design and development of policies, programs and services.



Resources, such as a gender impact assessment toolkit will guide agencies to design for the diverse and intersectional needs of Tasmanian women and girls at each stage of their life.



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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.

Glossary

Women and Girls in Sport Strategy

We will develop a *Women and Girls in Sport Strategy* to provide clear and effective leadership for increasing female participation in sport. By applying a gender lens to analyse participation rates in sport, we see from the data that while Tasmanian women and girls have higher levels of regular participation in physical activity than Tasmanian men and boys, their participation level in sporting activities is considerably lower than male participation rates.

The application of a gender lens enables us to explore and understand the specific barriers to women's participation in sport, such as inadequate facilities, and take steps to address them. Efforts under the *Women and Girls in Sport Strategy* will aim to boost the numbers of women and girls who participate in sport, as well as provide them with opportunities to increase their physical and mental health and wellbeing.

Our Watch Workplace Equality and Respect Standards

The Tasmanian Government has been a proud member of Our Watch since 2015. Our Watch is a national leader in the primary prevention of violence, and works to drive nationwide change in the culture, behaviours and power imbalances that lead to violence against women and their children. As Tasmania's largest employer, the Government is showing leadership in this area by committing to implementing the *Our Watch Workplace Equality and Respect Standards* across all Government departments.

Women in Leadership Scholarship Program

We have doubled funding for the *Women in Leadership Scholarship Program* from \$50,000 to \$100,000 annually to expand opportunities for women to develop board and executive leadership skills.

International Women's Day Small Grants

And we have also increased the funding for the *International Women's Day Small Grants* program to \$20,000 annually, expanding support for events and activities that celebrate women and their achievements, around Tasmania.

Outcomes in these specific areas will be supplemented by the implementation of the framework for embedding gender analysis in the development of new policies and programs, as well as retrospective application where possible.

Sex

Biological and physiological characteristics distinguishing males, females and intersex people.

Gender

Gender is the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for men or women or other including transgender.

Gender identity is the internal sense of being a woman, man or another category including transgender.

Gender equality

The equal rights, responsibilities and opportunities of women, men, trans and gender-diverse people. Equality does not mean that women, men, trans and gender diverse people will become the same but that their rights, responsibilities and opportunities will not depend on their gender.

Gender equity

Recognises that people may have different needs and power related to their gender and that these differences can be identified and addressed in a manner that rectifies gender related imbalances.

Gender stereotypes

Simplistic generalisations about gender attributes, differences and roles.

Appendix

Related whole-of-government initiatives

This Strategy is informed by, and is intended to complement:

- Tasmanian Government initiatives, including:
 - *Safe Homes, Families, Communities: Tasmania's action plan for family and sexual violence 2019-22*
 - *Accessible Island: Tasmania's Disability Framework for Action 2018-2021*
 - *Women on Boards Strategy 2020-2025*
 - *Food Relief to Food Resilience: Tasmanian Food Security Strategy 2021-2024*
 - *Supporting Tasmanian Carers: Tasmanian Carer Action Plan 2021-2024*
 - *Strong, liveable communities: Tasmania's Active Ageing Plan 2017-2022*
 - *Our Multicultural Island: Tasmania's Multicultural Policy and Action Plan 2019-2022*
 - *Tasmania's Whole of Government LGBTQI Framework and Action Plan*
 - *It takes a Tasmanian Village – Child and Youth Wellbeing Strategy*
 - *Healthy Tasmania Five Year Strategic Plan*
 - *Tasmanian Women's Strategy 2018-2021 – Final Reports 2019 and 2020*
 - *Building and Construction Workforce Action Plan*
 - *Tasmanian Government and Our Watch partnership*
- The Premier's Economic and Social Recovery Advisory Council interim and final report recommendations
- Tasmanian Government Councils, such as the Premier's Disability Advisory Council
- Australian Government initiatives, including the *National Plan to Reduce Violence Against Women and their Children 2010-2022*; *Our Watch – Change the Story*; and the *National Agreement on Closing the Gap*.

It is also informed by:

- Data through the Australian Bureau of Statistics
- *The Sex Discrimination Act 1984*.
- The United Nations Convention on the Elimination of All Forms of Discrimination against Women
- The Sustainable Development Goals (particularly Goal 5 – Achieve gender equality and empower all women and girls)
- Beijing Declaration and Platform for Action 1995.

Endnotes

- ¹ The Organisation for Economic Cooperation and Development (OECD) describes gender budgeting as ‘the use of analytical tools as a routine part of the budget process, so that the budget is more effective at helping to meet gender equality goals.’ www.oecd.org/gender/governance/toolkit/government/assessment-of-gender-impact/ Website accessed November 2021.
- ² Premier’s Economic and Social Recovery Advisory Council Interim report, July 2020.
- ³ Australian Bureau of Statistics, Labour Force Status of Families, June 2021 (Table 8), ABS, Canberra.
- ⁴ Superannuation figure calculated using data from Australian Taxation Office (ATO) (2021), Taxation Statistics 2018-19: Snapshot Table 5: Chart 12: Median super account balance by age and sex, 2018-19 financial year, (accessed August 2021) <https://data.gov.au/data/dataset/taxation-statistics-2018-19/resource/2a3f33da-0165-48aa-9716-f68ba4ad24ad>.
- ⁵ Australian Bureau of Statistics, 2021, Average Weekly Earnings Australia, August 2021 (Table 12f), ABS, Canberra.
- ⁶ Australian Bureau of Statistics, 2021, Labour Force, Australia, October 2021 (Table 9), ABS, Canberra.
- ⁷ Australian Bureau of Statistics, 2021, Labour Force, Australia, September 2021 (Table 23), ABS, Canberra.
- ⁸ It Takes a Village: Child and Youth Wellbeing Strategy, Tasmanian Government, August 2021.
- ⁹ Australian Bureau of Statistics, Recorded Crime – Victims, Australia, 2020, ABS, Canberra.
- ¹⁰ See Our Watch’s socio-ecological model for prevention - <https://handbook.ourwatch.org.au/resource-topic/how-to-engage-with-others-about-violence-against-women/understand-the-primary-prevention-approach/> (accessed November 2021).
- ¹¹ Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, Transcript of Proceedings from Public hearing 17: The experience of women and girls with disability with a particular focus on family, domestic and sexual violence (Part 1) (accessed October 2021), p 4.

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