

2023-24 Tasmanian Gender Budget Snapshot

Publication Information

This Gender Budget Snapshot has been developed with expert input from Impact Economics and Policy.

Acknowledgement

The Tasmanian Government acknowledges and pays respect to the Tasmanian Aboriginal people; the past and present custodians of Tasmania.

We pay respect to and acknowledge the strength of Aboriginal women as the care givers, nurturers, gatherers, cultural leaders and storytellers, and for their wisdom to lead their families.

We pay deepest respects to Elders, past and present.

Appreciation

Thank you to all Tasmanian women and girls, who shared your stories with us, to develop *Equal means Equal: The Tasmanian Women's Strategy 2022-2027*, and who continue to share your thoughts, expertise, perspectives and ideas with us through implementation of Equal means Equal.

We appreciate your generosity, and we are inspired by your resilience, creativity, empowerment, and persistence.

Minister's Message

As Minister for Women, it is my job every day to advocate for the rights, hopes and dreams of every woman and girl in Tasmania towards full and equal access to choice, opportunity and resources now and into the future.

I do this as a woman, mother, sister and daughter, who recognises that, in all our lives, including my own, we have had to face sometimes unfair, and often very challenging choices and situations because of our gender.

This gender budget snapshot is a key part of advocating for women and girls in, and across, all areas of Tasmanian Government decision-making. This is a different kind of gender budget snapshot than we have produced previously, as it recognises that equality between men and women is impacted by every decision and investment of Government.

This gender budget snapshot demonstrates our deep commitment to understanding the impacts and making necessary changes so that girls and women do not need to face unfair situations and decisions about their health and wellbeing, economic security, safety, and opportunities for leadership and participation in all parts of Tasmanian life.

This gender budget snapshot provides evidence that Tasmania is a great place to be a woman. However, it also demonstrates that there is, and continues to be, an imbalance between how women and men are treated in our communities. This includes in housing, safety, and access to secure, full-time paid employment.

This gender budget snapshot is a key deliverable of *Equal means Equal: Tasmanian Women's Strategy 2022–2027*. In developing *Equal means Equal* we heard many amazing stories



The Honourable Jo Palmer MLC, Minister for Women.

of women overcoming incredible obstacles – showing creativity, courage and perseverance. But we also heard stories of discrimination, violence, and systemic injustice.

The selection of budget initiatives presented in this gender budget snapshot reflect these stories, and the major concerns women shared with us; health, housing and jobs.

This gender budget snapshot is the start of a new process of analysing the Tasmanian budget, which we commenced last year. Our commitment is that over the coming years the gender budget snapshot will continue to evolve and provide further insight into the barriers to equality and how these are changing over time in Tasmania.

This gender budget snapshots is a key part of advocating for women and girls in, and across, all areas of Tasmanian Government decision-making.

Equality is a right, and this, and future gender budget snapshots are an important part of achieving this for women and girls in Tasmania.

**The Hon Jo Palmer MLC
Minister for Women**

Treasurer's Message

As Treasurer of Tasmania, I am committed to ensuring that our growing economy and improved public services benefit all Tasmanian girls and women, leading to economic and social security. We are pleased to present the 2023 Gender Budget Snapshot with the 2023-24 Tasmanian Budget Papers.

I want to acknowledge the collaborative efforts with my colleague, the Minister for Women, Jo Palmer, in the further development of our Gender Budget Snapshot. While I bring my perspective as a man – a son, husband, father and uncle, I want to support initiatives that remove barriers and create equal opportunities for girls, boys, women and men to equally flourish in our state.

This Snapshot is the result of a dedicated body of work that we commissioned and provides valuable insights into the experiences of girls and women in Tasmania today. It rigorously analyses a selection of budget initiatives with the aim of understanding their impact on women, and our aim to enhance lives over the long term.

The promise of Australia, and the promise of Tasmania, is to afford every individual the freedom and opportunity to pursue their passions and goals. While we have made significant progress that deserves recognition, there is still more to do.

At all levels of Government, our role is to help create an environment where individuals and families can make the decisions that enable them to reach their full potential. This involves careful policy-making that considers the diverse ways in which men and women organise their lives and their families to ensure we maximise economic growth and enable society to flourish.



The Honourable Michael Ferguson MP, Treasurer.

Enhancing women's greater economic engagement and providing greater flexibility for families are essential components of a healthy economy. These measures also contribute to the overall prosperity for Tasmania now and into the future. This Government recognises that for women to have improved choices in training, work and career, we must invest in stronger public services that encompass health, housing, and personal safety.

We are making substantial investments in these areas, and now have analysis of new budget initiatives to validate that they are having the intended positive impact, expanding choices and opportunities for Tasmanian girls and women.

The Government will continue this gender budget snapshot and build on it. This means not only analysing

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budget initiatives for their gender impacts, but also actively seeking out positive impacts on women and girls when formulating new initiatives.

This gender budget snapshot is part of our Government's plan to build a safe, caring community. It is equally about driving a strong economy, which continues to strengthen and expand opportunity for all Tasmanians.

**The Hon Michael Ferguson MP
Treasurer**

This gender budget snapshot analyses a selection of budget initiatives to understand their impact on Tasmanian women's lives.

It does not provide an overview of all the budget initiatives reflected in the 2023-24 Budget that specifically target women.

Instead, this gender budget snapshot recognises that the Budget, policy design, and the investment of Government can impact gender equality, and that to achieve gender equality we need to understand current barriers to equality and how these may be impacted, both positively and negatively, by budget decisions.

The gender budget snapshot will evolve over time as more information becomes available, and data collection is refined.

Introduction

The Tasmanian Government is committed to working across Government, business and the community to achieve a gender equal Tasmania. *Equal means Equal: Tasmanian Women's Strategy 2022-2027* released in December 2022, outlines our vision and action plan to strengthen outcomes for Tasmanian women and girls toward achieving greater equality.

Our vision is for a Tasmania:

Where women and girls have access to equal choice, opportunity and resources to participate in our economic, social, political and community life.

Where gender equality is embedded in our culture, attitudes and practices, recognising the diversity of Tasmanian women and girls.

Under Equal means Equal, the Tasmanian Government is undertaking a process to embed gender responsive budgeting in decision-making.

Following the first gender budget snapshot delivered as part of the 2022-23 Budget, this year's snapshot aims to provide more detail on gender equality in Tasmania and provides high level analysis of the impact of a selection of existing and new budget initiatives across the four outcome areas of Equal means Equal:

Economic Security

Women and girls have equal access to resources to meet their needs. They have equal opportunity for education, training and employment, and can live their lives with economic independence and financial security.

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.

Gender Budget snapshot explained

What is a gender budget snapshot?

This gender budget snapshot provides a picture, through interpretation of publicly available datasets, of women's lives in Tasmania today. Data presented is not intended to be complete and will be built on and refined over time.

Data about women's experiences are provided within the four outcome areas of Equal means Equal:

- [Economic Security](#)
- [Leadership and Participation](#)
- [Safety](#)
- [Health and Wellbeing](#)

These indicators are then used to assess a selection of Budget initiatives from past Budgets and a selection from the 2023-24 Tasmanian State Budget. These initiatives have been chosen as they align with key issues women raised with the Tasmanian Government through consultation on Equal means Equal:

- Health
- Housing
- Jobs
- Safety

In this way we are focussing first on what Tasmanian women told us matters most. We are prioritising our analysis based on the voices and views of Tasmanian women.

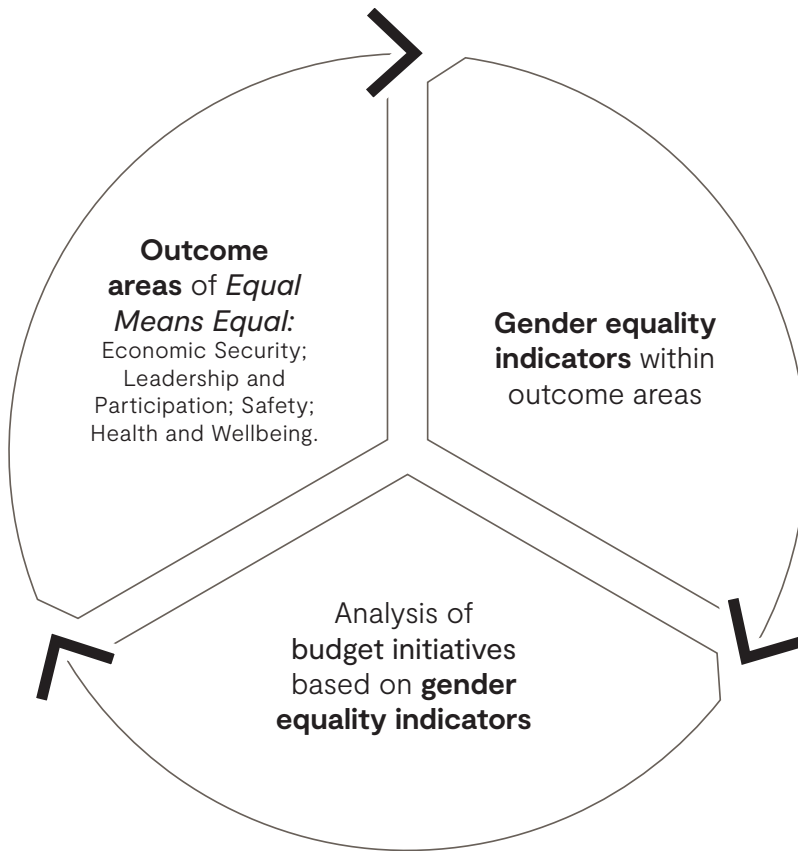
Why have the gender budget snapshot?

Although many Government policies and budget decisions can appear gender neutral, Government policies and investments often have very different impacts on men and women, including different benefits. Understanding the impact of a budget initiative on gender equality, and the lives of women and also men, is important to ensure that policy, spending and programs advance gender equality where possible and, in so doing, improve economic growth.

This gender budget snapshot provides information to policy and decision makers about the impacts on gender of Government spending decisions to inform policy design and the formulation of spending initiatives.

Components of the gender budget snapshot

This gender budget snapshot is comprised of three interlocking components:



Analysis of Budget Initiatives using a range of gender equality indicators against the outcome areas of Equal means Equal is provided against eight budget initiatives. Analysis includes commentary on how each initiative supports gender equality and ways in which it could be strengthened to further support gender equality.

Gender Equality Indicators include a range of indicators based on publicly available data about women's lives. The data presented in this gender budget snapshot is a selection based on available data and the priorities that emerged during the consultation to develop Equal means Equal, and do not represent a full suite of indicators or all the indicators available that could be used to measure gender equality.

Future gender budget snapshots may evolve and change the selection of indicators against the outcome areas of Equal means Equal to reflect a growing maturity in the development of the gender budget snapshot.

Future of the gender budget snapshot

The 2023–24 gender budget snapshot is an evolution and step forward in the gender assessment process for the Tasmanian State Budget. It introduces analysis of a selection of budget initiatives through a range of indicators of gender equality. This budget snapshot analyses the impact of *already formulated* and agreed budget initiatives, on gender.

The Tasmanian Government has committed to introduce a Gender Impact Assessment process, which will support those developing and advising on policy, funding and programs to consider gender at the outset of development of policy and spending initiatives.

The Gender Impact Assessment Process will seek to embed gender analysis and understanding into policy development and program delivery.

Understanding the impacts of gender bias and structural discrimination will take time. Often, the impacts on women of policies, funding, and programs appears invisible. To support this process the Tasmanian Government has commenced development of a toolkit and other resources for agencies.

This toolkit is being developed through consultation with Tasmanian women, continuing the consultation undertaken for Equal means Equal. It will include case studies of how Government policies, funding and programs have directly impacted their lives, strengthening their equality as women, or creating further barriers.

Future gender budget snapshots are expected to evolve as the Gender Impact Assessment process is embedded and information relating to gender impacts from policy design and policy decisions is able to be more fully considered.

Budget Initiative Analysis

The next section of this gender budget snapshot uses the following gender equality indicators to assess the impacts on gender of a selection of budget initiatives. Detail about each indicator is provided from page 22:

Economic Security for women in Tasmania:

Gender pay gap
Labour force participation
Gender segregation across industries
Young people in employment, education and training

Leadership and Participation of women in Tasmania:

Women's representation in politics
Women in managerial roles
Women in self-employment
Share of men and women taking parental leave

Safety of women and girls in Tasmania:

Living in rental or mortgage stress
Rates of family and sexual violence
Specialist homelessness services clients

Health and Wellbeing of women and girls in Tasmania:

Cancer and cancer screening
Rates of mental health conditions and psychological distress
Self-reporting health status
Time use

Eight budget initiatives are analysed. These are:

Budget Initiatives Summary

| | |
|--|---|
| Ongoing and New Initiatives: <ul style="list-style-type: none">· Digital Health Transformation· New Housing Package· Regional Jobs Hubs· Strategic Plan for Mental Health: Rethink 2020-2025 and other mental health initiatives· Third Family and Sexual Violence Action Plan 2022-2027: Survivors at the Centre | 2023-24 New Initiatives: <ul style="list-style-type: none">· Maintain current Ambulance Tasmania workforce to meet operational demand from COVID-19· Increased Funding for Endoscopy Services· Literacy Community-Wide Framework |
|--|---|

Ongoing and New Budget Initiative: Digital Health Transformation

Total funding for the project since its commencement in 2022-23 is \$210 million to continue the Department of Health's \$475 million 10-year Digital Health Transformation. The investments aim to improve health outcomes, provide services closer to people's homes and lift efficiency in health care delivery.

Economic Security | Strong

Improving health system performance will, in aggregate, improve the health of the Tasmanian population and lift productivity and participation. The digital health strategy aims to improve productivity in the health sector, which could underpin higher wages in a female-dominated industry and make a positive contribution to closing the gender pay gap.

The ICT workforce in Tasmania is heavily gender-segregated, meaning that without a mitigating policy to recruit and train women, the direct economic benefits from the additional investment could heavily favour men over women. The existing ICT workforce in the health and social care sector is less gender-segregated than the broader ICT workforce in Tasmania¹. This provides a good base from which to ensure the investment in digital health enhances female employment. In addition, the workforce required to deliver the investment will encompass Project and Change Management, Medical, Nursing, Midwifery, Allied Health, Health Information Management, and ICT. These areas of expertise will create additional prospects for female candidates.

Health and Wellbeing | Strong

The investment in digital health can lead to reductions in premature death and improvement in physical and mental health, with women particularly having the potential to benefit from improvements in mental health service access. To address barriers to participation for women during implementation of Digital Health Transformation, a communication, change, and adoption framework has been established. In 2023-24, a Workforce Strategy will also be developed to gain a deeper comprehension of these challenges.

Leadership and Participation | Growth

The need for greater ICT experience and knowledge at senior levels may result in more opportunities for leadership for women. The Tasmanian Department of Health is actively pursuing professional learning for senior executives and other leadership and management roles in relation to health IT, and digital transformation.

Safety | Neutral

While there is a risk created through greater reliance on digital health that women will be at greater risk due to data security concerns, there are potential benefits including quality improvements to information sharing and service delivery which will enhance women's safety.

¹ Australian Bureau of Statistics (2023), 2021 Census Table Builder

Ongoing Budget Initiative: New Housing Package

The Tasmanian Government has committed to building 10,000 new social and affordable housing units by 2032. The initiative will involve up to \$1.5 billion in new spending, supporting Tasmanians that are struggling with finding affordable accommodation and workers in the construction sector. The commitment will be delivered by the new statutory authority Homes Tasmania. The authority was established 1 December 2022, under the Homes Tasmanian Act 2022 and is responsible for delivering improved housing services for Tasmanians and for increasing the State's supply of social and affordable housing.

Women are more likely to seek support for specialist homelessness services and experience housing stress, where individuals spend over 30 per cent of their income on rental or mortgage costs, than men. Social and affordable housing can provide a stable and supportive environment that enables women to overcome broader inequities, achieve greater independence, and participate more fully in society. As such, investment in social housing can help address gender inequality and promote greater social inclusion and well-being for women.

Safety | Strong

In Tasmania women represent the majority of clients for specialist homelessness services, people on the waitlist for social housing and experienced a large increase in rates of homelessness between 2016 and 2021 (50 per cent).

Increased supply of social and affordable housing will reduce levels of housing stress of Tasmanian women and advance gender equality. More women will be able to secure both crisis and long-term housing following experiencing family violence, reducing rates of homelessness and the number of women having to stay with or return to a violent partner due to a lack of housing options.

Health and Wellbeing | Strong

Housing is a well-established social determinant of health and greater access to affordable housing will act to lower rates of poor mental health and self-reported physical health of Tasmanian women.

Leadership and Participation | Growth

Because the construction sector is male-dominated, the additional opportunities for leadership positions are likely to favour men, reducing the percentage of females in leadership positions. Men are also more likely to benefit from increases in opportunities for self-employment from the additional investments in social and affordable housing.

The Government has invested over \$2 million in initiatives to support women's leadership and participation in non-traditional industries, including building and construction, with a long-term view of increasing opportunities for women in building and construction.

Economic Security | Neutral

The investment to build up to 10,000 units of social and affordable housing will generate direct economic benefits for those working in the construction sector. Given this is one of the most gender segregated industries in Tasmania, with 90 per cent of the workforce men, the policy will therefore predominantly benefit male employment and earnings. Programs that have been implemented in other portfolios that aim to lift the number of female apprenticeships will assist in mitigating these impacts.

Long term, women's economic security will be enhanced through access to secure housing which underpins economic participation.

Ongoing Budget Initiative: Regional Jobs Hubs Network

The 2021-22 Budget invested \$10.6 million to expand the network of Regional Jobs Hubs. This employment-focused and community-led initiative is designed to improve job-matching between jobseekers and local employment opportunities, regional training delivery and related services coordination. It is funded for the discrete purpose of increasing employment and workforce participation. The Regional Jobs Hub Network is the centrepiece of the Jobs Tasmania Strategic Plan 2021-2024. The Plan recognises that, on almost all labour market indicators, regional Tasmania is not performing to the same level as metro areas and that the flexibility of a community led response can more effectively support and empower regional communities. The 2023-24 Budget provides \$5.5 million over two years from 2024-25 to extend this initiative until 2025-26.

There are seven Jobs Hubs, that service every regional Local Government Area as well as Glenorchy, Kingborough, Greater Launceston and the major population centres across the North West. The Hubs link jobseekers with local employment and training opportunities to address higher unemployment rates in the regions and support businesses to access the workforce they need. Jobs Hubs provide jobseekers with personalised attention and advice to help meet their employment goals, including pre-employment coaching and interview preparation, support to access training and skill development activities, and connecting to other services and supports they may be eligible for, including free or low-cost transport to get to and from work.

Economic Security | Strong

While the policy focuses on supporting all jobseekers, it has the potential to close the gender pay gap and improve women's participation by supporting more women to enter high-paying and/or male-dominated sectors, and to enter, re-enter or stay in the workforce. Because women's employment rates are even lower and unemployment rates are even higher than men's in regional areas, there is potential for this region-focused policy to offer even greater benefit for women. This is especially so because many women looking to re-enter the labour force aren't eligible for Australian Government or other career supports, so the Jobs Hubs are addressing a gap in the service system.

Leadership and Participation | Strong

By supporting women's workforce participation and economic security, the policy has the potential to support women's ongoing career progressions, leading to more women reaching management and other senior decision-making roles.

Safety | Strong

By supporting job opportunities for jobseekers, including for men, the policy has the potential to reduce factors that contribute to the risk of family and sexual violence. By enabling women's workforce participation and economic security, the policy can reduce the risk factors that contribute to the incidence of women's homelessness and other risks to safety.

Health and Wellbeing | Strong

By enabling women's workforce participation and economic security, this policy can improve health outcomes (for example, to afford services and products that enhance their health). Supporting women to achieve financial independence through meaningful work also positively impacts mental health and wellbeing outcomes.

Ongoing and New Budget Initiative: Third Family and Sexual Violence Action Plan 2022–2027: Survivors at the Centre

The Tasmanian Government invested \$12.5 million in the 2022–23 Budget to develop Tasmania’s Family and Sexual Violence Action Plan 2022–2027: Survivors at the Centre. The Action Plan articulates the vision that homes, families and communities are free from all forms of family and sexual violence. In the 2023–24 Budget the Tasmanian Government invests a further \$50 million to deliver the Action Plan.

The Action Plan will improve women’s safety and health (physical, mental and emotional) by reducing instances of violence and abuse, and by restoring opportunities for health and wellbeing of victim-survivors. Beyond direct impacts, there are multiple channels through which investment indirectly enhances women’s outcomes, by enabling victim-survivors to regain the means to pursue educational, work and business opportunities that provide them economic security and independence.

The 2022–23 Budget also provided \$15.1 million to pilot two Arch Centres (also known as Multidisciplinary Centres) in the north and south of the State, to offer places of immediate safety and support to victim-survivors of sexual and family violence. The Arch Centres are on schedule to be operational in mid 2023.

Economic Security | ● Strong

This Action Plan indirectly enables women’s ongoing educational and workforce attachment, with women being the majority of victim-survivors who are at the centre of this policy. Increased service provision supports therefore can increase women’s financial earnings, in turn strengthening their superannuation and asset ownership. Improved systems of accountability of perpetrators can also improve opportunities for redress and more equitable division of assets in relationship dissolution (to the extent this is not already occurring). The Action Plan also indirectly supports the labour productivity of the female-concentrated workforce delivering services.

Leadership and Participation | ● Strong

By enabling women who experience family and sexual violence to regain financial independence and sustain workforce attachment, the Action Plan has the potential to indirectly support women’s ongoing career progressions, leading to more women reaching management and other senior and decision-making roles.

Safety | ● Strong

Improving women’s safety is the core function of the Action Plan. Beyond this direct impact, there are indirect effects that positively improve their safety outcomes. For example, by enabling women’s economic independence, alleviating rental and mortgage stress, and reducing the risk of homelessness and poverty, that vulnerable groups of women might otherwise encounter.

Health and Wellbeing | ● Strong

Reducing the threat and incidence of violence and abuse reduces the chances of women suffering these dangers to their health and wellbeing, and indeed to their lives. The successful implementation of these policies can have the effect of reducing deaths and injuries suffered by women that is the result of or associated with violence and abuse.

There are further, indirect benefits of these policies for closing gender gaps in health and wellbeing. Policies to address violence against women can create a safer and more liberated environment for women to be physically active and address their personal health needs. Providing support for victim-survivors can serve to restore their mental health.

Ongoing and New Budget Initiative: Strategic Plan for Mental Health: Rethink 2020–2025 and other mental health initiatives

In the 2022–23 Budget the Government invested a further \$1.5 million over three years to implement Tasmania's Strategic Plan for Mental Health, Rethink 2020–25. The Plan aims to better integrate mental health services across Tasmania and reorientate towards community mental health services. This approach can save valuable health care resources as well as keep the population healthier, lifting participation and productivity.

The 2023–24 Budget also includes \$48 million over the Budget and Forward Estimates for other mental health reform initiatives, including to permanently establish the Acute Care Team, the GP Liaison Clinician, Lived Experience Workforce, as well as implement the new Tasmanian Suicide Prevention Strategy, which focuses on evidence-based priority populations including men, and roll out a new Mental Health Emergency Response service in the North West.

The Tasmanian Government has invested significantly in additional mental health services and programs through the Tasmanian Mental Health Reform Program, including \$50 million for Child and Adolescent Mental Health Reforms in the 2021–22 Budget.

Mental health services can improve gender equality by addressing the unique mental health needs and experiences of women and girls. Gender inequality can contribute to mental health challenges for women, including higher rates of depression, anxiety, and trauma. Mental health services can also offer gender-specific programs and resources that address issues such as gender-based violence and discrimination, reproductive health, and work-family balance. By providing tailored mental health services that address gender-specific needs, mental health services can help reduce gender disparities in mental health outcomes and promote greater gender equality.

Economic Security | Strong

Improving mental health will lift overall levels of productivity and participation, which will help lift female earnings and economic security.

Young women in Tasmania report the highest levels of poor mental health in the state, with 21.1 per cent of 20 to 34-year-old women reporting having a mental health condition in the 2021 Census compared to just 12 per cent of 20 to 34-year-old men.² Improving mental health services will support more women into work and education, and advance gender equality goals.

Leadership and Participation | Strong

Women will benefit from greater employment and leadership opportunities due to the greater investments in the community health sector, with 77.2 per cent of the workforce female.³

Safety | Strong

Around half of the women seeking specialist homelessness services in Tasmania report experiencing a mental health condition.⁴ Housing insecurity contributes to poor mental health, and poor mental health contributes to housing insecurity. The additional mental health services and better coordination of existing services will help address this driver of housing insecurity for women.

Health and Wellbeing | Strong

Improved mental health services will improve the mental health of women that are more likely to experience poor mental health including young women and Tasmanian Aboriginal women. This will act to reduce gender disparities. More broadly the established link between poor mental health and the risk of developing chronic conditions means that these additional investments should contribute to improved self-reported health for Tasmanian women.

² Australian Bureau of Statistics (2023), 2021 Census Table Builder

³ Australian Bureau of Statistics (2023), 2021 Census Table Builder

⁴ AIHW (2023), Specialist Homelessness Services Monthly Data Cubes

New Budget Initiative: Maintain current Ambulance Tasmania workforce to meet operational demand from COVID-19

The 2023-24 Budget includes funding of \$56 million over four years to maintain the increase in Ambulance Tasmania workforce implemented in response to the COVID-19 pandemic. Maintaining the workforce will allow the service to manage the increase in emergency and urgent cases that have occurred following the pandemic.

Maintaining the Ambulance Tasmania workforce contributes to achieving gender equality by improving access to healthcare for women, particularly those who face barriers to healthcare due to financial, geographic or other factors. When emergency medical care is readily available, women are more likely to receive timely and effective treatment for life-threatening medical conditions, which can help reduce the risk of injury or death. Additionally, increasing ambulance services can create new job opportunities for women, which can help promote gender equity in the workforce.

Further, emerging roles in Ambulance Tasmania, such as community paramedics, will assist Tasmanians to remain at home while accessing treatment.

Economic Security | Strong

While women make up the majority of Tasmanian health industry workforce (74.1 per cent) they are under represented amongst ambulance workers (40.1 per cent)⁵. The continued increase in resourcing of the Ambulance Services offers the prospect of increasing employment of women in these roles.

Safety | Strong

Ambulance workers are often first responders in cases of family and sexual violence. Ensuring adequate resourcing will assist them in fulfilling their role in the community and assist in keeping women safe.

Health and Wellbeing | Strong

Continued resources will ensure more timely access to acute mental services, which given higher rates of poor mental health among young women, will improve gender equality. In addition, improved access to emergency health services will address greater barriers faced by women due to lower levels of financial resources. The extent to which health benefits reduce the caring burden across the community, women that undertake more of the unpaid caring role across society will also benefit.

Leadership and Participation | Growth

Additional investment into Ambulance Tasmania creates more opportunities to address the gender equity across the workforce. In 2022, Ambulance Tasmania released a cultural improvement plan, including a Women in Ambulance Steering Committee to create a more inclusive, progressive, and supportive organisation that encourages women to attain career growth and promotion.

⁵ ABS Census 2021 Tablebuilder

New Budget Initiative: Increased Funding for Endoscopy Services

The 2023-24 Budget provides \$37.5 million over four years to ensure access to public endoscopy services and reduce waitlists. This investment will ensure timely access and improve the health of all Tasmanians through earlier diagnosis of conditions including cancer.

This will deliver an additional 22,000 endoscopy procedures by 2027, and reduce the waiting time to receive endoscopies to within clinically recommended times.

Endoscopy is an important procedure used to help diagnose medical conditions affecting the digestive system, such as ulcers, inflammation, tumours, and polyps.

Health and Wellbeing | Strong

Increased access to services should ensure better screening for a number of cancers. Ensuring that there are enough female providers trained in endoscopy can help women feel more comfortable seeking care and can contribute to gender equity in healthcare.

Leadership and Participation | Growth

The high degree of gender segregation in a key existing workforce means that men are better positioned to benefit from managerial opportunities from the new funding. Opportunities exist to attract and recruit female gastroenterologist specialists to Tasmania.

Economic Security | Neutral

Nationally approximately 30 per cent of qualified gastroenterologists are female.⁶ However, the additional investment to expand services could provide scope for additional clinical positions that include opportunities for women.

Safety | Neutral

There is no direct or indirect impact on safety from this measure.

⁶ National Health Workforce Dataset: <https://hwd.health.gov.au/webapi/jsf/dataCatalogueExplorer.xhtml>

New Budget Initiative: Literacy Community-Wide Framework

In the 2023-24 Budget the Government is investing \$6.5 million over four years and \$2 million in ongoing operational funding from 2027-28 onwards to implement a community wide Framework for Literacy. The Framework aims to improve literacy rates in Tasmania to reach the aspirational goal of 100 per cent functional literacy.

Even though women have higher average literacy rates than men, research suggests that women can benefit even more than men from improvements in their literacy rates in terms of enhanced employment outcomes.

Economic Security | Strong

Research by the Productivity Commission (2014), cited in the Discussion Paper to inform the development of the Framework, detected that a given improvement in literacy and numeracy skills is associated with better labour market outcomes across all groups, with women experiencing even larger employment benefits:

- An increase in literacy and numeracy, by one skill level, is associated with an even larger increase in the likelihood of employment among women (4.3 percentage points) compared to men (2.4 percentage points).
- An increase in literacy and numeracy test scores by 50 points is linked to an even larger increase in likelihood of labour force participation among women (2.6 percentage points) compared to men (1.6 percentage points).

The benefits of this policy are also expected to be greater among disadvantaged groups, as more than half of the wage penalty experienced by people with non-English speaking backgrounds is explained by their lower literacy and numeracy skills.

Improvements in literacy can consequentially uplift women's economic outcomes, including their earnings prospects, superannuation and asset ownership. Investment in basic literacy and numeracy can also facilitate improvements in women's financial literacy which would also support their economic security.

Leadership and Participation | Strong

By supporting women's educational and workforce participation, this initiative has potential to support women's ongoing career progressions, leading to more women reaching management and other senior decision-making roles.

Safety | Strong

By enabling women's workforce participation and economic security, this policy has the potential to economically strengthen women's capacity to build financial autonomy that also enables them to invest in their safety (for example, to afford safer housing or to leave a violent relationship).

Health and Wellbeing | Strong

By enabling women's workforce participation and economic security, this policy can improve health outcomes (for example, to afford services and products that enhance their health). Improvements in literacy and numeracy may also improve women's capacity to make more informed choices about health and wellbeing.

Gender Equality Indicators

As Tasmania continues to see progress towards achieving gender equality, it is important to take an evidence-based approach to assessing progress.

As part of the gender budget snapshot, a range of indicators serve as an analysis tool to review policy decisions and the effectiveness of initiatives to further progress gender equality.

The indicators presented in this gender budget snapshot do not represent all ways of measuring gender equality. The gender budget snapshot will evolve over time and indicators will be refined as the Tasmanian Government embeds gender impact assessment processes.

Key indicators of progress are reported under each of the four outcome areas identified in Equal means Equal. Where data is available figures are reported at regional levels.

This broad summary presents an indicative statistical picture focussed on women's economic outcomes and experiences in Tasmania.

These gender averages do not necessarily reflect the experiences of all individuals, and highlight that further opportunities exist to build and interrogate data about women's lives in Tasmania and the action that Government can take to progress gender equality.



Economic Security for Women in Tasmania

Despite significant progress in recent decades, gender inequality remains in many areas including access to education, employment and financial resources.

While girls in Tasmania now attain higher average levels of education than boys, they can still face significant gender-patterned discrimination in the job market and lower earnings than men, even when working in the same occupations and industries.

Women also tend to face greater barriers accessing financial resources, such as loans, and asset ownership. This makes it harder for women to start their own businesses and achieve financial independence.

Progress towards women's economic security can be measured through a collective set of indicators including the gender pay gap, rates of labour force participation, gender segregation across industries, and young people's employment.

Economic indicators included in this gender budget snapshot are detailed in the following section:

- Gender pay gap
- Labour force participation
- Gender segregation across industries
- Young people in employment, education and training

Gender Pay Gap

Tasmanian Three Year Trend

⬆ Improving

National Comparison

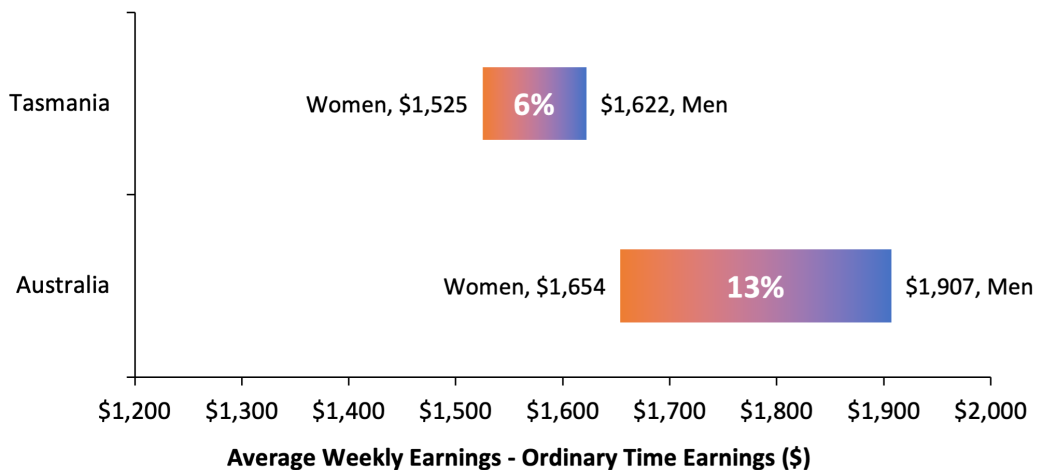
⬆ Above

The gender pay gap encapsulates the broader gender inequalities in society, such as women's under-representation in leadership positions, barriers to women's career advancement, and gender differences in fields of education and training that are influenced by the pressures of gender norms and stereotypes.

This metric has been included as an indicator because the resultant gender pay gap directly impacts women's economic security through reducing their capacity to support themselves and their families, their lifetime earning potential and retirement income, and their capacity to make economic decisions with full autonomy and independence.

In November 2022 the gender pay gap in Tasmania was 6.0 per cent, down from 8.9 per cent gender pay gap in November 2019. The gender pay gap in Tasmania is also significantly narrower than the national average of 13.3 per cent.⁷

Figure 1: Gender Pay Gap in Average Weekly Earnings, 2022



Source: ABS 2023, Average Weekly Earnings, November 2022

⁷ Australian Bureau of Statistics (2023), Average Weekly Earnings, November 2022

Labour Force Participation

| Tasmanian Three Year Trend | National Comparison |
|----------------------------|---------------------|
| ⬆ Improving | ⬇ Below |

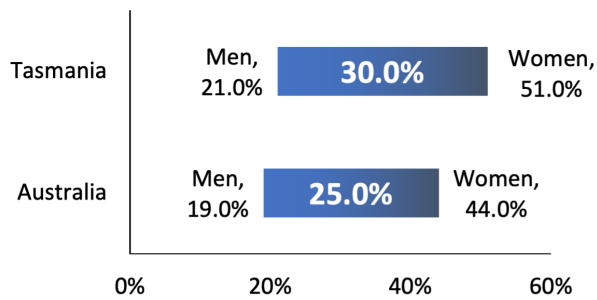
Lifting female participation in the paid workforce is critical for women’s economic independence, and an additional source of labour supply for the Tasmanian economy that can boost economic growth and living standards.

The capacity for women to sustain their participation in paid work over their working lives is critical to women’s economic security. Women are more likely than men to experience periods out of paid work and fewer working hours due to child caring responsibilities, which reduces earnings over the life course and contributes to the gender pay gap.

While rates of female participation in the labour force have increased in Tasmania from 41 per cent in 1980 to 59 per cent in 2022⁸, this has mainly been in the form of part-time work. Today 51 per cent of women work part-time in Tasmania, compared to just 22 per cent of men.⁹ This represents a gender gap of 29 per cent in the part-time employment share, which is larger than the national gap of 25 per cent, and greater flexibility and choice for families.

For many families part-time work allows a balancing of work and family responsibilities. Increasing rates of women’s full-time participation and increasing rates of men’s part-time participation would represent more equal sharing of these responsibilities.

Figure 2: Part Time Employment Gap, 2023



Source: Impact Economics and Policy analysis of ABS 2023, Labour Force Detailed, February 2023

8 Australian Bureau of Statistics (2023), Labour Force Australia
9 Australian Bureau of Statistics (2023), Labour Force Detailed, February 2023

Gender Segregation Across Industries

| Tasmanian Three Year Trend | National Comparison |
|----------------------------|---------------------|
| ⬆ Improving | ⬇ Below |

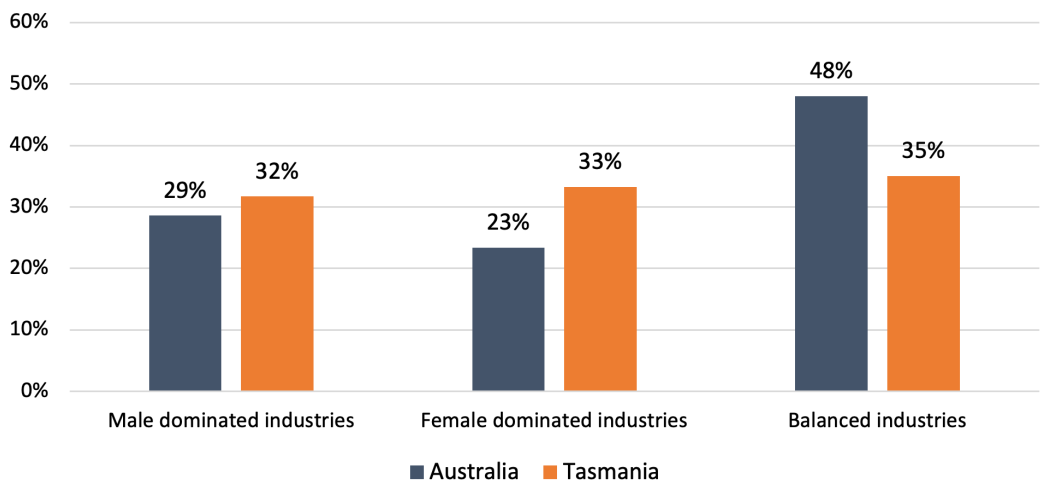
Gender-segregated industries can be defined as industries in which there is either a male or female concentration of employees. The Workplace Gender Equality Agency (WGEA) defines a gender-dominated industry as being comprised of at least 60 per cent of one gender, as opposed to being ‘gender balanced’ where each gender comprises closer to half (between 40 to 60 per cent).

Gender segregation in men’s and women’s different industries of employment reflect the ongoing influence of traditional gender roles and stereotypes. This reinforces gender inequality and limits choice and opportunities for individuals to pursue their intrinsic interests and fulfill their potential. Because many traditionally male industries pay higher average wages than those traditionally occupied by women, patterns of gender segregation in industries of employment contribute to the overall gender pay gap and impedes women’s economic security.

Tasmania has a greater intensity of gender segregation than the rest of Australia. 33 per cent of women in Tasmania work in traditionally female industries compared to 23 per cent of women across Australia.¹⁰

Reducing the degree of gender segregation in the workforce requires initiatives to counter gender norms. Initiatives that increase choice for men in their employment is equally as important as increasing female employment in non-traditional industries.

Figure 3: Per cent of all Employees Working in Different Industry Types, 2023



Source: ABS 2023, Labour Force Detailed, February 2023

10 Impact Economics and Policy calculations using Australian Bureau of Statistics (2023), Labour Force Detailed, February 2023.

Young people in employment, education or training

Tasmanian Three Year Trend

⊖ Steady

National Comparison

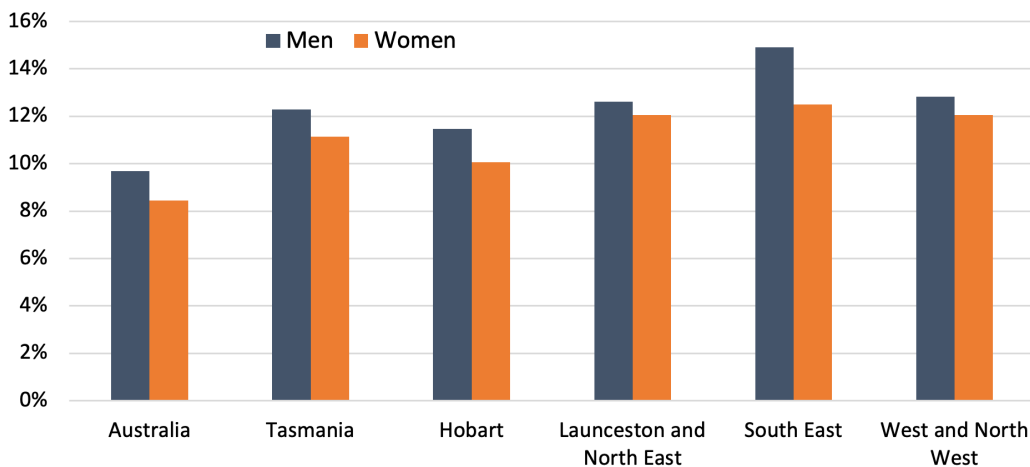
⬆ Above

For young people, experiencing any periods of time outside of education, employment or training reduces their life-long economic opportunities and life outcomes. Young women experiencing time outside education, employment or training face higher risks of gender-based violence, teenage pregnancy, and other forms of social exclusion.

Young women in Tasmania are less likely than young men to experience time outside of employment, education or training, but are more likely to do so than women across Australia.

This data has been included as an indicator because increasing engagement in education, employment or training in Tasmania will improve economic security across the life course and reduce the probability of social exclusion across women, men and for families.

Figure 4: Per cent of 15- to 24-year-olds Not Engaged in Employment nor Study, 2022



Source: ABS 2022, Education and Work, 2022



Leadership and Participation of Women in Tasmania

Women's under-representation in the traditionally male positions of leadership and political decision-making reflects the influence of ongoing gender inequities, biases and social norms about "who" constitutes a good leader.

Female leadership and participation can promote diversity, equality and inclusion. Women bring different life experiences and skills to decision-making, which broadens the range of ideas and solutions that are considered. This can foster more innovative and effective solutions, as well as better representation of the needs and perspectives of all members of society.

There is also power in women's representation, through providing role models for younger generations of girls and women, and normalising women's participation in leadership and decision-making for the next generation of boys and men too. This can help shift gender norms and break down barriers and stereotypes that have historically held women back from having a voice and influence through positions of leadership.

Gains in women's leadership and participation can be measured across several domains, including positions on boards, women in Parliament, women in managerial roles and self-employed women.

Leadership and Participation indicators included in this gender budget snapshot are detailed in the following section:

- Women's representation in politics
- Women in managerial roles
- Women in self-employment
- Share of men and women taking parental leave

Women’s Representation in Politics

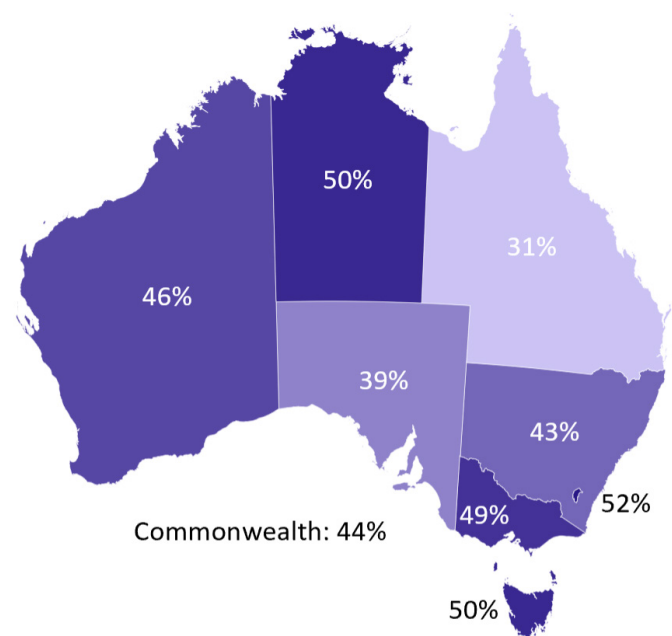
| Tasmanian Three Year Trend | National Comparison |
|----------------------------|---------------------|
| ⊖ Steady | ⬆ Above |

Gender representation in parliament increases the likelihood that women’s needs and voices are heard and their interests and values are represented in decision-making processes. Women have historically been under-represented in politics.

Tasmania was the first state Parliament in Australia to have a majority of female members in 2018 and continues to have one of the highest rates of female participation in Australia. As of the 2021 Tasmanian Election, women comprise 50 per cent of State Members of Parliament, which compares favourably to other jurisdictions.¹¹

The representation of women in Tasmanian politics at the local Government level is also relatively favourable. While women represent 40% of all councillors, they make up 52% of all local Government Mayors, and 62% of Deputy Mayors.¹²

Figure 5: Parliamentary Representation



Source: Impact Economics and Policy analysis of Parliament of Australia 2023, Gender composition of Australian parliaments by party: a quick guide, January 2023

11 Impact Economics and Policy analysis of Parliament of Australia 2023, Gender composition of Australian parliaments by party: a quick guide, January 2023

12 Impact Economics and Policy analysis of Tasmanian Local Government composition data.

Women in Leadership and Managerial Roles

| Tasmanian Three Year Trend | National Comparison |
|----------------------------|---------------------|
| ⊖ Steady | ⬆ Above |

Research has shown that companies and organisations with gender-diverse leadership teams achieve better financial performance, as well as a range of other organisational outcomes such as environmental sustainability. This suggests that female leadership and participation has tangible economic benefits.

Tasmania has a higher share of women that are Chief Executives and General Managers compared to the Australian average, with 42.1 per cent of Chief Executives and 44.3 per cent of General Managers in Tasmania being women.

As one of the biggest employers in Tasmania, the Tasmanian State Service Senior Executive Service is comprised of 51 per cent women.¹³

Figure 6: Female share of manager roles



Source: ABS 2023, Labour Force Detailed, February 2023. Caution should be taken when relying on data broken down to this level of detail. These data can be particularly volatile and subject to significant revision due to the small sample size. This is particularly the case with data for smaller jurisdictions, such as Tasmania.

13 ABS 2023, Labour Force Detailed, February 2023

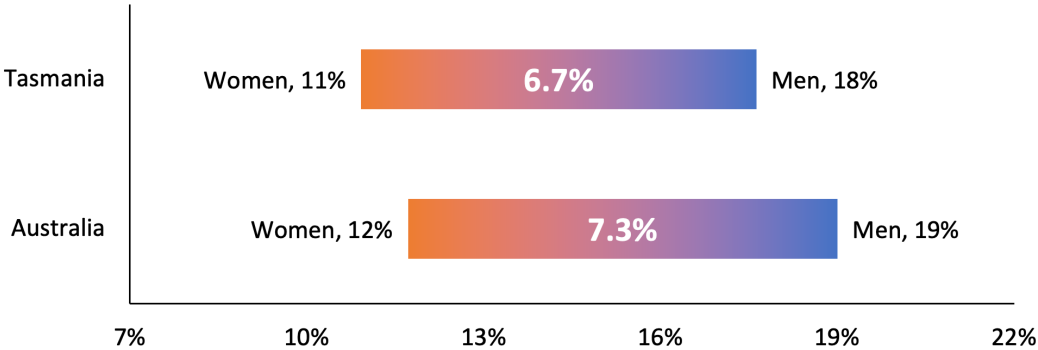
Women in Self-Employment

| Tasmanian Three Year Trend | National Comparison |
|----------------------------|---------------------|
| ⊖ Steady | ⬇ Below |

The extent to which women can participate in self-employment reflects the barriers (or the absence of barriers) to independent economic participation in a form that often requires leadership, management of others and financial capital. Self-employment can also indicate financial independence. Rates of self-employment have been declining slightly in recent decades for both men and women with the spread of large national and multi-national businesses employing thousands. Self-employment accounts for about 16% of all employment nationally.

Tasmania has slightly lower shares of self-employment than nationally for both men and women.¹⁴ Both in Tasmania and nationally, men have higher rates of self-employment than women. In Tasmania, about 11 per cent of all employed women are self-employed while 18 per cent of employed men are self-employed.¹⁵

Figure 7: Self-employment share of all employment, 2023



Source: ABS 2023, Labour Force Detailed, February 2023

14 ABS 2023, Labour Force Detailed, February 2023
15 ABS 2023, Labour Force Detailed, February 2023

Share of Men and Women Taking Parental Leave

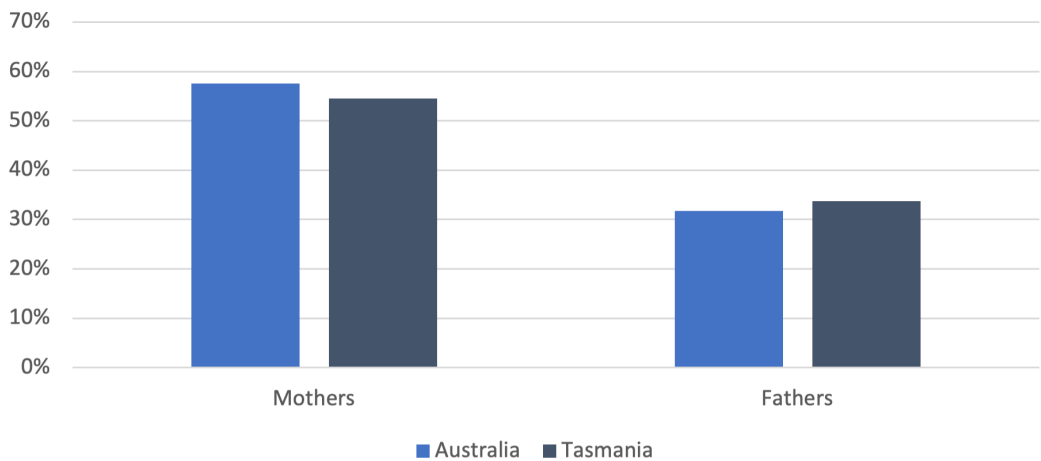
| Tasmanian Three Year Trend | National Comparison |
|----------------------------|---------------------|
| ⊖ Steady | ⬆ Above |

Unequal distribution of unpaid caring work underpins lower levels of female participation in paid work, and international evidence indicates that increasing the uptake of paid parental leave by men is one of the most effective levers available to lift female participation in full-time paid work.

National figures show that just over 30 per cent of men take advantage of the Australian Government’s Paid Parental Scheme¹⁶, which makes 2 weeks of parental leave available to fathers and partners at the minimum wage rate of payment. In Tasmania, that figure is slightly higher.¹⁷

Changes to the national Paid Parental Scheme have been introduced to both increase the amount of leave available and provide additional flexibility for parents to share leave after having a child. Monitoring the impact of these changes in coming years will provide an important measure of changes in caring responsibilities and family organisation within households.

Figure 8: Mothers and Fathers Taking Paid Parental Leave per cent



Source: Australian Government Department of Social Services, EDW Paid Parental Leave Scheme Claims Universe, FY 2022–23 YTD. Figure 8 represents the general population, not only those who are eligible.

16 Department of Social Services (2023), EDW Paid Parental Leave Scheme Claims Universe
17 Department of Social Services (2023), EDW Paid Parental Leave Scheme Claims Universe



Safety of Women and Girls in Tasmania

Safety is important to gender equality because without it, women cannot fully participate in society. Women are more likely to experience violence and harassment in public and private spaces, which, in addition to violating their human rights, can limit their mobility, restrict their access to education and employment opportunities, and impede their ability to participate fully in social and cultural activities.

When women are not safe, their physical and mental health can be affected, which can further limit their opportunities and affect their overall wellbeing. Additionally, the threat or fear of violence or harassment can contribute to a culture of silencing and self-censorship, preventing women from expressing themselves freely and participating fully in public discourse. Addressing safety is therefore essential to achieving gender equality.

Safety of Women and Girls in Tasmania indicators included in this gender budget snapshot are detailed in the following section:

- Living in rental or mortgage stress
- Rates of family and sexual violence
- Specialist homelessness services clients

Living in Rental or Mortgage Stress

| Tasmanian Three Year Trend | National Comparison |
|----------------------------|---------------------|
| ⬆ Improving | ⬇ Below |

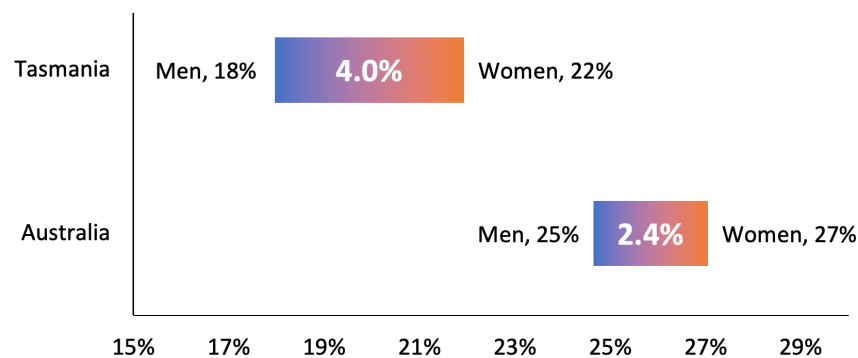
Rental or mortgage stress occurs when someone is spending more than 30% of their total household income (pre-tax) on their rent or mortgage payments.

Women are more likely to experience rental and mortgage stress for a range of factors, including because they are more likely to work part-time, in low-paying or insecure jobs, experience breaks in employment due to caring responsibilities, and experience gender-based discrimination and violence, all of which can impact their ability to secure and afford adequate housing.

While women in Tasmania are 4 percentage points more likely to be experiencing rental and mortgage stress than men, they are less likely than the average Australian woman.¹⁸ Latest available data suggests that rates of mortgage and rental stress have been falling in Tasmania due to economic growth.¹⁹ However recent increases in rents and mortgage payments, due to higher official interest rates, may change this trend.

Further, people can only experience rental or mortgage stress if they are able to rent a home or have a mortgage. So, this indicator does not capture rates of homelessness.

Figure 9: Share of people in rental or mortgage stress, 2021



Source: Impact Economics and Policy analysis of HILDA Survey Data, 2022

¹⁸ Impact Economics and Policy analysis of HILDA Survey Data, 2022
¹⁹ Australian Bureau of Statistics (2023), Census 2021

Rates of Family Violence

| Tasmanian Three Year Trend | National Comparison |
|----------------------------|---------------------|
| ⬇️ Worsening | ⬇️ Below |

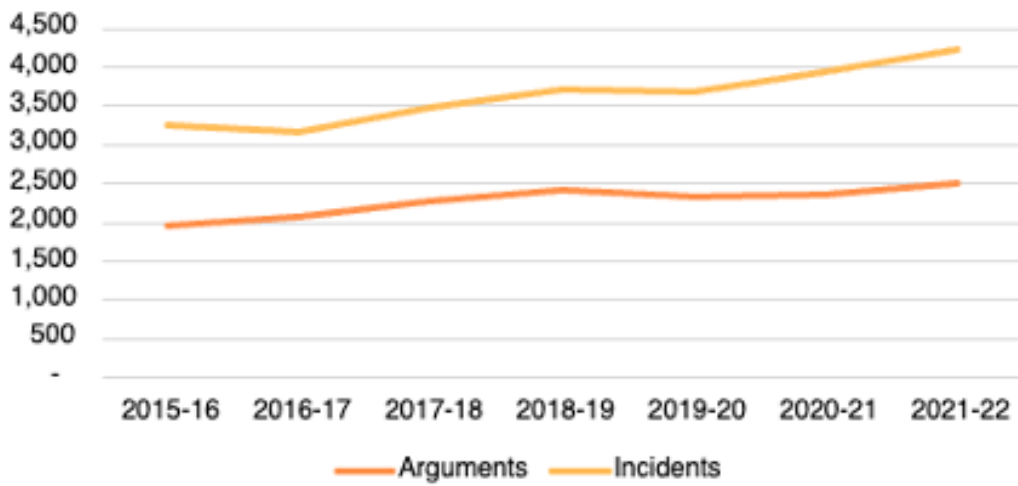
Family violence represents a significant barrier to achieving gender equality, as it reflects – and continues to perpetuate – gender-based power imbalances and discrimination and can limit women’s ability to participate fully in society.

Women are disproportionately affected by family violence, with research showing that women are more likely to experience violence and abuse at the hands of a partner or family member than men.

The percentage of women that report having experienced intimate partner violence in Tasmania since the age of 15 is higher in Tasmania (22 per cent) than the national average (17.8 per cent)²⁰, while the number that have experienced violence over the past two years is comparable. While of concern, higher reported rates of family violence over time and across jurisdictions can indicate that barriers to reporting are reducing, and may not indicate that the incidence of family violence is increasing.

Reports to police in Tasmania have increased steadily since 2015–16 from 5,212 to 6,743.²¹

Figure 10



Source: Department of Police, Fire and Emergency Management

20 Australian Bureau of Statistics (2023), Personal Safety Survey
21 Department of Police, Fire and Emergency Management

Specialist Homelessness Services Clients

Tasmanian Three Year Trend

⬇️ Worsening

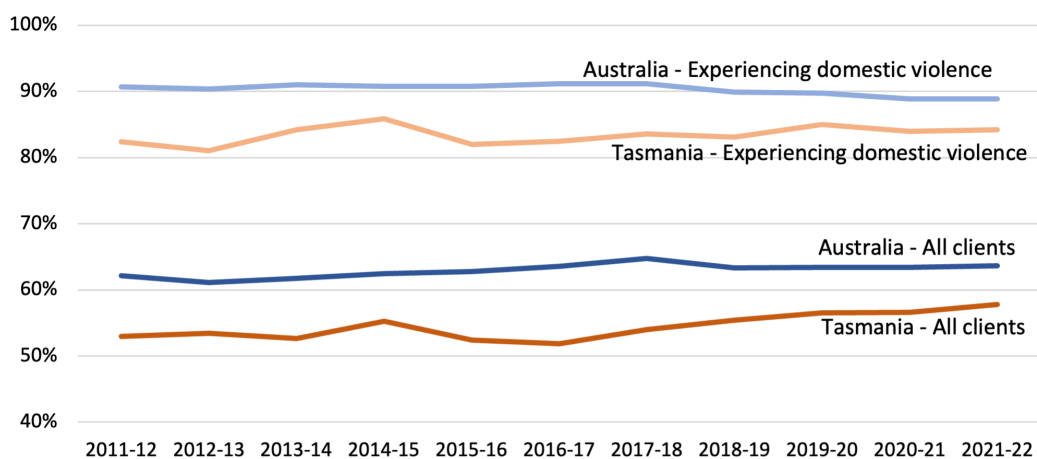
National Comparison

⬇️ Below

Specialist Homeless Services provide assistance when people are facing significant housing insecurity or homelessness. The leading reason people seek assistance is due to family violence, with women representing the biggest group of people seeking help.

In 2021–22, women made up 57 per cent of Specialist Homelessness Service clients in Tasmania, which is below the national average of 60 per cent of all clients. Tasmanian women are also less likely to report having experienced family violence before seeking support than the national average.²² However, women's share of Specialist Homelessness Service clients in Tasmania has increased over the past three years from 55 to 56 per cent, potentially indicating a greater awareness of services and help-seeking by victim-survivors.²³

Figure 11: Females' share of SHS clients



Source: Australian Institute of Health and Welfare (AIHW) 2021–22, Specialist Homelessness Services Collection data cubes 2011–12 to 2021–22

²² Australian Institute of Health and Welfare (2023), Specialist Homelessness Service Annual Report 2021–22

²³ Australian Institute of Health and Welfare (2023), Specialist Homelessness Service Annual Report 2021–22



Women's Health and Wellbeing in Tasmania

Women face unique health challenges, such as reproductive health issues and higher rates of certain illnesses, and they may also face gender-based barriers to accessing healthcare due to socio-economic factors, discrimination, or cultural beliefs.

Poor health and wellbeing can limit women's opportunities and ability to participate fully in social, economic and political life. It can also create additional barriers to achieving gender equality, as women who experiencing physical or mental health challenges may find it more difficult to access education, employment or social support. Promoting women's health and wellbeing is therefore essential to achieving gender equality.

Women's health and wellbeing indicators included in this gender budget snapshot are detailed in the following section:

- Cancer and cancer screening
- Rates of mental health conditions and psychological distress
- Self-reporting health status
- Time use

Cancer and cancer screening

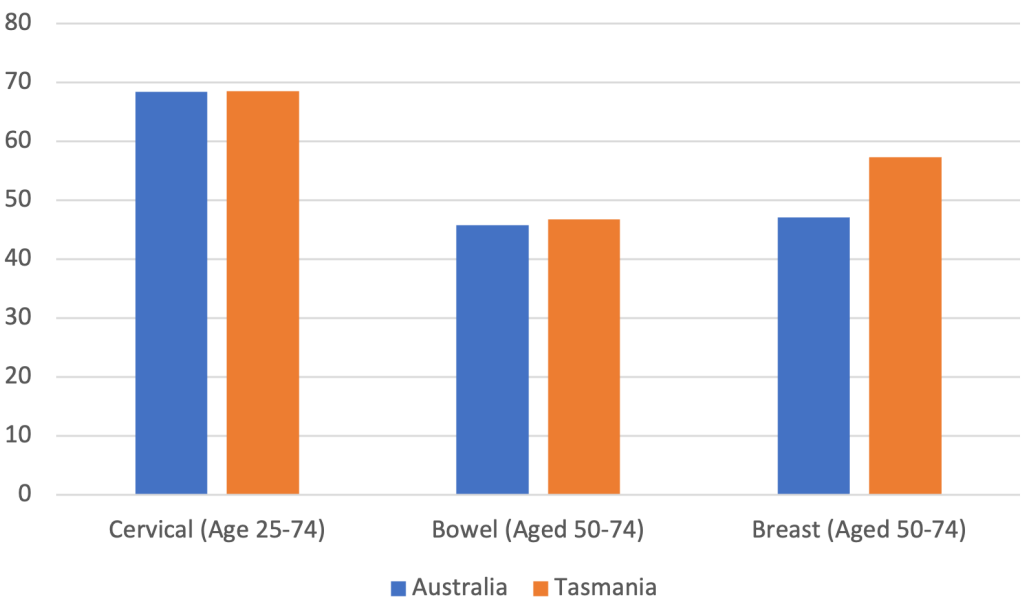
| Tasmanian Three Year Trend | National Comparison |
|----------------------------|---------------------|
| ⬇️ Worsening | ⬆️ Above |

There are three main cancer screening programs in Australia: bowel cancer; breast cancer and cervical cancer. These programs help detect cancer at an early stage, when it is more treatable and there is a better prognosis. Equal access to cancer screening ensures that everyone has the best chance of detecting cancer early and receiving appropriate treatment.

By providing education and resources, cancer screening allows patients to take control of their health and make informed decisions about their care. Additionally, promoting cancer screening reduces disparities in cancer incidence and mortality rates, ensuring that all individuals have the same opportunities for good health and well-being.

Tasmanian women have higher rates of participation in Bowel Cancer Screening (46.8 per cent of target population) and Breast Cancer Screening (57.3 per cent of target population) than the national average and similar rates of participation in Cervical Cancer screening.²⁴ While rates have fallen over the past three years this is likely driven by the COVID-19 pandemic.

Figure 12: Rates of Cancer Screening – April 2023



Source: Australian Institute of Health and Welfare (2023), Cancer Screening Programmes: Quarterly Data

24 Australian Institute of Health and Welfare (2023), Cancer Screening Programmes: Quarterly Data

Rates of mental health conditions and psychological distress

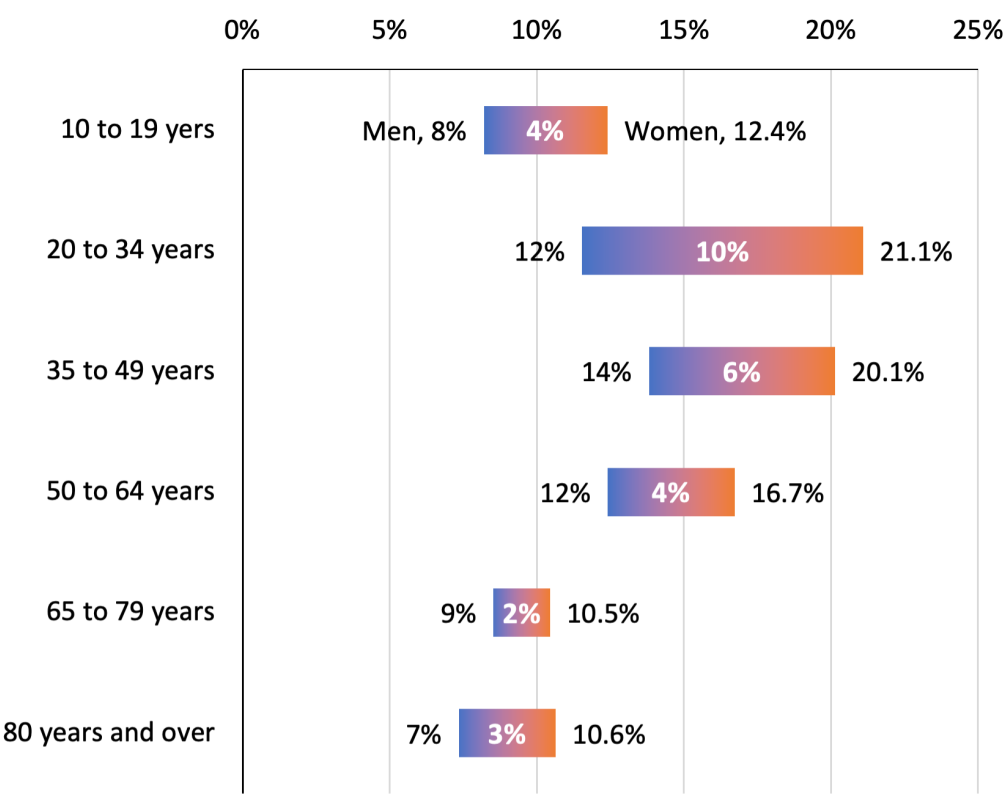
| Tasmanian Three Year Trend | National Comparison |
|---|---|
| <div> <div>⬇️</div> <div>Worsening</div> </div> | <div> <div>⬆️</div> <div>Above</div> </div> |

Reducing rates of poor mental health and psychological distress can increase the ability of individuals to participate fully in social, economic and political life, and reduce additional barriers to achieving gender equality.

On average across the population, poor mental health disproportionately affects women. A larger share of women reports mental health conditions like depression, anxiety and eating disorders, and higher rates of psychological distress. As with all individuals facing mental health conditions, they can face barriers to accessing mental health services due to factors like cost, stigma or discrimination.

Young women face the highest rates of poor mental health, and the gender gap is highest in the 20-to-34-year age group. Rates of poor mental health amongst Tasmanian women are increasing, with a 5-percentage point increase in the number of women having some psychological distress in 2021 compared to 2019.²⁵



Figure 13: Share of people with a disclosed mental health condition, Tasmania 2021



Source: Impact Economics and Policy analysis of ABS 2021, Census

25 Impact Economics and Policy analysis of Australian Bureau of Statistics (2023), 2021 Census

Self-Reported Health Status

| Tasmanian Three Year Trend | National Comparison |
|--|---|
|  Steady |  Similar |

Self-reported health provides insight into how individuals perceive their own health and wellbeing, and can identify disparities in health outcomes between men and women.

Understanding the factors that contribute to these disparities in self-reported health can help healthcare providers develop targeted interventions to improve health outcomes for women and ensure that all individuals have access to quality healthcare regardless of gender.

Almost the same percentage of women (3.3 per cent) and men (3.2 per cent) in Tasmania report having poor health, which are very similar rates to the rest of Australia.²⁶

26 Impact Economics and Policy analysis of HILDA Survey Data, 2022

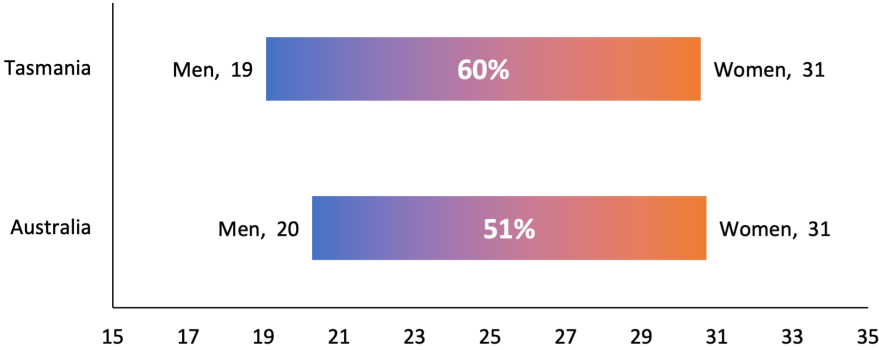
Time Use

| Tasmanian Three Year Trend | National Comparison |
|----------------------------|---------------------|
| ⬆ Improving | ⬇ Below |

Differences in time use between men and women – including time spent on unpaid household work and care – is included as a metric of progress on gender equality, because it can directly explain the lower participation of women in paid work. Gender gaps in time use can also contribute to gender gaps in time spent on leisure or community activities that also contribute to health outcomes. Reducing imbalances between women and men in the average amount of time allocated towards unpaid work in the household is therefore important for increasing women's paid workforce participation, and addressing gender imbalances in economic outcomes.

In Tasmania, women undertake 11.5 hours more unpaid work per week compared to men, which is more than the Australian average. While the gap has fallen since 2019, the average gap has not moved over the past 20 years.²⁷

Figure 14: Average number of hours spent on unpaid work and care per week, Tasmania 2021



Source: Impact Economics and Policy analysis of HILDA Survey Data, 2022

²⁷ Impact Economics and Policy analysis of HILDA Survey Data, 2022

Conclusion

To be an island of true equality, it is essential to understand the impacts that budget decisions make on the lives of Tasmanian women and girls.

We know that cultural attitudes, biases and normative ideas about women and men still underpin many of our decisions and behaviours. The ongoing perpetration of family and sexual violence is evidence that we have a long way to go to achieve gender equality.

Tasmanian women told us in the development of *Equal means Equal: The Tasmanian Women's Strategy 2022-2027*, that **equal means equal for every Tasmanian**.

This gender budget snapshot is a step forward and will continue to evolve and change over time as we develop and deepen our understanding of gender impacts and gender equality in Tasmania.

In doing this, we aim to create a Tasmania where gender is no barrier to equal economic security, leadership and participation, and health and wellbeing. And where all Tasmanians are safe in their homes, families and communities well into the future. We know that gender equality benefits the economy, and so this is also about building on and strengthening Tasmania's nation-leading economic growth.

