



# 2024-25 Tasmanian Gender Budget Statement

Department of Premier and Cabinet



## Acknowledgement

The Tasmanian Government acknowledges and pays respect to 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 respect to Elders, past and present.

## Appreciation

Thank you to all Tasmanian women and girls who have shared your experiences and stories with us under the work of *Equal means Equal: Tasmanian Women's Strategy 2022-2027*. Your insights, thoughts and perspectives continue to guide us.

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# Minister's Message



As Minister for Women and the Prevention of Family Violence, I see gender equality as fundamental to our success as a state. This is why the work being undertaken under *Equal means Equal: Tasmanian*

*Women's Strategy 2022-2027* is so important. It lays the groundwork for decisions to be made that have a positive impact on our collective future. A future where women and girls have equal opportunity, and gender equality is embedded in our culture, attitudes and practices.

Gender equality is a key driver of the work of our Government. Achieving a vision for a gender equal Tasmania will make real and lasting impact on the lives of Tasmanian women and girls.

I am proud to deliver the Government's third Gender Budget Statement under *Equal means Equal*. This year's Gender Budget Statement highlights our progress as a state towards gender equality and takes a deeper look at some of the budget initiatives that support this.

Tasmania is a great place for women to live and to thrive. This Gender Budget Statement shows that Tasmania is a place where women can achieve their ambitions. We have a significantly lower gender pay gap than the national average and have more women in politics and leadership positions than the rest of Australia.

The Government is continuing to support Tasmanian women across all outcome areas of *Equal means Equal*. This Gender Budget Statement explores a range of budget initiatives from cost of living support and training pathways, to improving access to safe housing and women's healthcare. It provides a chance to take a deeper look at how the

budget impacts women. Many of the budget initiatives analysed in this Gender Budget Statement demonstrate a strong, direct positive impact on women.

But there is always more work to do.

As Minister for Women and the Prevention of Family Violence, I will continue to advocate for the best outcomes for women and girls in Tasmania. We all have so much to gain from the equal and valued participation of women and girls across our economy, society and communities.

Under the Government's 2030 Strong Plan for Tasmania's Future we are investing in Tasmanian women to cement Tasmania as the best place to live, work, raise a family and be part of a strong and supportive community.

This Gender Budget Statement highlights the important work that the Tasmanian Government is doing to build an equal state. This work will be strengthened by the roll-out of our Gender Impact Assessment toolkit. This toolkit will support government agencies in understanding the gendered impacts of our policies, programs and services. We look forward to continuing to work closely government agencies and the community to build on our progress in years to come.

I extend my thanks to the Treasurer, Michael Ferguson, for his continued support in delivering the annual Gender Budget Statement. I am excited by the work ahead to create an equal Tasmania for everyone.

The Hon Madeleine Ogilvie MP

**Minister for Women and the Prevention of Family Violence**



# Treasurer's Message



I am pleased to provide my formal support for the 2024-25 Gender Budget Statement. This Statement, a key deliverable of the *Equal means Equal: Tasmanian Women's Strategy 2022-27*, highlights

our achievements and outlines new measures which aim to create a Tasmania where all individuals have equal opportunities to thrive. As Treasurer, I am proud to announce that our aspirations are backed by concrete actions and substantial investment across our State, providing opportunities to enhance the lives of all Tasmanians regardless of gender.

The Rockliff Liberal Government aims to create, through careful and considered policy decisions, an environment to maximise opportunities to enhance the lives of not just women and girls, but all Tasmanians and their families. Whether through economic growth initiatives, investment in essential infrastructure or providing services, our Strategy is aimed at advancing gender equality across our State.

Under the Government's 2030 Strong Plan for Tasmania's Future, we are continuing to invest in women's health services and supports, keeping children safe and supporting those at risk of, or experiencing, family violence. Our investment will build stronger and more secure and supported communities in which women can flourish and live their best lives.

Our Government will continue to work with the community sector to develop practicable leadership opportunities for women in the sector, enabling more women to lead and participate in board, management and leadership roles.

We are committed to continuing to prioritise initiatives that promote women's economic

empowerment, address gender disparities, and support the diverse needs of Tasmanian communities. For example, our continued investment in education and skills training programs aims to empower women and girls to excel in all fields – in particular in hospitality and agribusiness.

The 2024-25 Gender Budget Statement underscores our responsibility to transparency and accountability as we deliver the commitments in our 2030 Strong Plan for Tasmania's Future through the 2024-25 Budget. By providing clear insights into how public funds are allocated and the impact of our policies on different gender groups, the Government aims to foster trust and collaboration with stakeholders across Tasmania. We recognise that achieving gender equality requires a sustained effort and collaboration with community organisations, businesses and individuals who are passionate about advancing this important agenda.

Gender diversity is not just about fairness; it is about harnessing the full potential of our people and driving sustainable growth to support all Tasmanians and their families. By analysing how budget allocations impact people of differing genders, including women, men, girls and boys, we aim to foster a more equitable society where everyone has equal opportunities to prosper and succeed and ensure that every dollar spent contributes to a more inclusive and equitable society.

I extend my gratitude to my colleague, the Minister for Women, Madeleine Ogilvie, and all others who have contributed to this important endeavour. Together, guided by the principles of the 2030 Strong Plan for Tasmania's Future, we can make Tasmania the best place to live, work and raise our families and build a future where every Tasmanian can fulfil their potential.

The Hon Michael Ferguson MP  
**Treasurer**



## Introduction

The 2024-25 Gender Budget Statement outlines the current landscape for Tasmanian women and considers a suite of key Budget initiatives that have an impact on them.

The Tasmanian Government is committed to achieving a gender equal Tasmania. Through *Equal means Equal: Tasmanian Womens Strategy 2022-2027* 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.

This Gender Budget Statement builds upon the 2023-24 Gender Budget Snapshot. It continues to analyse key gender equality data insights to reveal trends occurring across our State. It also analyses a selection of 2024-25 Budget initiatives to understand their impact on Tasmanian women.

For the first time, this year's Gender Budget Statement looks back at budget initiatives assessed last year to see what progress has been made.

The Gender Budget Statement steps through the four key 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.

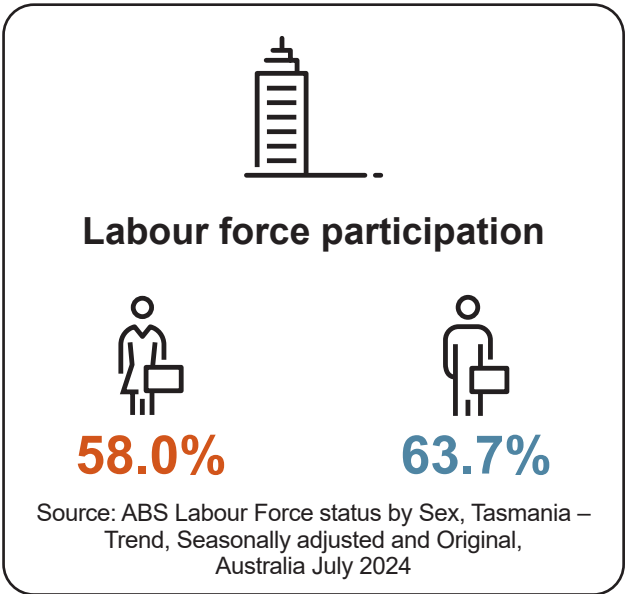
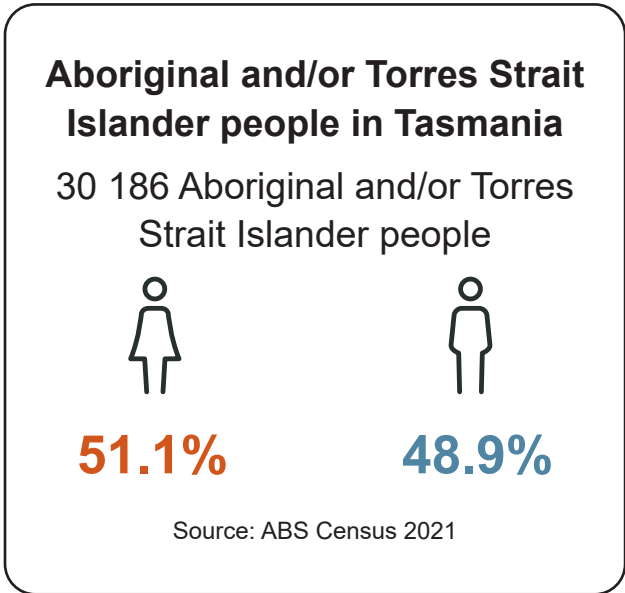
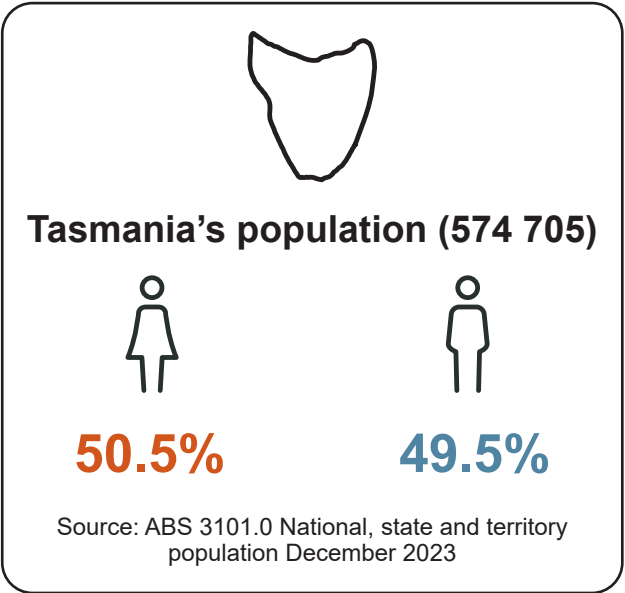
## Health and Wellbeing

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

As part of the gender responsive framework being established under Equal means Equal, this Gender Budget Statement presents a point in time reference for Tasmanian women. It provides an important checkpoint each year to examine progress and analyse how the Tasmanian budget is supporting women.



# Women in Tasmania Data Snapshot







### Average superannuation balance



**\$136 294**



**\$166 372**

Source: Australian Tax Office 2021-22  
Super Balance Snapshot



### Proportion of workers employed part-time



**51%**



**22%**

Source: ABS Labour Force, Australia,  
July 2024



### Attainment of Bachelor degree or above



**34.5%**



**24.0%**

Source: ABS Education and Work,  
May 2023



### Underemployment ratio



**9.7%**



**5.6%**

Source: ABS 6202.0 Labour Force, Underutilised  
persons by State and Territory and Sex



## Gender Budget Statement Overview

The following sections include:

- Gender equality data indicators,
- 2024-25 Budget initiative analysis across the four outcomes areas of *Equal means Equal*, and
- A re-analysis of 2023-24 Budget initiatives presented in last year's snapshot.

### Gender equality data indicators

17 gender equality data indicators are included across the four outcome areas of *Equal means Equal*. Each indicator includes a Tasmanian three-year trend which will indicate if we are Improving, Steady or Worsening based on data across the last years, and a National Comparison which will indicate if Tasmania is Better, Comparable or Worse than national statistics.

## 2024-25 Budget initiative analysis

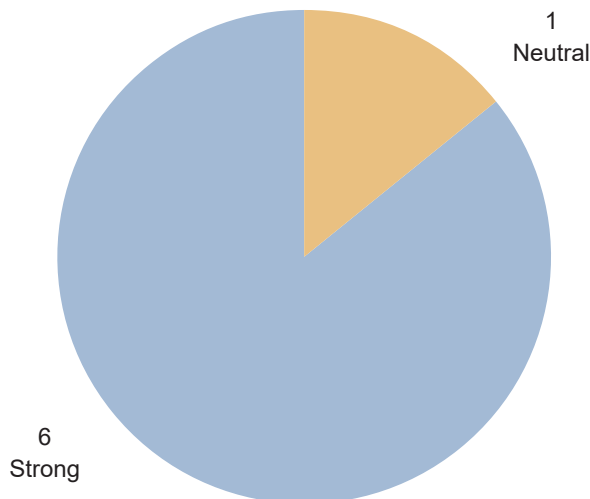
The 2024-25 Budget initiatives that have been analysed cover a broad range of topics, not just those budget initiatives targeted towards women.

The analysis of 2024-25 Budget initiatives has been conducted by the Department of Premier and Cabinet (DPAC) utilising a gender impact assessment framework. DPAC, in consultation with the Department of Treasury and Finance, has worked with relevant agencies to gather information on the budget initiatives and perform an assessment based on available information to determine the likely impacts on women across the four outcome areas of Equal means Equal. As these budget initiatives are delivered, it is possible that impacts for women will evolve and change.

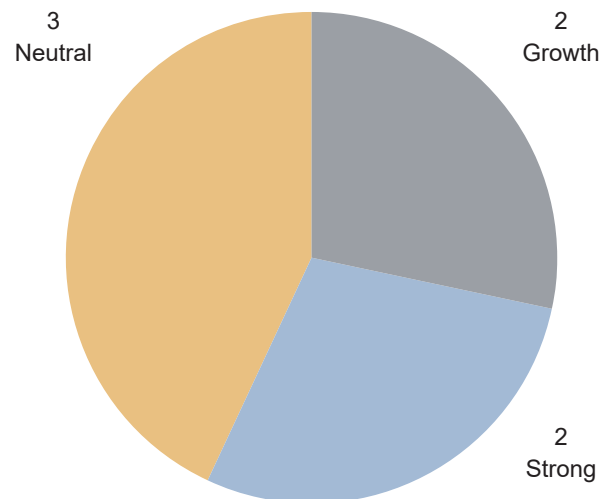
For the seven budget initiatives analysed, the impact ratings across the four outcome areas of Equal means Equal are summarised below.

An initiative is rated as 'strong' if direct positive impacts can be determined, 'neutral' if these impacts are less direct or spread across all genders, and 'growth' if impacts are indirect or not attributable which therefore means potential for greater impact could be explored.

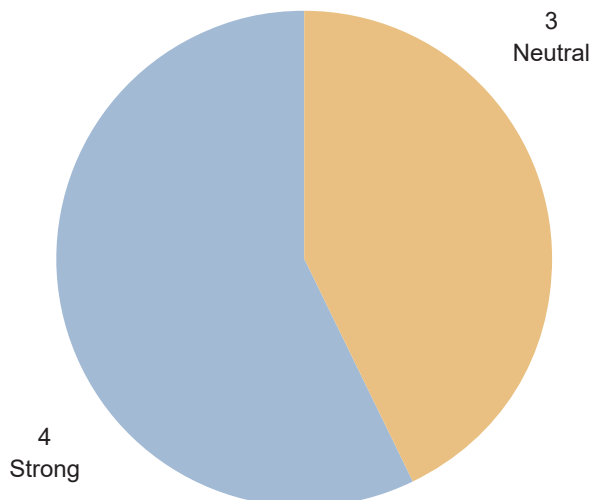
**Figure 1: Economic Security**



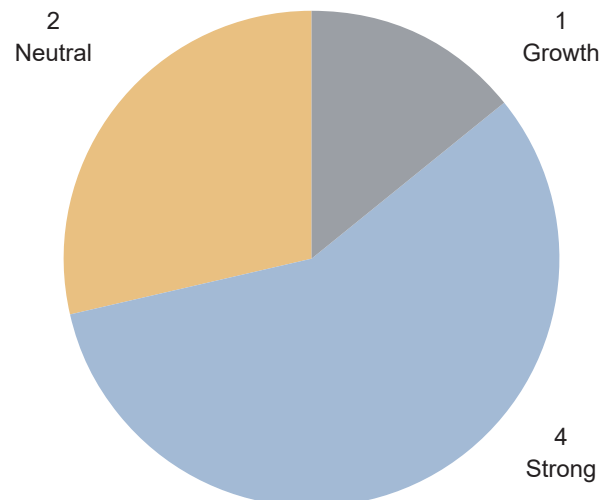
**Figure 3: Safety**



**Figure 2: Leadership and Participation**



**Figure 4: Health and Wellbeing**



## Reanalysis of 2023-24 Budget initiatives

Budget initiatives presented in the [2023-24 Gender Budget Snapshot](#) have been reanalysed at the end of this document. Updates have been provided on progress since last year and a revised impact rating assigned. A summary table of impact ratings from 2023-24 and new ratings for 2024-25 is included below.

2023-24 Budget Initiative	Economic Security		Leadership and Participation		Safety		Health and Wellbeing	
	23-24	24-25	23-24	24-25	23-24	24-25	23-24	24-25
Digital Health Transformation	Strong	Strong	Growth	Growth	Neutral	Neutral	Strong	Strong
New Housing Package	Neutral	Strong	Growth	Strong	Strong	Strong	Strong	Strong
Regional Jobs Hubs	Strong	Strong	Strong	Strong	Strong	Strong	Strong	Strong
Strategic Plan for Mental Health	Strong	Strong	Strong	Strong	Neutral	Strong	Strong	Strong
Survivors at the Centre	Strong	Strong	Strong	Strong	Strong	Strong	Strong	Strong
Maintaining Ambulance Tasmania Workforce	Strong	Strong	Growth	Strong	Strong	Strong	Strong	Strong
Endoscopy Services	Neutral	Neutral	Growth	Neutral	Neutral	Neutral	Strong	Strong
Literacy Community-Wide Framework	Strong	Strong	Strong	Strong	Strong	Strong	Strong	Strong







## Economic Security

### Our vision:

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.

### What women have told us:

Recent consultations with women in Tasmania have told us the traditional gendered roles and the impact on career choice and earning potential reduce their economic security. In addition, caring responsibilities often limit women's participation.

"When I had my first child that was challenging from a financial security perspective. We worked out it was better for me to stay at home rather than pay for childcare. I felt I was limited because of the cost of child-care versus the bills that I had to pay."

For older women in particular, having access to considerably less super than men often leaves them in precarious positions.

"Mum had very little super and now lives with me so I can support her. There are generational struggles when a relationship ends."

The impact of family violence can also leave many women in situations of financial vulnerability.

"I've had previous experience in a violent relationship where my partner had financial control over me. They would lock me out of the bank account."









Being able to achieve economic security or independence can be lifechanging for many women.

"My mother was an amazing woman who taught me financial literacy from a young age. I've been fortunate to find myself in a situation where I can earn a good wage, save money and manage my finances on my terms"







## Gender Equality Data Indicator summary

Indicator	Tasmanian Three-Year Trend	National Comparison
Gender Pay Gap	Improving 	Better 
Labour Force Participation	Improving 	Worse 
Gender Segregation Across Industries	Improving 	Comparable 
Young people in employment, education or training	Steady 	Worse 

# Economic Security Data Indicators

## Gender Pay Gap

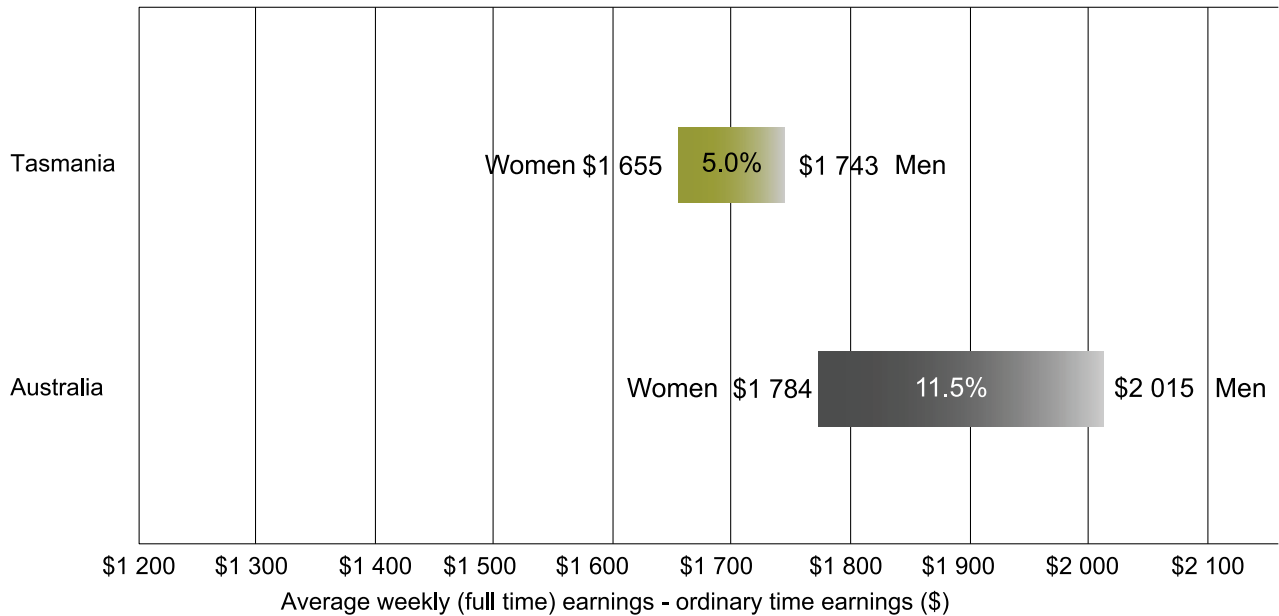
Tasmanian Three-Year Trend	National Comparison
Improving 	Better 

The gender pay gap demonstrates the difference between the average pay of men and women across the workforce. On average, across full time earnings, women earn less than men. This is due to a number of factors such as higher wages in male dominated industries and lower wages in female dominated industries, more men occupying senior roles, and disparities in equal pay.

The data represented here shows the gender pay gap utilising ABS average weekly full time earnings which can be broken down at a state level. The Workplace Gender Equality Agency also calculates a national gender pay gap which sits even higher than ABS data at 21.7 per cent. This higher figure includes part-time and casual employees, and total remuneration including superannuation.

Superannuation in particular is one area where women are impacted by lower earnings across their lifetime with the average superannuation balance for women being \$30 000 less than men. This is compounded by career gaps due to caring responsibilities, earlier retirements, and longer life expectancy for women.

In May 2024, the gender pay gap in Tasmania was 5.0 per cent, down from 8.3 per cent in May 2021. The gender pay gap in Tasmania remains significantly narrower than the national average of 11.5 per cent.





**Figure 5.** Gender Pay Gap in Average Weekly (Full Time) Earnings, May 2024

Source: ABS 2024, Average Weekly Earnings, May 2024 (catalogue number 6302.0)



## Labour Force Participation

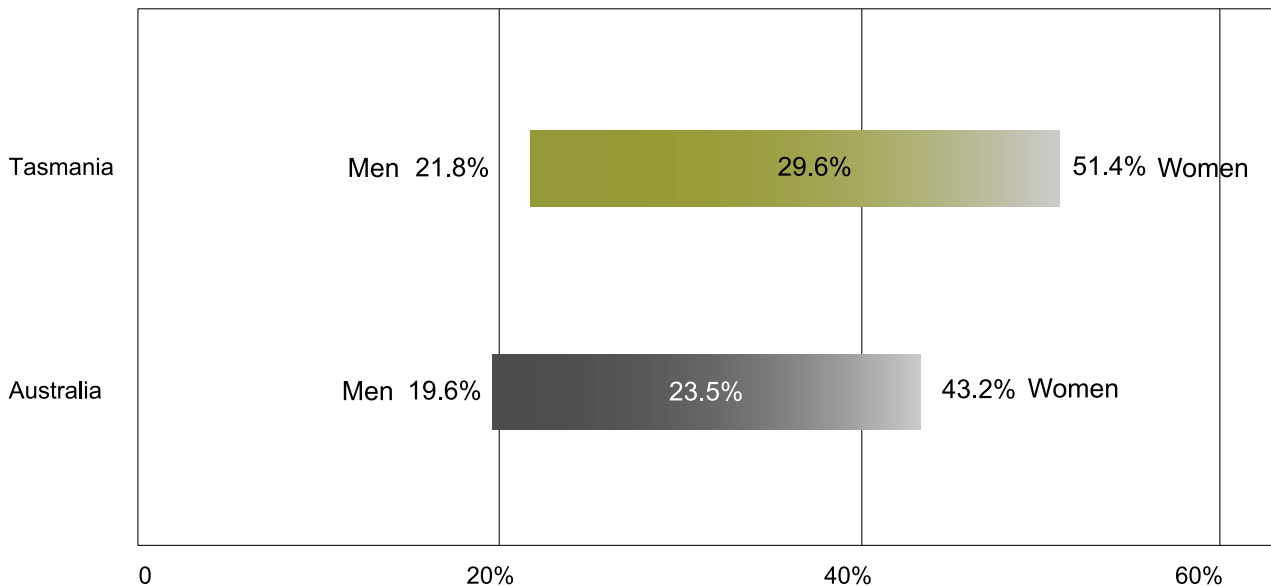
Tasmanian Three-Year Trend	National Comparison
Improving 	Worse 

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

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 generally work fewer 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 around 41 per cent in 1980 to around 58 per cent in 2024, this has mainly been in the form of part-time work. As at July 2024, 51 per cent of Tasmanian women in employment work part-time, compared to just 22 per cent of men. This represents a gender gap of 30 per cent in the part-time employment share, which is larger than the national gap of 24 per cent.

For many families part-time work allows them to balance 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. Nationally, the Workplace Gender Equality Agency reports that only 7 per cent of manager roles are part-time, so while part-time offers much needed flexibility for many women, it can be a limitation to career progression.



**Figure 6.** Part Time Employment Gap, July 2024

Source: ABS 2024, Labour Force, Australia, July 2024 (catalogue number 6202.0).



## Budget snapshot - Outside of School Hours Care Capital Upgrades

\$10 million\* has been allocated to support primary and district schools establish onsite Outside of School Hours Care in areas of need. Women's workforce participation rates tend to increase when their children are school aged, however it continues to lag behind men's participation rates. Additional Outside of School Hours care is likely to have a positive impact on women's workforce participation by allowing women to re-enter the workforce, work additional hours or transition to full-time employment.

\* Funding of \$10 million has been allocated to Out of School Hours Care Capital Upgrades in the 2024-25 Budget, with \$2 million allocated beyond the 2024-25 Budget and Forward Estimates.



# Gender Segregation Across Industries

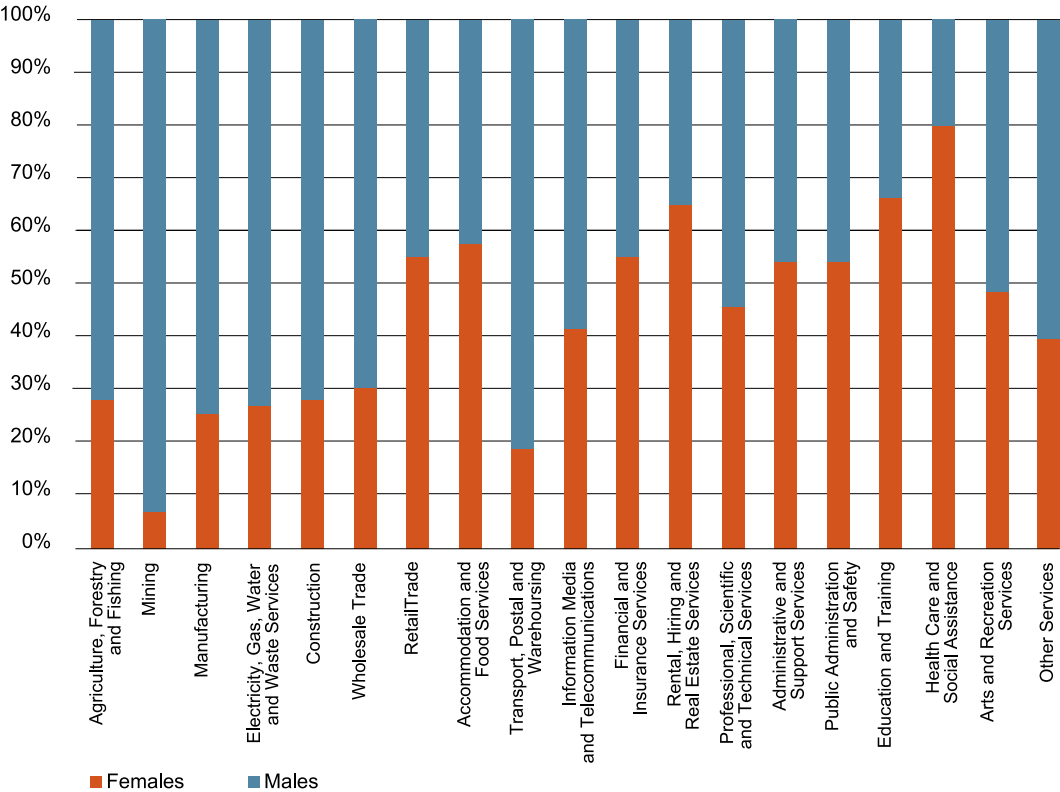
Tasmanian Three-Year Trend	National Comparison
Improving 	Comparable 

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 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).

Drivers of gender workforce segregation include the influence of gender norms on career decisions and workplace culture. Promoting a more gender balanced workforce has the potential to improve equity and reduce the gender wage gap. This has broader consequences for Australia’s economic performance, with the potential to improve productivity and support women’s longer term financial security<sup>1</sup>.

Tasmania continues to have a greater intensity of gender segregation than the rest of Australia. In Tasmania, industries including mining, construction, manufacturing and agriculture, forestry and fishing continue to remain heavily male-dominated.

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 7.** Percentage of females and males employed across various industries

Source: ABS – Employed persons by Industry group of main job (ANZSIC), Sex, State and Territory, November 1984 onwards (Feb 2024 data - released 20 June 2024)

Note: Caution should be taken when relying on data broken down to this level of detail. This 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.

## Young People in Employment, Education or Training

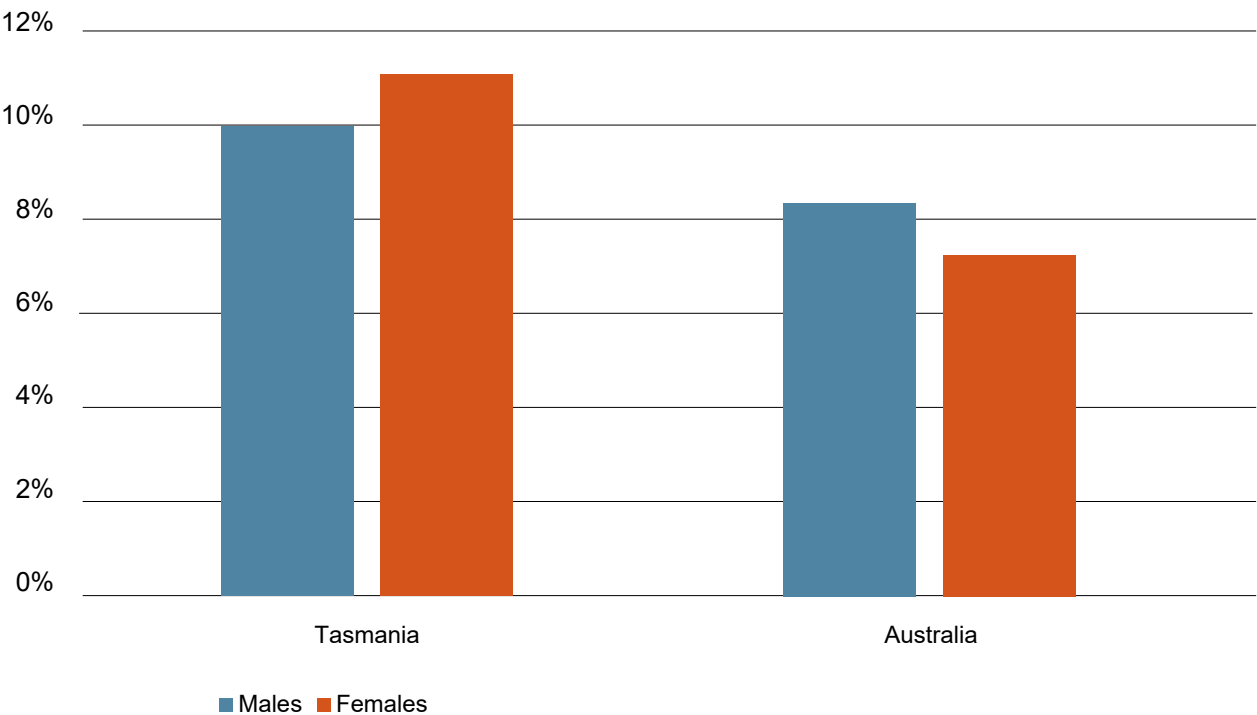
Tasmanian Three-Year Trend	National Comparison
Steady 	Worse 

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<sup>2</sup>.

The latest available data (2023) shows that young women in Tasmania are slightly more likely than young men to experience time outside of employment, education or training – they are also more likely to do so than women across Australia.

Previous years' data has tended to show young men to be at greater risk of spending time outside of employment, education or training. The latest reversal of this in Tasmania is something that needs to be closely monitored before determining whether a new trend is emerging.

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 for women, men and for families.



**Figure 8:** Per cent of 15- to 24-year-olds Not Engaged in Employment nor Study, 2023

Source: Education and Work, 2023, TableBuilder



## Budget snapshot - Youth Arts Grant Funding Program

The 2024-25 Budget commits \$1 million to a Youth Arts Grant Funding Program to provide an outlet for engagement and creativity and activate the arts careers of more young Tasmanians. Evidence suggests that women constitute a larger proportion of arts graduates but are underrepresented in positions of leadership (National Gallery, 2022, Gender equity in the arts and culture context). Programs which will help launch arts careers, particularly for female participants, may lead to positive longer-term outcomes for participation in the sector.



# Budget Initiative Analysis

## Half Price Fares

The 2024-25 Budget commits \$14 million to the implementation of half price public transport fares. The scheme began on 1 June 2024 and will operate for one year until 30 June 2025. It applies to all public buses and fare-paying school buses, as well as the River Derwent ferry service. It also applies to every fare type (non-urban, urban, concession and child/student fares).

Data on the gender of public transport users in Tasmania is limited. The 2021 census showed that 3.2 per cent of Tasmanian's used public transport as their method of travel to work<sup>3</sup>. This percentage increases with proximity to Hobart<sup>4</sup>. In addition, more women than men indicated they utilise public transport (60 per cent of women vs. 40 per cent of men)<sup>5</sup>. This is reflective of international studies which point to a trend of more women than men using public transport, particularly for bus use<sup>6,7</sup>.

This budget initiative is likely to provide economic savings for women, support mobility for vulnerable cohorts, provide indirect safety benefits through improved perceptions of safety and could provide health and wellbeing benefits.

### Economic Security – Strong

The half price fares initiative has been implemented at a time when cost of living pressures are dominating much public discourse and household budgets. Reducing the cost of transportation to get to work, school and other activities is hoped to help ease part of household budget pressures. Under the program, a typical cash fare in urban zone 1 will be reduced by half from \$3.50 to \$1.70, amounting to an average weekly saving of \$18.00 for someone who commutes to work by bus every day.

The half price fare initiative will support access to reduced fares across the public transport system for the duration of the scheme. The impact is likely to be greatest for existing passengers, in particular, low-income earners and patrons that travel larger distances over multiple zones.

In Tasmania, a large proportion of public transport users are students, therefore additional savings will be experienced for families that do not have access to a free school bus service. University students also tend to use public transport at rates greater than the general population, with the 2023 UTAS Travel Behaviour Survey indicating 23.1 per cent of students utilised the bus as their main mode of transport and this often included multiple bus trips for their required route to a university campus. It is likely the majority of these users are women based on response rates to the survey (68.6 per cent present of respondents were female)<sup>8</sup>.

National and international studies show mixed results with increased public transport usage associated with reduced fares. Studies demonstrating a boost in public transport usage as a result of fare reduction have found that results vary across user types<sup>9</sup> and it is possible this will be the case for Tasmania. Often studies regarding fare reduction are focused on major metropolitan areas and may not reflect the Tasmanian setting. It is not yet clear if the initiative has had an impact on usage, or if there is a gendered difference in usage, due to limitations in patron data.

### Leadership and Participation – Neutral

During the fare-free period implemented in March 2022, a survey of bus users indicated increases in bus use were more commonly reported in men, those in the youngest and oldest age brackets (18-24 years and >64 years), those living outside and urban area and those with low education levels<sup>10</sup>. If similar increases are seen as result of half price fares, it may support increased mobility for some vulnerable cohorts.

Travel patterns also often vary between men and women, with women's differing travel needs characterised by trip-chaining and care related activities<sup>11</sup>. Making public transport fares more accessible for these shorter, incidental trips may assist in improved mobility for women.

### **Safety – Growth**

There are unlikely to be direct impacts on safety from the half price fares. There may be indirect positive impacts on the perception of safety with a rise in patronage and more people at bus stops thereby improving passive surveillance. Patrons that are new to the public transport system as a result of the utilisation due to half price fares may have improved perceptions of safety associated with the public transport network. This is dependent on their personal impression and journey experience.

### **Health and Wellbeing - Neutral**

There is evidence to suggest that increased public transport use results in higher levels of physical activity, which could lead to improved health outcomes<sup>12,13</sup>. This is often attributable to additional minutes of walking when utilising public transport. A study conducted in Tasmania to incentivise public transport use indicated that those who caught the bus were more likely to meet weekly physical activity targets, however the study was impacted by COVID-19<sup>14</sup>.

Encouraging greater public transport use is also likely to have environmental benefits from a reduction of car use. This is likely to be more prevalent in urban areas. The impact of these benefits is dependent on the level of utilisation of public transport as a result of the half price fares.





# Budget Initiative Analysis

## Regional Tourism Loan Scheme

During the 2024 Tasmanian state election, a commitment was made for a \$50 million Regional Tourism Development Loan Scheme (the Scheme). The Scheme, which opened on 10 July 2024, provides loans of between \$100 000 and \$3 million to successful applicants to assist with the development of new or improved tourism products and experiences in regional Tasmania. The Scheme aims to support development of regional tourism opportunities outside of the Hobart CBD.

Eligible projects under the Scheme include visitor accommodation, experiences and attractions; hospitality venues; facilities that will attract events to Tasmania; and worker accommodation by tourism and/or hospitality operators.

Internationally, more women than men are employed in the tourism sector. Australian and Tasmanian figures for the tourism sector indicate slightly more women in the workforce than men (54.3 per cent in Australia as at March 2024<sup>15</sup>, and 58.6 per cent in Tasmania from the 2021 Census<sup>16</sup>). It should be noted that what is defined as the tourism industry and workforce in ABS data can be very broad and often includes hospitality workers. Australian data and research suggests that men in the sector tend to earn more than women<sup>17</sup>, work more hours and are more likely to occupy leadership roles<sup>18</sup>. It is possible this Scheme may support investment in tourism products and experiences that support women's employment in regional areas.

This budget initiative may support additional business opportunities for women and women's employment, particularly in regional areas. It has the potential to provide additional opportunities for highlighting women's important role in the tourism sector.

### Economic Security – Neutral



It is likely that for capital investment projects supported through the Scheme, economic benefit will initially be directed towards male dominated industries as part of construction work.

In applying to the Scheme, applicants must demonstrate that personnel within the business have the key skills required and that the proposal will create jobs. As such, given women make up at least half the tourism workforce, it is possible that the Scheme will support women's employment, particularly in regional areas.

It is noted that applications to the Scheme are assessed for their alignment with the 2030 Visitor Economy Strategy. This includes the ability to stimulate year-round regional visitation. In developed countries such as Australia, a positive correlation has been identified between an increase in tourism intensity and greater equality in labour force participation, senior roles and earned income<sup>19</sup>. It is hoped that schemes that aim to increase visitation will lead to positive gender equality effects in the sector.



## Leadership and Participation – Neutral

Research suggests that an employee's gender can be a significant factor in wages received in the tourism sector<sup>20</sup>. Without positive discrimination towards female-owned or led tourism businesses as part of the eligibility criteria in this Scheme, it is difficult to know what impact it will have on women's leadership in the tourism sector. However, it can be assumed that a portion of loans will be directed towards businesses that are either female-owned or have women in key leadership positions.

Related to this Scheme is the work being done under the *2030 Visitor Economy Action Plan*. Here, a key action is to grow the next generation of industry leaders and grow diversity in the industry, targeting women and young professionals. Efforts under this Action Plan have the potential to align with work being undertaken in businesses supported by this Scheme.

There is some potential for women to access new employment opportunities through businesses that are supported by the Scheme, if, for example, new positions are made due to business expansion.

It is common across the tourism sector internationally, for men to dominate conferences and networking events<sup>21</sup>. Australian tourism conferences tend to include a greater proportion of female keynote speakers than elsewhere<sup>22</sup> and it is hoped that women supported via this Scheme will receive positive recognition for their efforts.

## Safety – Growth

The Scheme is not expected to have major impacts on women's safety. Increasing opportunities for employment in regional areas may contribute to increased economic security for women which could enable more autonomy in decision making when in unsafe domestic relationships. This is dependent on the security of the jobs created.

## Health and Wellbeing - Growth

The Scheme is not expected to have major impacts on women's health and wellbeing. It is possible that indirect benefits to health and wellbeing will be experienced through an increase in job opportunities, particularly in regional areas.



## Leadership and Participation

### Our vision:

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

#### What women have told us:

Recent consultations with women in Tasmania have told us that many unconscious behaviours or subtle cues persist in our workplaces and communities which impact how women participate in working life or generally in our society. These include power imbalances between men and women, continuing double standards and juggling career gaps to raise a family.

“Generally, in meetings, often it’s men who take the lead. They will sometimes talk across women. Sometimes there is the expectation that men have more experience. This can be so insulting when you’re an expert in the field.”

“Once a month I have to attend meetings overnight and colleagues say how nice and understanding my husband is.”

Women also noted that their experience is often undervalued or dismissed as they get older.










“We don’t value age, wisdom and experience. There is so much knowledge and wisdom and expertise out in the community that is being underutilised. We can just become invisible.”

Feeling valued for who you are and being given equal opportunities means that women don’t have to fight against often invisible barriers.

“I worked hard to achieve what I have achieved. I’ve had wonderful experiences in businesses that value me for my experience, my knowledge and my contributions. I feel empowered to follow my career goals”





## Gender Equality Data Indicator summary

Indicator	Tasmanian Three-Year Trend	National Comparison
Women's Representation in Politics	Improving 	Better 
Women in Leadership and Managerial Roles	Improving 	Comparable 
Women in self-employment	Steady 	Comparable 
Flexible Working Arrangements	Improving 	Better 
Share of Men and Women Taking Paid Parental Leave	Steady 	Not available*

\* This level of data is not publicly available. Data provided by DSS to DPAC for the purposes of the 2024-25 GBS included data for Tasmania only.

# Leadership and Participation Data Indicators

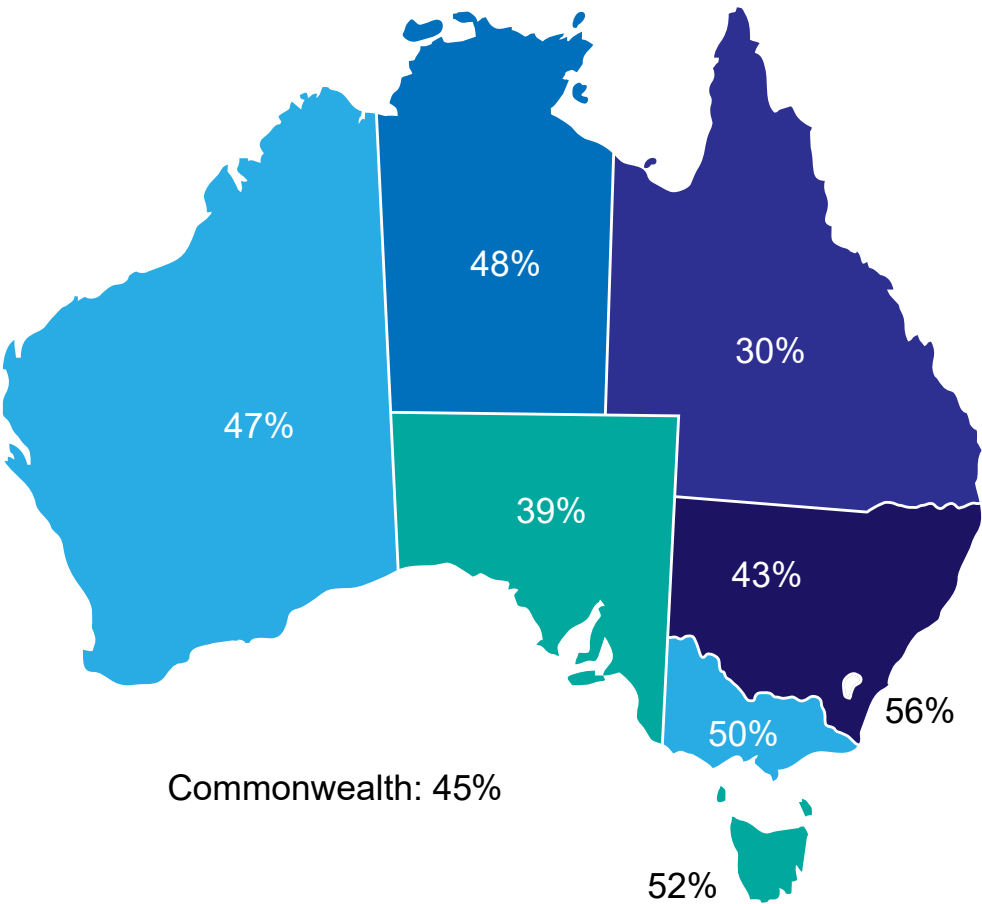
## Women’s Representation in Politics

Tasmanian Three-Year Trend	National Comparison
Improving 	Better 

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 representation in Australia. Women now comprise 52 per cent of State Members of Parliament, which compares favourably to other jurisdictions. The House of Assembly is virtually evenly split with women comprising 49 per cent of members, and in the Legislative Council, 60 per cent of the sitting members are women.

Women are also strongly represented at the local government level. There are more female than male Mayors (55 per cent female) and Deputy Mayors (59 per cent) in Tasmania. More broadly, 39 per cent of all Tasmanian councillors are women (as of July 2024).





**Figure 9:** Parliamentary Representation of Women 2024

Source: Parliament of Australia Gender composition of Australian parliaments by party: a quick guide (January 2024, with figures updated by DPAC to take into account the results of the 2024 General State Election and 2024 Legislative Council Elections)



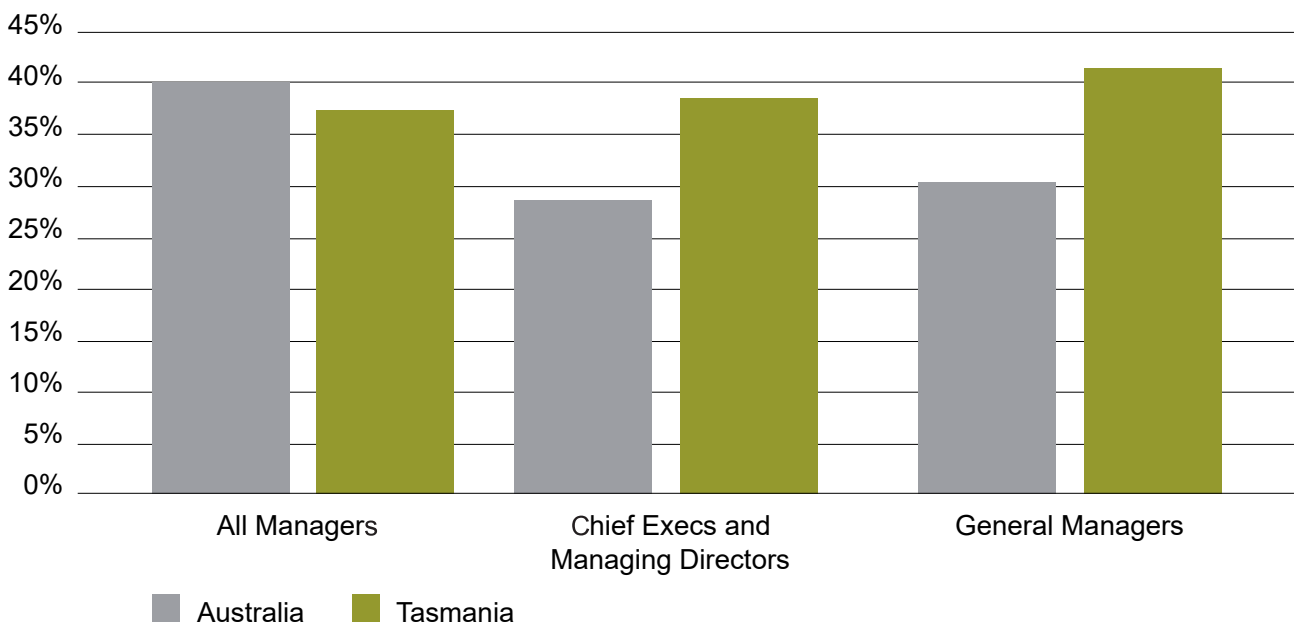
## Women in Leadership and Managerial Roles

Tasmanian Three-Year Trend	National Comparison
Improving 	Comparable 

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. Women bring unique perspectives and experiences to the decision-making process. Despite this, women remain significantly underrepresented in leadership roles across industries, States/Territories and Australia.

While women remain underrepresented in leadership roles in Tasmania, Tasmania does have a higher share of women that are Chief Executives and General Managers compared to the Australian average, with 38.4 per cent of Chief Executives and 41.7 per cent of General Managers in Tasmania being women.

The Tasmanian State Service is the state’s largest employer, as at the end of March 2024, across fifteen government agencies and state authorities, women represented 50.19 per cent of the Senior Executive Service<sup>23</sup>.



**Figure 10:** Female Share of Managers Positions May 2024



Source: ABS – Employed persons by Occupation unit of main job, sex, State and Territory – May 2024.

## **Budget snapshot – Supporting women’s leadership and wellbeing**

Hospitality is a female dominated industry and it is essential that women in this workforce are supported to build careers where they feel safe and valued. The 2024-25 Budget commits \$1.5 million over three years to promote women in leadership, support the development of resources for hospitality owners, operators and their staff to manage mental health issues, and for the established “Hospo Health” program, to improve the overall health and wellbeing of the industry.

In addition, support is being made available to women in the agricultural sector. While men dominate workforce figures in the agriculture sector, women make a significant contribution that is often unrecognised or unpaid. This includes a significant contribution to on-farm and the majority contribution to off-farm income. The 2024-25 Budget commits \$135 000 over the next three years to continue to pursue women’s workforce development in the agricultural sector through a partnership with Tasmanian Women in Agriculture.

### Women in Self-Employment

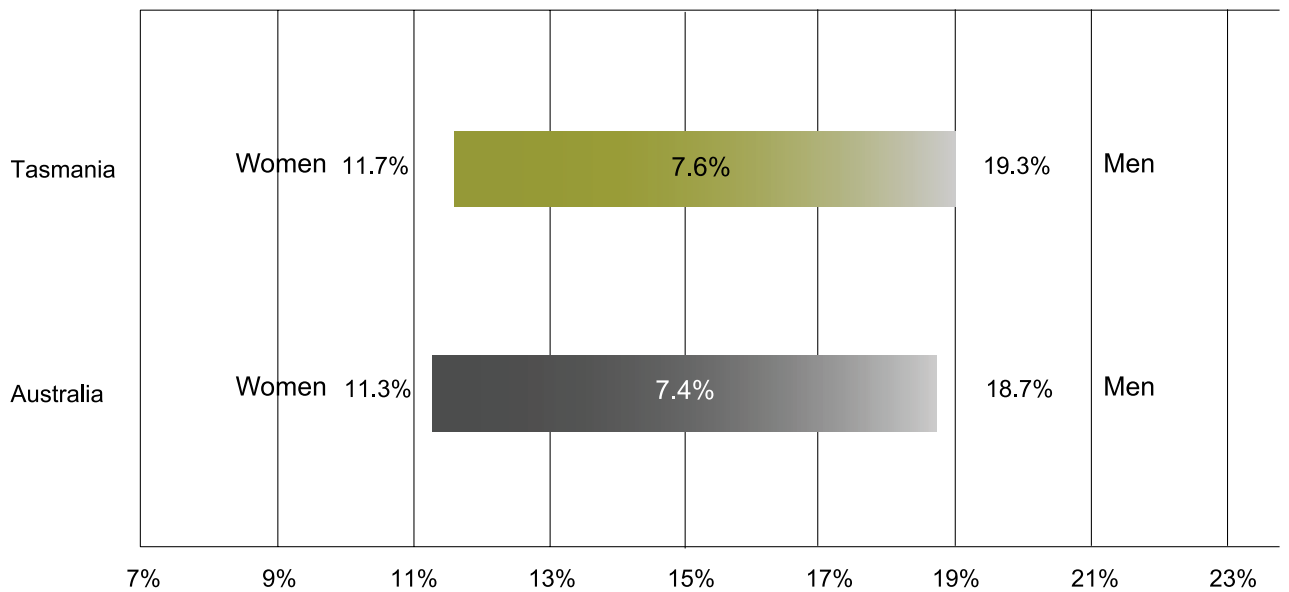
Tasmanian Three-Year Trend	National Comparison
Steady 	Comparable 

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 across Australia 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 15 per cent of all employment nationally.

While last year’s data showed Tasmanians to have lower rates of self-employment than the national average, this year’s data shows the opposite. This is something that needs to be closely monitored before determining whether a new trend is emerging.



Both in Tasmania and nationally, men have higher rates of self-employment than women. In Tasmania, around 12 per cent of all employed women are self-employed while 19 per cent of employed men are self-employed.



**Figure 11:** Self-employment share of all employment, July 2024

Source: ABS, Labour Force, Australia, Detailed, July 2024 (released 22 August 2024)

## Flexible Working Arrangements

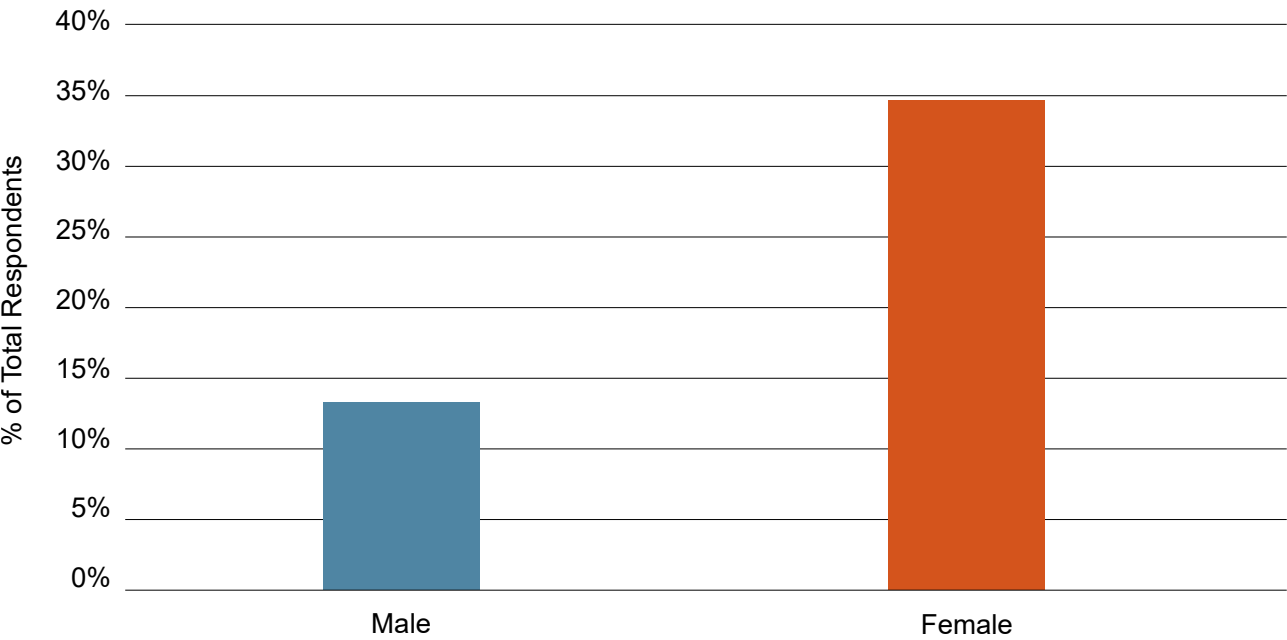
Tasmanian Three-Year Trend	National Comparison
Improving* 	Better** 

Flexible working arrangements, such as part-time work, working from home, and flexible start and finish times, assist both males and females in balancing work with other responsibilities.

Offering flexible work arrangements can also benefit the employer, with the research pointing to several benefits, including improved productivity and enhanced employee wellbeing. Organisations that offer flexible work arrangements also tend to have more women in leadership positions<sup>24</sup>.

The Tasmanian State Service is the state’s largest employer, employing over 34 000 Tasmanians<sup>25</sup>. The latest Tasmanian State Service survey results (2024) suggests that women are 2.5 times more likely than men to be accessing flexible working arrangements<sup>26</sup>. More specifically, women are approximately 5 times more likely to be working part-time and 2.2 times more likely working flexible hours (i.e. using flex-time).

While women are more likely than men to be using these arrangements, they were also more likely to report issues with accessing the flexibility they desired. Around one in eight female respondents (who were not accessing flexible work arrangement) noted that that they felt like flexibility was not possible in their current job. This statistic is likely, in part, reflective of the fact that women are more likely to be employed within the public education and health systems than men – where flexibility can be difficult due to operational requirements.



**Figure12.** Proportion of Tasmanian State Survey respondents accessing flexible work arrangements


Source: 2024 State Service Employee Survey (Whole-of-Service results are available of DPAC’s website)

\* Compared to similar questions asked in 2020 and 2018

\*\* Compared with data collected by the Diversity Council of Australia Inclusion@Work Index of a nationally representative sample.



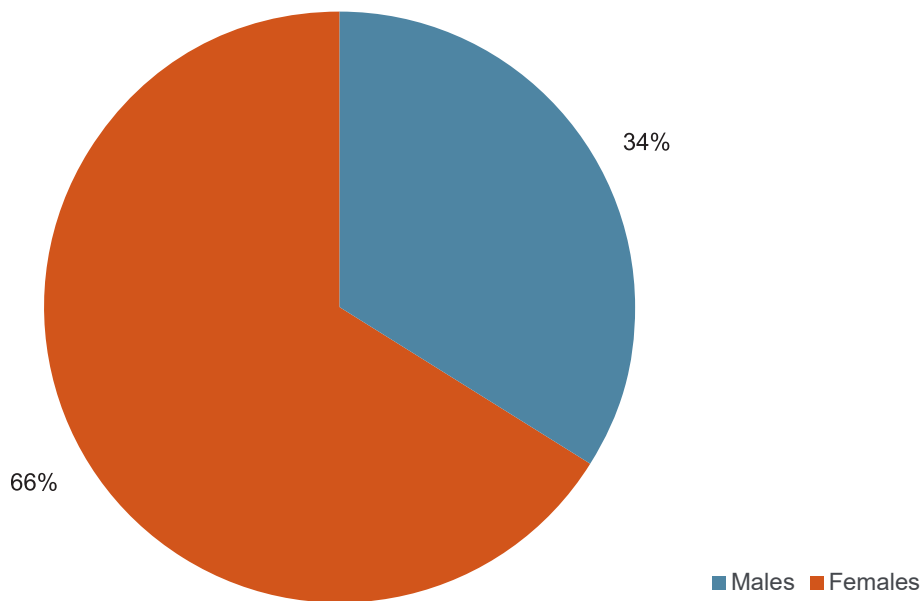
## Share of Men and Women Taking Paid Parental Leave

Tasmanian Three-Year Trend	National Comparison
Steady 	Not available*

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. The availability of paid parental leave for each parent fosters a more equal division of unpaid care and paid work, improving the family work-life balance.

In 2023, there were 4 695 claims for parental leave\*\* across Tasmania. Two-thirds of the claimants were women. While there has been a slight increase in the number of fathers claiming parental leave in both Tasmania and nationally over time, the overall uptake remains low.

Major changes were made to the national Paid Parental Leave Scheme from 1 July 2023. Monitoring the uptake of parental leave over the coming years will reveal whether the changes have helped encourage greater sharing of care responsibilities.



**Figure 13:** Share of Men and Women Taking Paid Parental Leave

Source: Australian Government Department of Social Services (Paid Parental Leave claims by State, Gender with an outcome date 1 Jan 2023 to 31 Dec 2023).

\* This level of data is not publicly available. Data provided by DSS to DPAC for the purposes of the 2024-25 GBS included data for Tasmania only.

\*\* Combined figures for Dad and Partner Pay (DaPP) and Parent Leave Pay (PLP) with an outcome date 1 Jan 2023 to 31 Dec 2023

# Budget Initiative Analysis

## Early Years Workforce Development Fund

The 2024-25 Budget includes an investment of \$5 million to implement the Early Years Workforce Development Fund (the Fund). The Fund includes an incentive package for 200 education and care qualification scholarships for Tasmanians who commit to working with a Tasmanian early childhood service for two years. Additionally, relocation assistance will provide incentives of up to \$2 500 for staff to move to Flinders and King islands and the West Coast, as well as incentives of up to \$2 500 every year for between 4 to 6 years to retain staff in rural, isolated, and other hard to staff areas.

In this highly feminised workforce, it is expected the main direct beneficiaries will be women. Underpinning the importance of the sector to the broader economy, it is also expected that the longer-term impact from increased Early Childhood Education and Care (ECEC) workforce, particularly in rural and regional areas, will benefit women and families in general by providing greater opportunities for increased workforce, study and volunteer participation.

This budget initiative is likely to have a positive impact on the economic security of new ECEC educators and teachers. It is likely to also enable women's workforce participation, particularly in regional areas, by providing improved access for families to ECEC.

### Economic Security – Strong

Workforce shortages in the ECEC sector are a national issue and one that cannot be addressed without targeted initiatives for educator attraction and retention. One of the major barriers in educational attainment is the cost of study. The ECEC workforce is highly skilled. Early childhood educators require a Certificate III or Diploma in Early Childhood Education and Care, while early childhood teachers require a Bachelor's degree in Early Childhood Education. Reducing the cost of these qualifications through the provision of scholarships is expected to have a direct positive impact on the economic security for new educators and teachers. In addition, the provision of incentives to locate to and/or remain in regional areas is expected to have a direct positive impact for educators and teachers who take up these offers.

Further to this, encouraging ECEC workers to work in more regional areas is likely to have a broader positive impact on the availability of workers in that area (as explored in Leadership and Participation below) by enabling more parents, particularly mothers who statistically take on more of the burden of care, to participate in the workforce or study.

It is noted that the benefits will depend on the availability of ECEC VET trainers and ECEC sites in regional and remote areas, as well as access to Early Childhood Education degrees. Due to the absence of a 3-year 'Early Childhood Education' Bachelor's degree offered within the State, this may necessitate online participation.

## Leadership and Participation – Strong

Data published by the ABS on Barriers and Incentives to Labour Force Participation, show that the most common reason women were unavailable to start a job or work more hours was ‘Caring for children’, while for men it was ‘Long-term health condition or disability’<sup>27</sup>.

Research recently released by the Brotherhood of St Lawrence based on their Life Chances study revealed that difficulty accessing timely childcare resulted in some mothers delaying a return to work and that a lack in childcare flexibility meant that when they did work, they often had to work variable hours or rely on extended family to fill childcare gaps<sup>28</sup>.

Like most parts of rural and regional Australia, Tasmania experiences gaps in childcare provision where demand cannot be met<sup>29</sup>. This is made particularly challenging for Tasmania due to our dispersed and ageing population. Currently, the attraction and retention in career and study pathways for the sector is not meeting demand across Tasmanian communities<sup>30</sup>, and it is noted, that the sector in Tasmania is competing for recruitment with interstate initiatives.

It is anticipated that the incentives available to attract early childhood educators to rural areas may assist in alleviating this gap and provide greater opportunities for parents, particularly mothers, to participate in the workforce or other activities such as study.

## Safety – Neutral

The ECEC sector is a highly regulated industry and workers are often dealing with complex needs. Ensuring that the industry has ‘right fit’ candidates, with capabilities and attributes to work with children and families as well as appropriate skillsets to ensure child safety is critical. It is anticipated that the access to formal qualifications will assist in ensuring continued safety for children in early childhood education and care. Whilst outside the scope of this budget initiative, it is important to note that continuous professional development and professional mentoring will also be important factors in ensuring quality professional practice and worker retention<sup>31</sup>.

Gaining access to childcare and enhancing workforce participation and earnings can also support women’s safety over the long term by building their economic security. This may enable them to have more autonomy over their decisions if they are in an unsafe domestic relationship.

## Health and Wellbeing – Neutral

The expansion of the ECEC workforce will have improved health and wellbeing outcomes for children who participate in early childhood education and care. National and international studies point to improved short and long-term outcomes for children who participate in early childhood education and care. While the quality, intensity and duration of ECEC show differing impacts on children, there is evidence to suggest a positive effect on cognition, social and emotional development<sup>32</sup>. This has a positive influence on both boys and girls and is not gender specific. Educators within the sector set the foundation for children’s lifelong learning as they support the broader community.



## Safety

### Our vision:

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

#### What women have told us:

Recent consultations with women in Tasmania have told us that growing up, they have been raised to feel that it was their responsibility to manage their own safety. Safety could not be expected. This can be felt in many aspects of their lives, from simply walking home at night to being victims of family or sexual violence.

“Women must decide how big a deal we make about our safety. What’s the cost of reporting something? Are there possible consequences to me if I tell?”

“I honestly don’t know a time I feel completely safe as a woman.”







Ensuring women feel safe in all aspects of their lives can lead to improvements across all of the outcome areas in Equal means Equal.

“I was lucky to find good help when I left an unsafe relationship. That made all the difference for me. I was able to start again”





## Gender Equality Data Indicator summary

Indicator	Tasmanian Three-Year Trend	National Comparison
Cashflow Problems	Not available*	Worse 
Rates of family and sexual violence	Worsening 	Not available* **
Victims of Sexual Assault	Worsening 	Comparable 
Specialist homelessness service clients	Steady 	Comparable 

\* Trend not available. Previous data release was in 2007

\*\* The collection date for the next ABS Personal Safety Survey is currently unknown.

# Safety Data Indicators

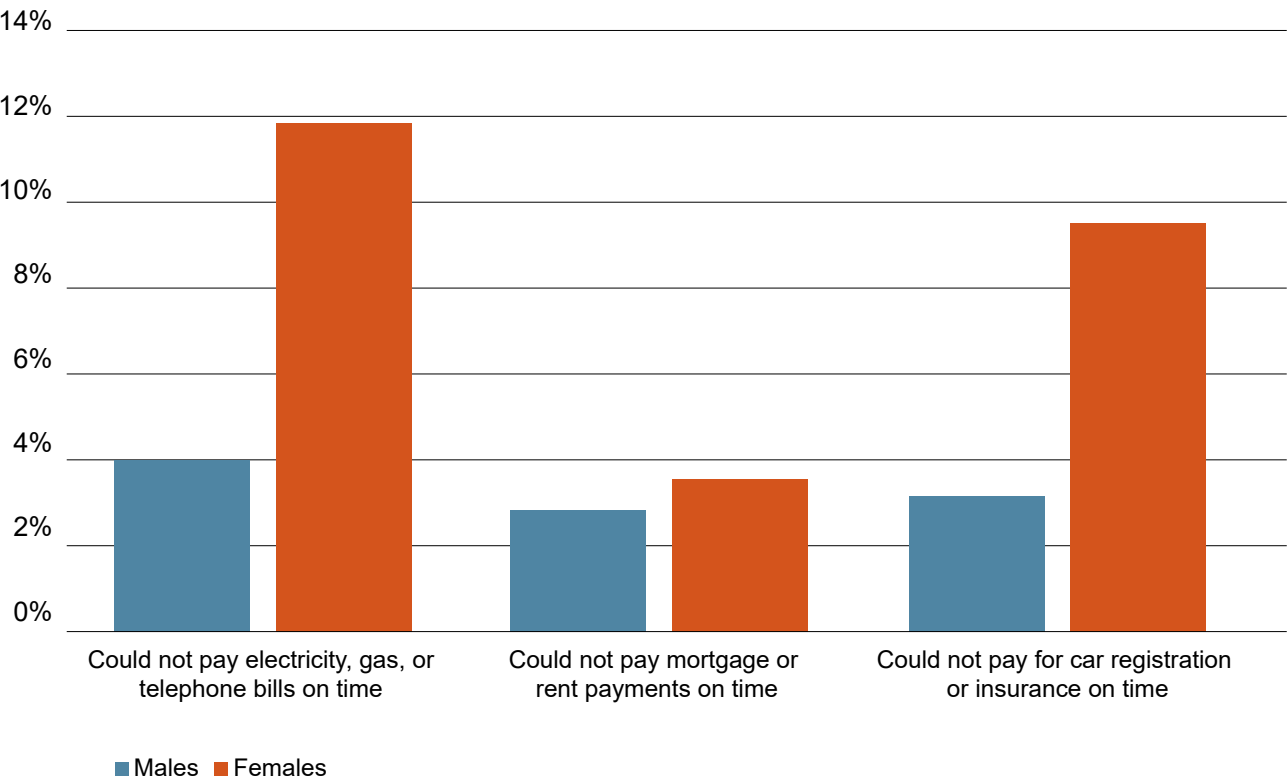
## Cashflow Problems

Tasmanian Three-Year Trend	National Comparison
Not available*	Worse <span></span>

Financial insecurity can negatively impact a woman’s health, wellbeing and safety. Financial insecurity, for example, can impact a woman’s decision or options to leave a violent relationship.

Globally, the rising cost-of-living is continuing to disproportionately impact women<sup>33</sup>.

In Tasmania, women are more likely to experience cashflow issues than men. More specifically, Tasmanian women are three times more likely than Tasmanian men to report difficulties in paying bills (electricity, gas or telephone), car registrations and insurances. Women in Tasmania are also more likely to report cashflow problems than women across Australia generally.




**Figure 14:** Type of household cash flow problems in past 12 months

Source: National Study of Mental Health and Wellbeing, 2020 to 2022, ABS TableBuilder

\* Trend not available. Previous data release was in 2007

## Rates of Family and Sexual Violence

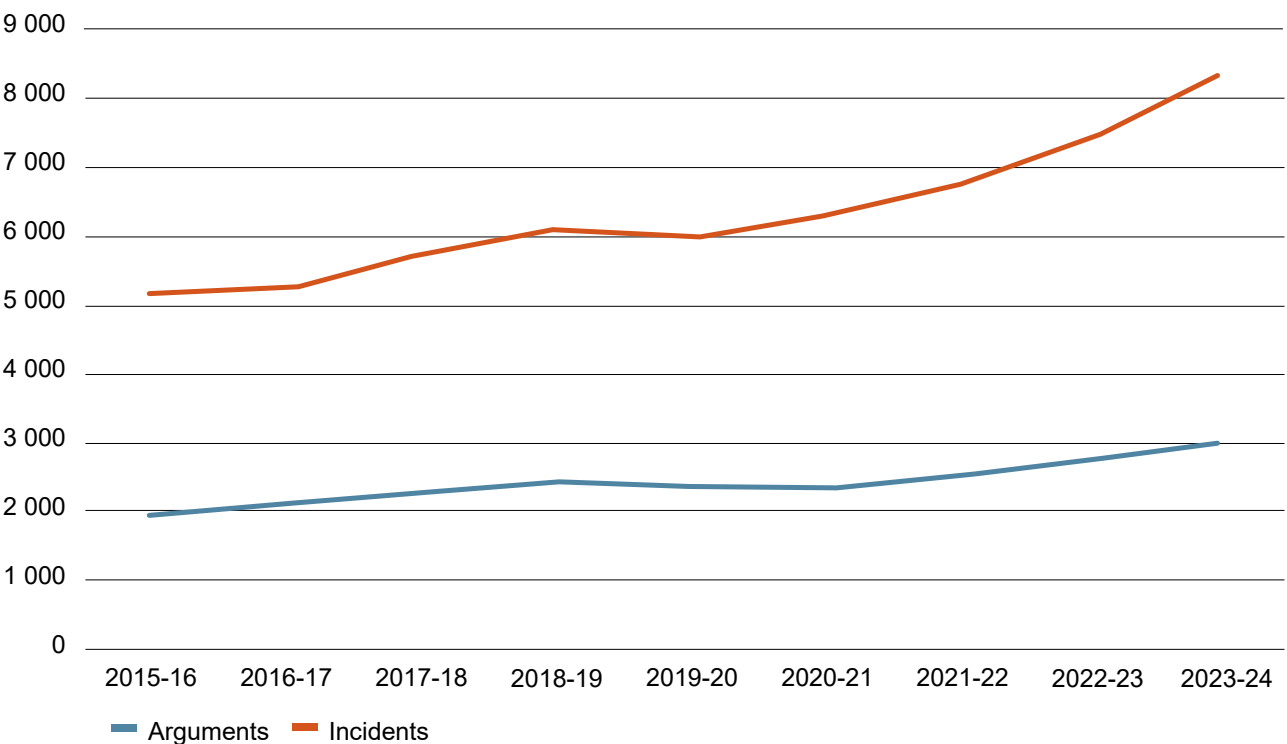
Tasmanian Three-Year Trend	National Comparison
Worsening 	Not available*

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 across Australia and the world 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.

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 continued to increase steadily since 2015-16 from 5 212 to 8 372 per year<sup>34</sup>.



**Figure 15:** Family Violence Incidents and Family Arguments (Tasmanian Police)

Source: Department of Police, Fire and Emergency Management (data obtained August 2024)

\* The collection date for the next ABS Personal Safety Survey is currently unknown.





## **Budget snapshot - Support for crisis accommodation**

The 2024-25 Budget allocates \$1.2 million over two years to provide additional support to Jireh House in the north of the state and McCombe House in the south, helping these much needed crisis accommodation facilities. Facilities such as these provide critical support to women and children escaping family violence and it is likely that additional support will improve women's safety and health and wellbeing.





## Victims of Sexual Assault

Tasmanian Three-Year Trend	National Comparison
Worsening 	Comparable 

The data presented below shows that overwhelmingly young girls and young women are the victims of sexual assault perpetrated by men in Tasmania. The impacts of sexual assault can be serious and long-lasting, affecting an individual’s wellbeing, education, relationships, and housing outcomes.

Unfortunately, data from the Australian Bureau of Statistics (ABS) Recorded Crime – Victims, 2023, highlights that in the last ten years (2014 to 2023) recorded sexual assaults have seen an almost 158 per cent increase in Tasmania. Part of the increase can be attributed to the unprecedented community focus on the prevalence and response to sexual violence.

The economic and financial impacts experienced by the victims of sexual assault are varied and long-term. Data from the 2016 ABS Personal Safety Survey indicated that people who were abused as children were more likely to receive a government pension, benefit, or allowance, and had lower incomes. In particular:

- 43 per cent of women who were abused as children were receiving a government pension, benefit, or allowance, compared with 34 per cent of women who weren’t abused as children.
- The median gross personal weekly income was \$767 for women who experienced childhood abuse and \$863 for women who did not experience childhood abuse<sup>35</sup>.

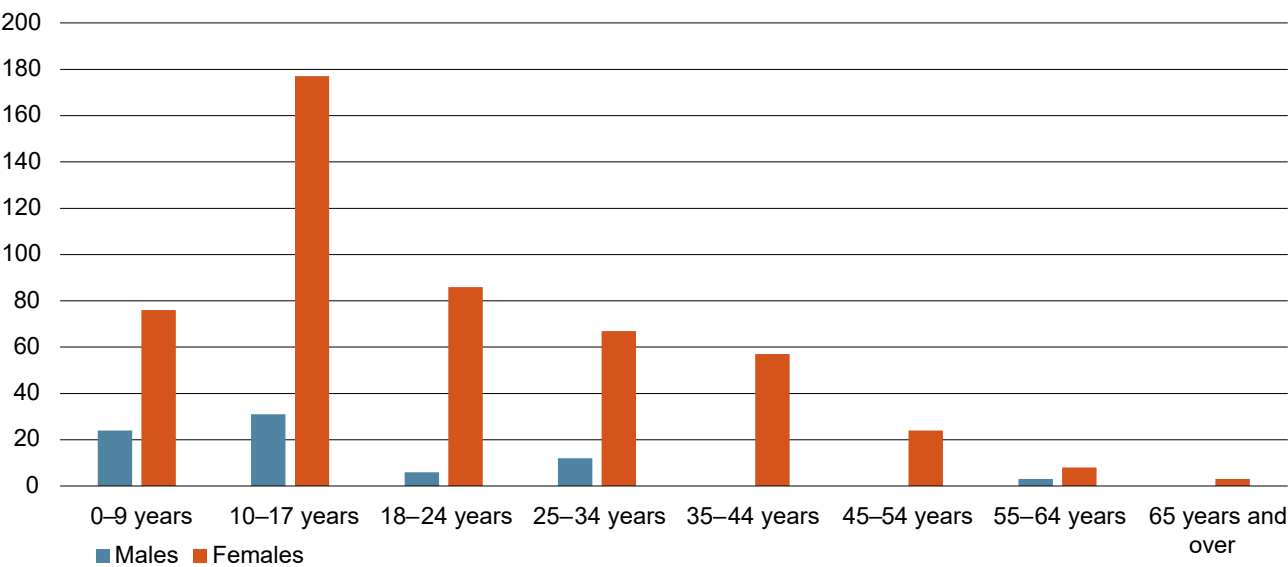




Figure 16: Victims of Sexual Assault in Tasmania 2023

# Specialist Homelessness Service Clients

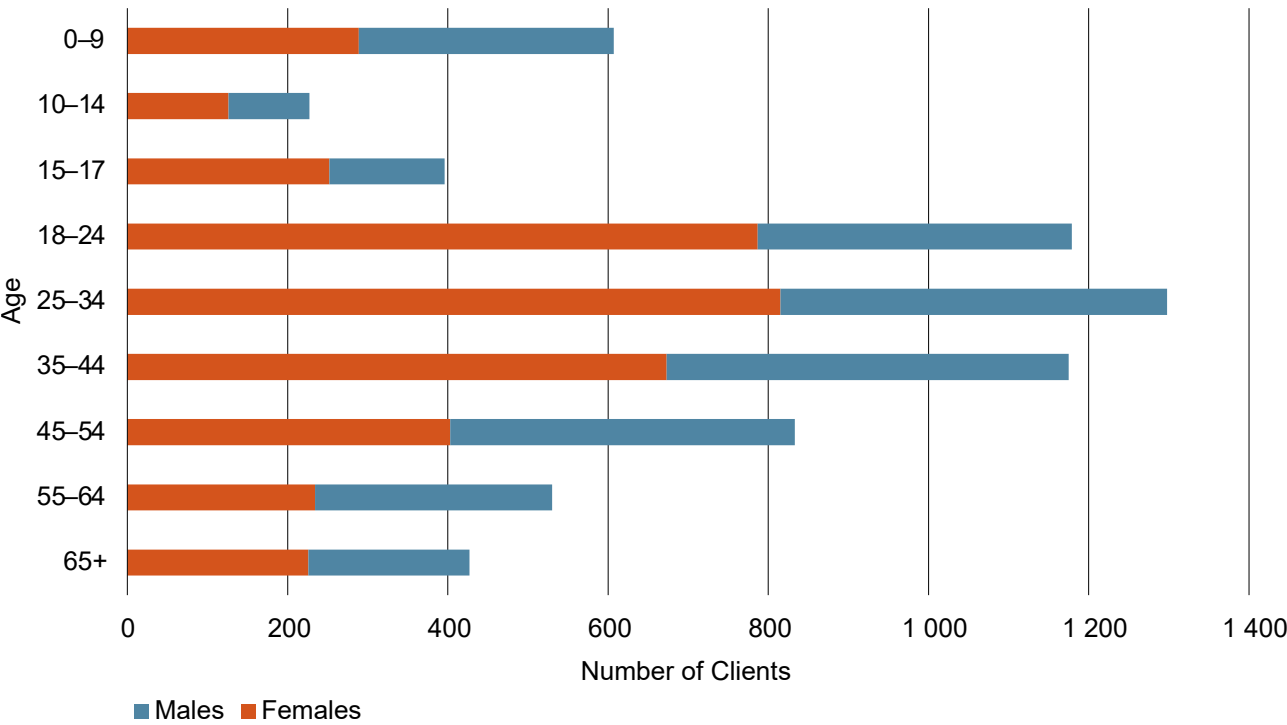
Tasmanian Three-Year Trend	National Comparison
Steady 	Comparable 

Access to safe, stable and secure housing is essential to people’s health and wellbeing. Homelessness can affect people of all ages, men, women, and children from different circumstances.

A total of 2 350 Tasmanians were estimated to be experiencing homelessness on Census night in 2021 – with males making up 56 per cent of this figure. Men were more likely to be sleeping rough (living in improvised dwellings, tents or sleeping out) while women were more likely to be living in supported temporary accommodation for the homeless.

In Tasmania, and across Australia, family violence is one of the main drivers of homelessness. Family violence is the leading reason that people seek assistance from Specialist Homelessness Services.

In 2022-23, women made up nearly 60 per cent of Specialist Homelessness Service clients in Tasmania, which was on par with the national average. Among adult clients, the largest age group was those aged 25–34, accounting for almost 1 in 5 clients (19 per cent), over 60 per cent of whom were female.



**Figure 17.** Specialist Homelessness Service clients by age and sex, 2022-23 (Tasmania)  
 Source: Australian institute of Health and Welfare (AIHW) 2022-23, Specialist Homeless Services Collection, Supplementary table, Clients 1

# Budget Initiative Analysis

## Change for children - Commission of Inquiry Reform

The response to the Commission of Inquiry into the *Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings* will commit approximately \$375 million over 4 years, with an additional investment of approximately \$48 million in capital expenditure. The aim of the Commission of Inquiry reform is to implement all recommendations made by the Commission of Inquiry, to uphold the rights of all children, by preventing identifying and responding to child sexual abuse.

Data indicates that females are twice as likely to have experienced child sexual abuse than males<sup>36,37</sup>. For females, child sexual abuse is more likely to be perpetrated in the home, whilst child sexual abuse for males is more likely to have occurred in organisational settings<sup>38</sup>. Males are slightly more represented in Out of Home Care and are significantly overrepresented in the Youth Justice system<sup>39</sup>.

With these statistics in mind, it is expected that there is a cumulative gender equality benefit from the broader prevention, identification and response initiatives under the COI reform for both men and women.

### Economic Security - Strong

The reform may have longer term benefits for children and young people as they get older. Research suggests that the impact of child sexual abuse and trauma on survivors results in educational and career opportunities being negatively impacted leading to less financial security in adulthood<sup>40</sup>. The reforms aim to increase child safety by preventing child sexual abuse and reducing the number of children impacted. It also aims to strengthen response efforts to ensure children and young people, as well as victim-survivors, have access to the support they need, including through provision of free or low-cost therapeutic services. This may therefore lead to improved longer term economic outcomes for those impacted by child sexual abuse.

A significant amount of funding through this initiative will be directed towards employment sectors with a largely female workforce (e.g. care sector and specialist therapeutic service sector), which may result in increased job opportunities, pay and/or paid hours for these sectors.

### Leadership and Participation - Strong

There is a proportion of funding towards leadership, training, culture change and capacity building across female dominated organisations including the Tasmanian State Service and across the care sector and specialist therapeutic sector more broadly. Further, several senior leadership positions that will be created in direct response to the Commission of Inquiry recommendations.

Experiences of children and young people and victim-survivors of child sexual abuse will be central to implementing the reform. This will include the establishment of a number of paid lived-experience advisory panels and groups. Victim-survivors will be actively supported to engage with the government, including through training to ensure safe participation.

## **Safety - Strong**

Budget has been allocated towards strengthening government systems, policies legislation and programs that have a direct impact on the safety of children, this includes funding for incident management, complaints management and information sharing. It will also fund oversight mechanisms including the Commissioner for Children and Young People and the Independent Regulator to drive the implementation of the Child and Youth Safe Organisations Framework across organisations. These regulatory and oversight mechanisms will improve accountability and ensure that children are kept safe in our institutions.

More broadly, the systems change approach to reform to prevent, identify and respond to child sexual abuse aims to achieve cultural shifts and address some of the underlying risk factors that allow environments where child sexual abuse can be perpetrated. Violence against children and gender-based violence have shared risk factors. Through successfully implementing the reform, systems will be strengthened, which may also have a flow on to improving family and sexual violence responses.

## **Health and Wellbeing - Strong**

Victim-survivors of child sexual abuse are statistically more likely to suffer mental ill health than people who have not experienced child sexual abuse. For example, those who have experienced child sexual abuse are almost twice as likely to have post-traumatic stress disorder or severe alcohol use and are 1.6 times more likely to have generalised anxiety disorder, major depressive disorder or moderate alcohol use disorder<sup>41</sup>. Additionally, child sexual abuse is associated with an increased likelihood of six health risks: Self harm, suicide attempts, cannabis dependence, smoking, binge drinking and obesity<sup>42</sup>. Improving systems to prevent, identify and respond to child sexual abuse, both within institutions and across the wider Tasmanian community will over time have positive impacts on mental health of the wider community, including women. The Australian Longitudinal Study of Women found there are long term impacts, such as poorer general health, for women who had experienced childhood sexual abuse compared to those with no abuse. Further, strengthening the service system to provide therapeutic supports for victim-survivors now will have a direct impact on improving mental health outcomes by providing robust, best-practice supports.



# Budget Initiative Analysis

## Rapid Rehousing Boost

The 2024-25 Budget commits \$1.5 million over 2 years to provide more Rapid Rehousing homes for women and children escaping family violence.

This initiative will contribute to delivering up to 100 more Rapid Rehousing homes, for women and children escaping family violence. Rapid Rehousing provides people affected by family violence with safe and affordable housing in the private rental market at a subsidised rent.

Rapid rehousing is designed to assist vulnerable people to access safe and affordable housing while they transition to independent living. It is a partnership between Homes Tasmania, registered community housing providers and Housing Connect.

The program is open to both victim survivors of family violence who leave their home and perpetrators of family violence. Most participants are single women and women and children leaving family violence situations. The expansion of homes under the program is therefore likely to impact women more than men.

The impacts of family violence can be wide ranging across the short, medium, and long term. It can impact every outcome area listed below. This analysis therefore seeks to focus on the more direct impacts of the Rapid Rehousing program rather than the impacts of family violence as a broader subject.

This budget initiative is likely to have direct impacts on women's safety and economic security by improving access to safe and affordable housing options. In addition, the provision of safer housing for victim-survivors of family violence is likely to improve women's health and wellbeing while possibly having flow-on benefits to women's employment.

### Economic Security - Strong

The impact of family violence on women's economic security can be significant, involving economic and financial abuse, work limitations, and the need to start over after leaving a violent situation<sup>43</sup>. Relocation expenses, including deposits, rental bonds, travel, furnishing, and safety upgrades, can lead to economic instability and debt<sup>44</sup>.

The Rapid Rehousing program offers safe and affordable private rentals at a subsidised rate, with rent not exceeding 30 per cent of household income plus Commonwealth Rent Assistance. For victims, particularly those who have experienced economic abuse, this affordability can be crucial for leaving<sup>46</sup>. Housing Connect support is also available to help tenants find longer-term housing.

Property owners participating in the program receive guaranteed market rent, along with free property management and maintenance, offering economic benefits for investors.

## **Leadership and Participation - Neutral**



Leaving a violent situation may require relocating to an unfamiliar area, potentially distancing families from schools, work, or social connections. The Rapid Rehousing program addresses this by allowing applicants to choose their preferred location and placing them in properties nearby. Increasing the number of available properties can offer more options to maintain connections when safe. Alternatively, housing perpetrators in Rapid Rehousing properties allows victims to stay in their family homes, which is especially important for families with children.

## **Safety – Strong**



Many victim survivors leaving violent situations are at risk of homelessness. Victims who are homeless or at risk of homelessness may be at risk of additional forms of violence and exploitation<sup>46</sup>. The Rapid Rehousing program offers safe and affordable properties that enable people to leave a family violence situation or after the immediate crisis of leaving. There are direct benefits to improved safety for women leaving these situations. Increasing the number of properties in the program is likely to improve safety outcomes by reducing wait times for allocation of properties.

As well as being able to nominate preferred locations for properties, applicants can also nominate unsafe locations and will not be housed in an unsafe situation.

## **Health and Wellbeing – Strong**



The health outcomes for victim-survivors can be serious and long-lasting, affecting both physical and mental health. This can have flow-on impacts to a person's employment and education, relationships, and financial and housing stability<sup>47</sup>. Having safe and affordable housing is crucial for improved health and wellbeing. The Rapid Rehousing program provides this opportunity, potentially leading to better health and wellbeing for victims.







## Health and Wellbeing

### Our vision:

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

#### What women have told us:

Recent consultations with women across Tasmania showed that many women are making difficult choices about their health and wellbeing. This is often due to cost impacts:

“A lot of women’s health issues aren’t covered by Medicare. If I do go to the doctor, I often need a longer consult and this costs more again. I just avoid going to the doctor if I can”

Women also raised a feeling of not being listened to by health experts or not feeling supported to properly explore what might be going on with their bodies:

“Unless you have a really good doctor, something like managing menopause symptoms can be so difficult. Often male doctors just don’t realise how much it affects your day-to-day life.”







Having access to medical care that supports women can have a major impact in almost all areas of a women’s life.

“I’ve been on a long journey with my health and have come across some amazing medical professionals that really listened. Because I’ve had that support I’ve been able to get back to work which has made a huge difference for my family.”







## Gender Equality Data Indicator summary

Indicator	Tasmanian Three-Year Trend	National Comparison
Breast cancer screening	Improving 	Better 
Suicide rate	Steady 	Comparable 
Long-term health conditions	Not available*	Worse 
Time use	New Indicator	Comparable 

\* Trend not available. Previous data release was 2007.

# Health and Wellbeing Data Indicators

## Breast Cancer Screening

Tasmanian Three-Year Trend	National Comparison
Improving 	Better 

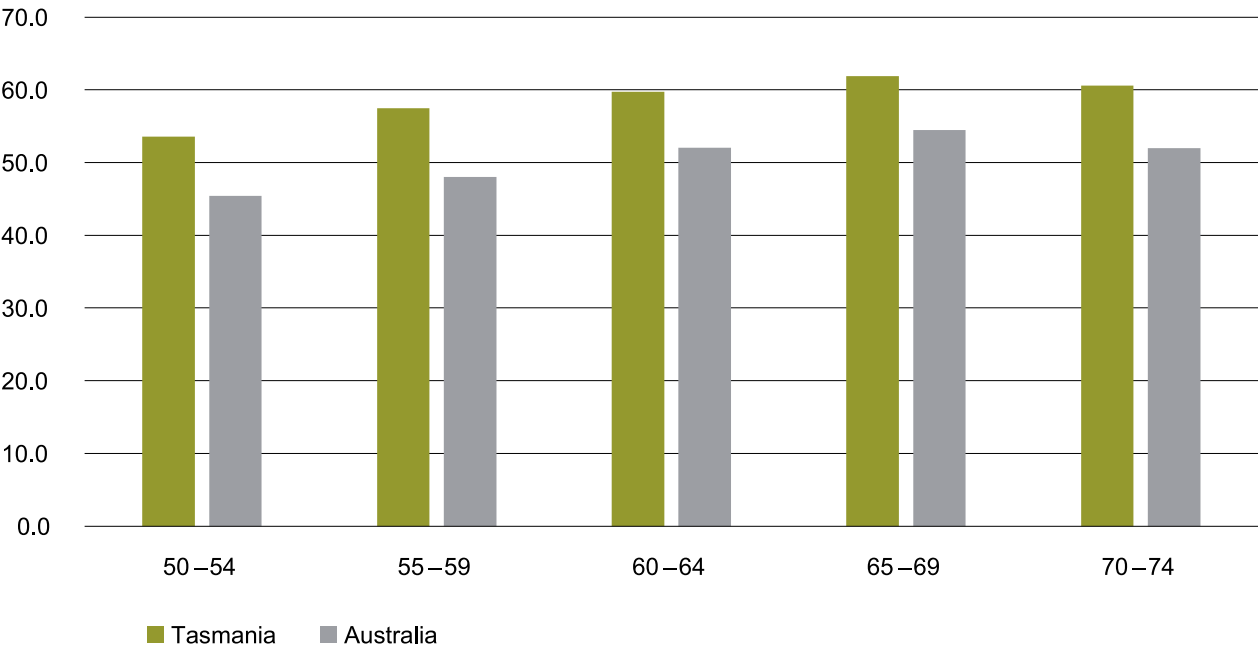
Breast cancer remains the most common cancer diagnosed in Australian women.

BreastScreen Tasmania is part of BreastScreen Australia – a national breast screening program that aims to continue to reduce deaths from breast cancer through early detection of the disease. Early detection provides an opportunity for early treatment, which can reduce illness and death.

BreastScreen Tasmania provides a free screening mammogram every two years to women between the age of 50 and 74 years throughout Tasmania.

Tasmanian women continue to have higher rates of participation in Breast Cancer Screening (58.6 per cent of target population) than the national average (50.1 per cent of target population).\*

Tasmanian women aged 65-69 years have the highest participation rate (61.9 per cent) whereas those aged 50-54 years have the lowest participation rate (53.6 per cent). This is a trend observed Australia-wide.





**Figure 18:** Rates of Breast Cancer Screening

Source: Cancer screening programs: quarterly data (Cat. no: CAN 114) – last updated July 2023

\* AIHW data is sourced from a live database, which is updated over time meaning that the data reported may change depending upon the date of data extraction (the data for this Gender Budget Statement was extracted in July 2024).

## Suicide Rate

Tasmanian Three-Year Trend	National Comparison
Steady 	Comparable 

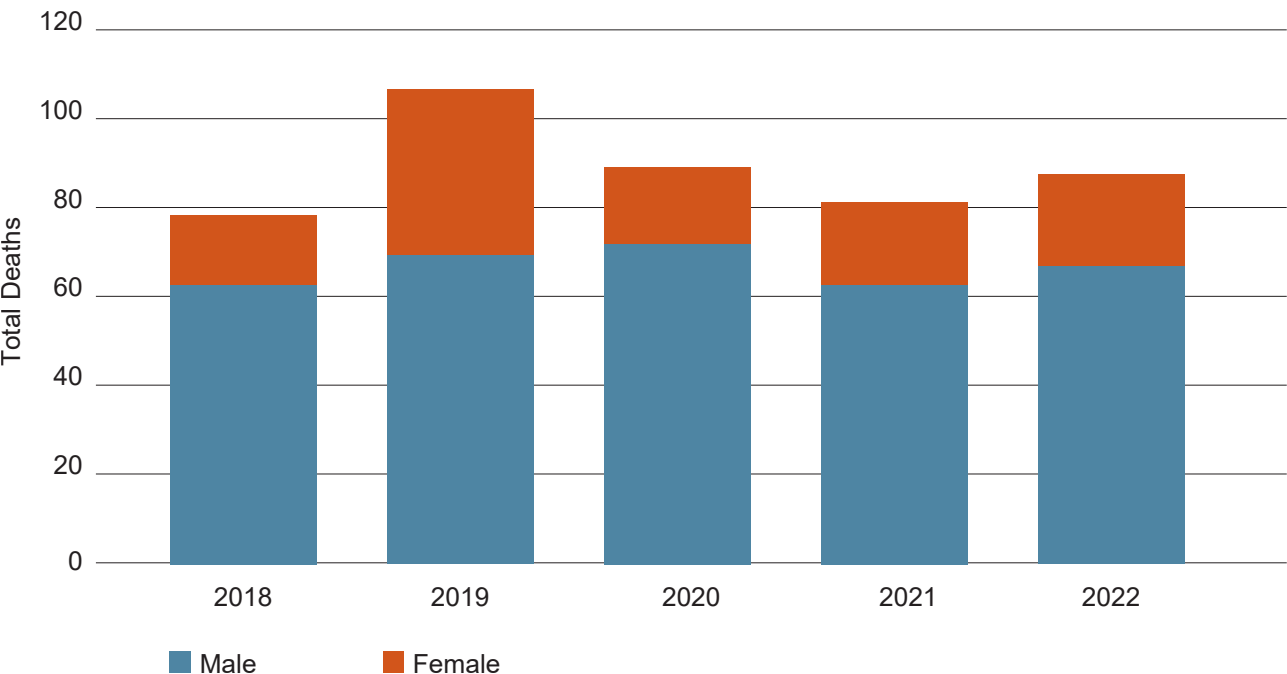
Reflective of the national and international experience, males in Tasmania have a higher rate of suicide than females.

While males are more likely to die by suicide than females, the data shows that females are more likely to attempt suicide<sup>48</sup>. Females are also more likely to be diagnosed with depression, which is one of the main leaders to suicide. Men are more likely to die as a result of their attempt. That is a global phenomenon and is reflected in the national statistics on suicide also<sup>49</sup>.

In Tasmania, suicide is the main cause of death for people aged between 25 to 44. This is comparable with Australia, where suicide is the main cause of death among people aged 15 to 49<sup>50</sup>.

In Australia, the data shows that trans and non-binary people are more likely to experience suicidal thoughts and attempt suicide when compared to the general population<sup>51,52</sup>.

The cost of mental ill-health and suicide to the Australian economy has been estimated by the Productivity Commission to be around \$200 to \$220 billion per year<sup>53</sup>. Every death by suicide is a devastating loss for those left behind including children and parents, friends, work colleagues and communities.



**Figure 19.** Underlying cause of death – Intentional self-harm (suicide), Tasmania, 2022

Source: Causes of Death, Australia, 2022 (3303.0)

## Budget snapshot – Men’s Sheds

This year’s Gender Budget Statement highlights that men and women experience different health and wellbeing challenges. While the focus of the Gender Budget Statement is on women, the Tasmanian Government is committed to ensuring that equal means equal for every Tasmanian.

Men’s Sheds play an important role bringing men together and disseminating information about men’s health and wellbeing as well as providing safe and supported spaces for men to meet and connect.

The 2024-25 Budget continues support for Men’s Sheds around the state by providing a \$1 million capital improvement program to support upgrades to Men’s Sheds and \$350 000 over two years for a competitive grants program.





## Long-Term Health Conditions

Tasmanian Three-Year Trend	National Comparison
Not available*	Worse <span style="color: #C00000;">●</span>

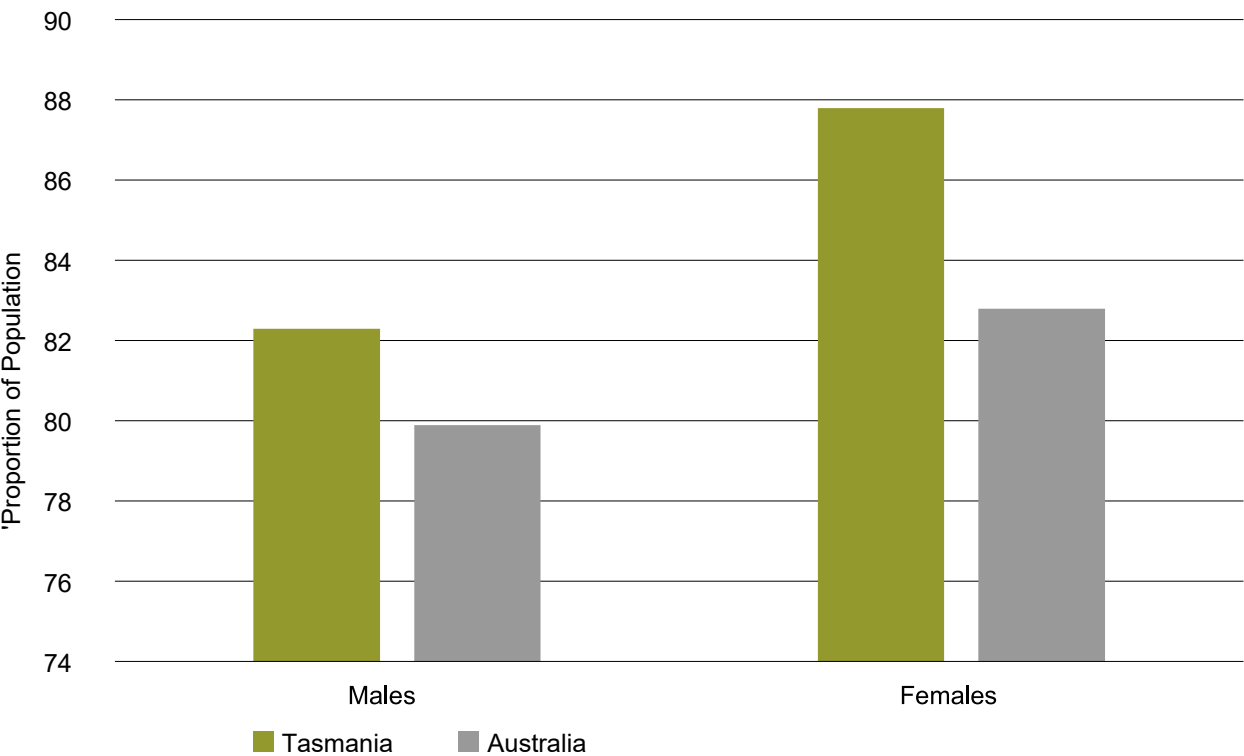
Australians, and Tasmanians, are living longer than ever before, but long-term health conditions are on the rise.

According to the latest National Health Survey, 85 per cent of Tasmanians have at least one long term health condition. Females are more likely than men to report having long-term health conditions with:

- 88 per cent of females having one or more Long-Term Health conditions (compared to 82 per cent of males)
- 72 per cent of females having two or more Long-Term Health conditions (compared to 67 per cent of males)
- 61 per cent of females having three or more conditions (compared to 51 per cent of males).

Tasmanians (both males and females) experience long-term health conditions at a higher rate than the Australian average.

These statistics are likely influenced by age – unsurprisingly, there is a strong link between age and incidence of long term health conditions. The Australian median age as at 31 December 2023 was 38.3 years (37.4 years males, 39.2 years females) compared with the Tasmanian median age of 41.9 years (40.7 years males, 43.1 years females)<sup>54</sup>.



**Figure 20.** Proportion of population with more than one long-term health condition, by sex

Source: National Health Survey 2022 (released December 2023)


\* Trend not available. Previous data release was 2007.

## Budget snapshot - Surgical Robot and Endometriosis support

The 2024-25 Budget commits approximately \$4.7 million to deliver a surgical robot to support gynaecology surgery and \$1.2 million to help more women suffering with endometriosis. Endometriosis affects one in seven women with impacts that can be severely debilitating. Diagnosis often takes many years and treatment can be challenging. Improvements to diagnosis, treatment and support for women in Tasmania with endometriosis is likely to have a positive impact not only on their health and wellbeing, but also in their ability to participate in the workforce and more broadly across our communities.



### Views on Parenting and Work

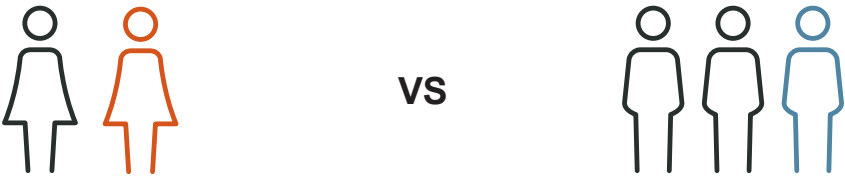
Tasmanian Three-Year Trend	National Comparison
New Indicator	Comparable 

While there have been changes in traditional caring roles, with increasing numbers of women entering the workforce and more gender balance in care, particularly parenting roles, women are still overwhelmingly responsible for care<sup>55</sup>.

Data collected through the Household, Income and Labour Dynamics in Australia (HILDA) offers more insight\*. 1 in 2 Tasmanian women report doing more than their fair share of looking after children compared to 1 in 3 Tasmanian men. Added to this is that 54 per cent of women reported feeling tired, worn out or exhausted from meeting the needs of their children, compared to 38 per cent of men.

Interestingly, 30 per cent of Tasmanians agree that it is better for men to be the breadwinner while a women takes care of the home and children. This was the same response for both men and women. The reasons for this may be multifaceted and include the fact that women earn less on average, ongoing social norms relating to childcare and a lack of affordable childcare options meaning that it may be more affordable for one partner to not work.

However, ideas around gender norms when caring for children are shifting with 86 per cent of men and women in Tasmania agreeing that if both partners in a couple work, they should share equally in the housework and care of children, and 82 per cent of Tasmanians agree that a father should be as heavily involved in the care of his children as the mother.



**Figure 21:** women (54% or 1 in 2) vs. men (38% or 1 in 3) reported feeling tired, worn out or exhausted from meeting the needs of their children

Source: HILDA Survey, General Release, Wave 22. The findings and views reported in this paper, however, are those of the author[s] and should not be attributed to the Australian Government, DSS, or any of DSS’ contractors or partners.

\* Note: Caution should be taken when drawing population level conclusions from the HILDA data set due to the small sample size. This is particularly the case with smaller jurisdictions, such as Tasmania.

# Budget Initiative Analysis

## Royal Hobart Hospital – Diagnostic Breast Imaging

The 2024-25 Budget commits to a \$15 million Public Diagnostic Breast Care Centre (the Centre). The new patient-centred and multi-disciplinary Centre will be established in the Liverpool Clinics and is anticipated to open by the end of 2025. The Centre will not only cater for diagnostic imaging but also encompass BreastScreen Tasmania services. It will include a range of diagnostic, presurgical localisation, and support services for patients with, or at risk of, breast cancer.

This budget initiative is likely to have direct positive impacts on women's health and wellbeing. In addition, the provision of services with no out-of-pocket expenses will provide financial benefits for women undergoing diagnosis and treatment of breast cancer. The Centre will also provide additional leadership opportunities for women.

### Economic Security - Strong

Current public diagnostic breast imaging services in Tasmania are limited and referral pathways for people requiring breast imaging services are often complex. When a person has a breast concern or symptom, such as a lump, the main avenue for imaging related diagnostic care is through GP referral to private imaging providers. For people that are not bulk billed by the private provider, the provision of these services attracts variable, but often significant out of pocket costs to the patient. The fact that women earn less than men on average adds to the impact of these out-of-pocket costs. Nationally, the data shows that women are more likely than men to delay or not use medical specialists (12.2 per cent compared to 8.4 per cent) or GPs (8.4 per cent compared to 5.5 per cent) when needed due to cost<sup>56</sup>.

As part of the Medicare Review Benefits Taskforce, the Diagnostic Imaging Clinical Committee reviewed breast imaging Medicare items and found diagnostic imaging forms an integral component of the diagnosis and monitoring of breast cancer but there can be high out-of-pocket expenses associated with diagnosis and ongoing care<sup>57</sup>. It was also identified that some women may choose not to undergo regular follow up mammograms and ultrasounds due to these out-of-pocket costs<sup>58</sup>.

The Centre will provide diagnostic imaging services to patients with no out-of-pocket expenses. The introduction of the Centre will assist in reducing the financial burden of breast cancer for women from diagnosis to treatment due to the reduction in out-of-pocket expenses for patients and the centralised service provision which will reduce the need for patients to visit multiple service providers across their treatment and recovery. This impact is expected to particularly benefit those on low incomes and those without private health insurance.

Treatment for breast cancer can be arduous and may result in women reducing their hours of work or not working<sup>59</sup>. Treatment impacts also flow onto other family members. It is hoped that the support provided by the Centre will have some mitigating effect on this, potentially though supporting earlier diagnosis and ensuring service provision is better connected.



## **Leadership and Participation - Strong**

The Centre will deliver increased leadership opportunities for women. While nationally, there are more male radiologists than female (34 per cent female), there are more female radiographers than male (68 per cent female) and significantly more female nurses than male (e.g. 88 per cent of registered nurses are female)<sup>60</sup>. The Centre will likely create additional leadership pathways for women who will make up the vast majority of staff. This includes the creation of a Clinical Educator position and two Deputy Chief Radiographers. An additional benefit of the Centre is that it will operate during standard business hours. For many medical professionals, this offers an employment opportunity that will support a better work-life balance with more stable hours.

Noting that the Centre will be located in Hobart, patients from the North, North-West, and the Bass Strait Islands will require support to access the service. This will be made possible through the Patient Travel Assistance Scheme or to access local private radiology providers through existing outsourcing arrangements in the North and North-West.

Access for vulnerable population cohorts such as women from the CALD community will be supported via the screening recruitment cancer prevention team. This is important as women from CALD backgrounds can face barriers in accessing screening<sup>61</sup>.

## **Safety - Neutral**

The Centre will model new services on the BreastScreen Tasmania model of care. This ensures that it is patient-centred and includes access to nurses who are trained as nurse counsellors. They will be available to patients throughout their journey of care and will add to improved emotional and psychological safety for patients.

## **Health and Wellbeing - Strong**

There are clear and direct benefits to women's health through the Centre. Breast cancer was the most common cancer in Tasmanian women in 2020 with 447 diagnoses and the second leading cause of cancer deaths with 78 deaths<sup>62</sup>. Tasmania has the second highest incidence of breast cancer diagnosis in Australia (153.3 per 100 000) and exceeds the national average<sup>63,64</sup>.

The Centre is designed for contemporary breast diagnosis and treatment and streamlined to support further treatment for patients (for example, co-locating or providing improved access to allied health, surgeons, genetic counselling etc.). This will contribute to timely diagnostic imaging results that are critical for responding to clinically recommended timeframes. Co-location with BreastScreen Tasmania will also expand capacity and provide more screening and assessment services for the Tasmanian community.

It is likely that the Centre will reduce wait times and reduce complexity in access to diagnostic breast imaging. It is also likely that the introduction of a public service will ease pressure on the private system, thereby reducing private sector wait times. Patients who require treatment for breast cancer generally require several services as part of their diagnosis and are faced with multiple visits to separate services. With the introduction of the Centre, faster, easier and more centralised access to services is likely to have improvements for patients' health and wellbeing in what can be a stressful period in their lives.

Broader wellbeing impacts from improved access to services and more wholistic care services for women are extremely likely. These impacts may range from improved quality of life for cancer patients to a reduction in anxiety and stress for patients owing to reduced waiting times.

# Budget Initiative Analysis

## Attracting and Retaining Nurses and Midwives

The 2024-25 Budget commits to a \$10 million package to encourage more nurses and midwives to move or return to Tasmania, while encouraging new graduate nurses to remain in Tasmania. The package includes a \$15 000 incentive for nurses and midwives who move to Tasmania and remain employed full-time with the Tasmanian Health Service for three years or more. A \$10 000 scholarship for new Tasmanian graduate nurses participating in the Transition to Practice program who start with the Tasmanian Health Service and remain employed full-time for a period of three years or more is also available.

Nurses make up 60 per cent of Tasmania's healthcare workforce, and nursing professions are heavily female dominated with 88 per cent of nurses and midwives in Australia being female<sup>65</sup>. Nurses play a critical part in our health ecosystem and are in high demand across Australia. Schemes designed to both attract and retain nurses and midwives in Tasmania will likely have positive benefits across a number of areas. Given that the workforce targeted by this measure is a female dominated one, it is likely that direct impacts will primarily be felt by women.

This budget initiative will provide direct financial benefits to nurses and midwives and provide supported learning and leadership pathways for graduate nurses. This may facilitate women's career progression and improve job satisfaction, particularly for women who relocate from interstate and for those starting their career. Attracting and retaining nurses and midwives will also have benefits for patients through higher nurse to patient ratios.

### Economic Security - Strong

Financial assistance can be a key factor in contributing to successful job relocations<sup>66</sup>. The relocation incentive on offer is likely to have a positive impact on nurses who relocate to Tasmania and their families by helping to remove financial barriers to moving interstate.

The scholarship is aligned to the Expanded Support Program and will be available in two instalments of \$5 000 per annum in years two and three of employment, where an employee can evidence undertaking additional study to progress their career in alignment with the intentions of the Expanded Support Program. These scholarships will, in most cases, fully cover the cost of additional study thereby removing financial barriers to additional study. Completing additional study in a nurse's early career may also facilitate career progression, thereby supporting wage growth and improved career satisfaction.

## Leadership and Participation – Strong

The relocation incentive payments are open to all nurses and midwives at all experience levels, from early to later career. It is therefore possible that the incentive could contribute positively to leadership pipelines across the health service.

Participation in the Transition to Practice program and the offering of scholarship funds for new nurse graduates has direct leadership benefits. This is likely to be realised through helping to establish specialisations through postgraduate study opportunities. It can also be expected that they will develop leadership skills and be better equipped for leadership roles through the training, mentorship, and local networks that are established as part of the program.

Further to this, it is important to note that in the jobs market around Australia, nursing graduates have a lot of choice of where they want to work. The Transition to Practice program, and the additional scholarship on offer, has the potential to make the transition from study to practice smoother and better supported. Participation in Transition to Practice programs can have significant improvement in work readiness for new graduates<sup>67</sup>. It is possible that this improved work readiness and confidence will lead to graduates seeking to stay in the Tasmanian health system, particularly given the program covers three-years of support and the scholarship can assist in studying for a specialisation. Further, similar programs have demonstrated that the tailored support, networking, and broader mentorship support offered by the program may have a positive influence on the decision of graduate nurses to remain in nursing<sup>68</sup>.

## Safety – Neutral

Improving nursing levels can lead to improved safety for nurses. This is likely to be supported through existing workplace safety measures already in place through the Department of Health.

For new graduates, building ongoing emotional resilience is likely to be supported through the Transition to Practice program by forming a close network and accessing tailored support<sup>69</sup>, as well as accessing additional skills development via the scholarships.

## Health and Wellbeing – Strong

Attracting, and retaining, skilled nursing staff will boost staffing numbers and is likely to have a direct impact of improved outcomes for patients. Higher nurse to patient ratios has regularly been shown to have positive outcomes for patients across a range of measures including a reduction in mortality, readmissions, and length of stay<sup>70,71,72</sup>. Improving the work experience of nurses, through the Transition to Practice program and scholarships for additional study, is also likely to improve patient outcomes<sup>73</sup>.

Importantly, for nurses and midwives themselves, the scheme offers direct benefits to improved health and wellbeing. Nurses who take advantage of relocation incentives are supported to maintain connections with friends and family from their place of origin through reimbursements to travel back and visit loved ones they have moved away from. This is a person-centric approach to supporting relocation and is likely to make the transition to Tasmania smoother and less stressful. It creates an environment that allows for additional flexibility to maintain familial and social ties during the settling in process which could support longer term decisions to stay in Tasmania<sup>74</sup>.

For nurses taking part in the Transition to Practice scheme, the formation of strong networks from both mentors and peers is likely to have a positive impact on the work journey as they build skills.











## 2023-24 Budget Initiative Reanalysis

Reflecting on progress made against commitments is an important part of ensuring continued progress on embedding gender equality in government programs.

As part of the 2024-25 Gender Budget Statement, a reanalysis of budget initiatives included in last years snapshot has been conducted. The information presented here provides a summary of what progress has been made across these initiatives over the last year. An assessment of rating changes against each outcome area indicator has also been conducted. The ratings from the 2023-24 snapshot are provided alongside the 2024-25 rating for comparison.



Digital Health Transformation							
Economic Security		Leadership and Participation		Safety		Health and Wellbeing	
23-24	24-25	23-24	24-25	23-24	24-25	23-24	24-25
							









The Digital Health Transformation Program is a 10-year program of work that aims to transform the state's health system into a world-class, innovative and integrated system designed to empower consumers and enable healthcare professionals to deliver better patient outcomes through system-wide, digitally enabled technologies.

A core part of delivering the digital health strategy is implementing an Ambulance electronic Patient Care Record (AePCR), and Statewide Electronic Medical Record (EMR) solution to facilitate core systems of records across clinical, administrative and operational domains. The formal procurement process is underway and it is anticipated that successful tenderer/s contracts will be announced by late 2024.

In 2023-24, the Program has advanced several initiatives that have significantly benefited the broader Tasmanian community, including women. These efforts have included improvements in healthcare access, digital infrastructure enhancements, and targeted support services.

- Deployment of free patient and visitor Wi-Fi across Tasmania's major hospitals, several Community Health Centres, and District Hospitals, with more installations planned for 2024-25.
- The electronic referrals (eReferrals) platform, which allows General Practitioners to refer patients to specialists, is now operational in 209 public outpatient services and mental health facilities. To date, over 96 000 secure electronic referrals have been processed.
- The Statewide Obstetrics platform has been upgraded to ensure that obstetrics maternity unit patient information is seamlessly integrated into the Statewide Digital Medical Record immediately after discharge.
- Statewide Mental Health Services and the Community Rehabilitation Unit have adopted the Statewide Patient Administration and Digital Medical Record systems, streamlining access to patient information, improving handovers, and enhancing information sharing across our services.
- The Discharge Summary Optimisation enhancement has aligned our hospital electronic discharge summaries with National Guidelines for improved consistency and quality.
- GoodSAM, a mobile app that enables citizen responders to provide lifesaving care during emergencies, is now open for registration.









The upgrade to the Statewide Obstetrics System demonstrates our commitment to enhancing maternal care and providing timely, high-quality clinical support. Our investments in digital infrastructure, including Public Wi-Fi access and electronic referrals, are designed to improve access for all users, with a focus on reducing barriers for women and underserved communities. These initiatives are intended to support a more equitable healthcare environment in Tasmania.

New Housing Package							
Economic Security		Leadership and Participation		Safety		Health and Wellbeing	
23-24	24-25	23-24	24-25	23-24	24-25	23-24	24-25
 Neutral	 Strong	 Growth	 Strong	 Strong	 Strong	 Strong	 Strong

Through Homes Tasmania, the Tasmanian Government continues to deliver on its commitment of an additional 10 000 social and affordable homes by 2032. In 2023-24, there were 551 women on the Housing Register who were provided with secure, long-term accommodation. This equates to 51 per cent of all applicants who were housed off the Housing Register in the financial year.

Access to safe, secure and stable accommodation continues to enable women to overcome broader inequities, achieve greater independence, and participate more fully in society.

Investment in safe and affordable social housing continues to help address gender inequality through supporting women's safety, well-being and social inclusion.

Regional Jobs Hubs							
Economic Security		Leadership and Participation		Safety		Health and Wellbeing	
23-24	24-25	23-24	24-25	23-24	24-25	23-24	24-25
							








The Tasmanian Government's Regional Jobs Hub initiative is continuing to deliver outcomes for Tasmanian job seekers, employers and communities through its innovative approach and place-based, community-led employment model.

The recently completed independent evaluation of the Regional Jobs Hub Network reinforced the impact the Jobs Hub approach is having on the community and economy. The report found that the Hubs employ a service delivery approach that is person-centred and informed by regional needs and conditions, and are delivering timely, scalable employment outcomes for local job seekers and learners, and workforce solutions for local employers and priority industries.

The Jobs Hub model has been recognised at the national level as an innovative and nation-leading approach to delivering place-based and community-led employment, education, and training solutions. This includes a recommendation within the Parliamentary Select Committee's Rebuilding Employment Services final report for a demonstration partnership with Tasmania in relation to the Regional Jobs Hub initiative.

Hubs continue to increase their capacity to respond to the specific needs of vulnerable, marginalised and underrepresented population groups in place. This includes collaboration with other parts of the service ecosystem to address barriers to employment women are more likely to face, such as access to childcare. Hubs also leverage their trusted relationships within the community to shift employer mindsets and advocate for job seekers that employers may otherwise not consider, including employment of women in male-dominated industries and occupations.

A further \$13 million will be provided through the 2024-25 State Budget to fund continued operations of the Regional Jobs Hubs through to the end of the 2026-27 financial year.

Strategic Plan for Mental Health: Rethink 2020-2025 and other mental health initiatives							
Economic Security		Leadership and Participation		Safety		Health and Wellbeing	
23-24	24-25	23-24	24-25	23-24	24-25	23-24	24-25
							

Rethink 2020 is a collaborative effort involving the Department of Health, Primary Health Tasmania and the Mental Health Council of Tasmania. It represents a shared approach to improving mental health outcomes for all Tasmanians and bridges the gap between the Tasmanian Government, the Australian Government and the community sector.

Key progress includes:

- The commencement of Gidget House Hobart at the Peacock Centre. This service provides face-to-face and telehealth-based psychological support services for expectant and new parents, providing crucial support to parents experiencing perinatal depression and anxiety.
- Funding of \$24 million was provided in the 2023-24 Budget to permanently fund and operate an eight-bed residential eating disorders treatment centre at St Johns Park Health and Wellbeing Precinct and a statewide Tasmanian Eating Disorders Service to deliver specialised care and a suite of programs for Tasmanians of all ages experiencing and impacted by an eating disorder. This includes eating disorder community treatment sites in the South, North and North-West of the state.
- The launch of the Tasmanian Suicide Prevention Strategy: Compassion and Connection 2023-2027. Under the Strategy, men and young people have been identified as priority groups and specific actions for these groups are included in the associated implementation plan.

The Department of Health continues to implement initiatives under the Mental Health Reform Program, including improving the coordination of services for people with severe and complex mental illness. This includes the Child and Adolescent Mental Health Service and Older Persons Mental Health reform programs.

Additionally, the Tasmanian Government has partnered with Tresillian Family Care Centres to launch the Tasmanian Parenting Support Line which provides professional advice and specialist support to parents on topics ranging from settling their baby, breastfeeding and bottle-feeding, toddler behaviour, postnatal depression and anxiety, and more.



Third Family and Sexual Violence Action Plan 2022-2027: Survivors at the Centre							
Economic Security		Leadership and Participation		Safety		Health and Wellbeing	
23-24	24-25	23-24	24-25	23-24	24-25	23-24	24-25
							







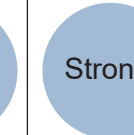

The Tasmanian Government has committed \$100 million over 5 years (\$12.5 million in the 2023-24 Budget) to deliver actions under Tasmania’s Family and Sexual Violence Action Plan 2022-2027: Survivors at the Centre (Survivors at the Centre). Survivors at the Centre articulates the vision that homes, families and communities are free from all forms of family and sexual violence.

It is making improvements to 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.

Through the 2022-23 Budget, the Tasmanian Government funded two Multi-Disciplinary Centres or ‘Arch’ Centres which opened in July and August 2023 in Launceston and Hobart, respectively. The Arch Centres are providing survivor-centred, holistic and integrated responses to family and sexual violence. Arch Centres are putting people affected by sexual violence at the centre of service delivery. The centres address some of the barriers and challenges people have faced previously when attempting to navigate different services and systems. A further \$5 million was committed in the *Appropriation* (Supplementary Appropriation for 2023-24) *Act 2023* in October 2023 to establish a third centre in the North-West.

During 2023-24 the Tasmanian Government commenced a process of establishing Tasmania’s first Victim-Survivor Advisory Council. Victim-survivors hold valuable knowledge and expertise about the lived experience of family and sexual violence and what effective prevention and response services and initiatives should look like. These insights will help to inform and shape the Government’s priorities and actions relating to family and sexual violence prevention and response, including the implementation of Survivors at the Centre.

**Maintain current Ambulance Tasmania workforce to meet operational demand from COVID-19**

Economic Security		Leadership and Participation		Safety		Health and Wellbeing	
23-24	24-25	23-24	24-25	23-24	24-25	23-24	24-25
							

Ambulance Tasmania continues to be a significant employer of women, with many women attracted to a career in paramedicine.

In Ambulance Tasmania, women have historically been under-represented in management roles, but recent appointments have seen a shift, particularly in middle management roles. In February 2024, Michelle Baxter was appointed to the role of Executive Director, Operations. The Ambulance Tasmania Executive now has four senior roles that are occupied by women. A focus on developing the management and leadership potential of all staff is providing increased encouragement, knowledge and skills for women to apply for supervisor and management roles. Work undertaken in flexible working arrangements has been valuable for all staff and has opened increased pathways for job sharing and other employment arrangements to enable women in particular to balance their professional and personal lives.

Increased Funding for Endoscopy Services							
Economic Security		Leadership and Participation		Safety		Health and Wellbeing	
23-24	24-25	23-24	24-25	23-24	24-25	23-24	24-25
Neutral	Neutral	Growth	Neutral	Neutral	Neutral	Strong	Strong









The Department of Health (DoH) have made significant improvements to endoscopy services since the release of the Statewide Endoscopy Services Four-Year Plan 2023-2027.

The DoH have exceeded their admissions targets for 2023-24 for endoscopy services, which has resulted in another record year of activity for Tasmania.

The Year 1 (2023-24) activity target for endoscopy services was 13 010. As of 18 July 2024, Hospitals have delivered 13 368 admissions in 2023-24, which is 2.8 per cent above the full year target, and a record year of endoscopies for Tasmania. Given data is still being entered and coded, it is likely that more admissions have been delivered.

Throughout 2023-24, a range of activities have been pursued through the four-year plan, to help address rising demand for services, reduce waiting times and increase service efficiency and effectiveness. These initiatives will be expanded in 2024-25 and include:

- Opening new endoscopy, day surgery and theatre suites at the Mersey Community Hospital.
- Continuing to build our workforce through the implementation of the Health Workforce 2040 Strategy.
- Digital technology enhancements to increase efficiency of administrative systems and processes that support high quality services.
- Continuing to undertake model of care reform and service enhancement strategies, including enhanced nurse-led endoscopy services.
- Strengthening our public-private partnerships.
- Maximising theatre utilisation and throughput.
- Standardising and strengthening our reporting for endoscopy.

Literacy Community-Wide Framework							
Economic Security		Leadership and Participation		Safety		Health and Wellbeing	
23-24	24-25	23-24	24-25	23-24	24-25	23-24	24-25
							

2024 is the first year of implementation of the Lifting Literacy policy which contained 23 priority recommendations. A three-year implementation plan has been developed and implementation of all 23 priority recommendations in the Lifting Literacy final report is underway. To monitor implementation, a governance structure has been put in place and is operational. This includes a group of independent experts to monitor implementation and outcomes - the Lifting Literacy Outcomes Monitoring Group. This group has developed a draft Outcomes Monitoring Framework which will be finalised after a consultation process over the next few months.

One of the overarching principles of the Lifting Literacy Implementation Plan is Equity. This principle aims to ensure that all Tasmanians have opportunities to access the support they need to develop literacy skills. If evidence suggests that a particular approach will benefit genders differently this will be considered.

In 2024, the Tasmanian government has also committed more funding to improve literacy rates as part of its Strong Plan for Education policy and has also released its policy to enhance early education in its *More Quality Childcare and Early Education* policy.



## Budget snapshot – Diversity action plans

The 2021-22 State Budget provided \$150 000 to the Tasmanian Forest and Forest Products Network (TFFPN) and \$150 000 to the Tasmanian Minerals, Manufacturing and Energy Council (TMEC) respectively for the development of industry specific Diversity Action Plans.

The TFFPN launched [Connecting & Belonging: Tasmanian Forest Industry Diversity Action Plan](#) in late 2022, while TMEC launched its [Inclusion and Diversity Blueprint](#) in early 2023. Both action plans have a key focus on attracting more women to these traditionally male-dominated industries.







## Conclusion

Tasmania continues to make good progress across a range of gender equality measures but there is more to do.

Gender equality is a matter that affects us all and it is all of us together that will continue to make positive changes.

To continue this work, the Tasmanian Government is focusing on implementing the gender responsive framework that underpins Equal means Equal. This includes undertaking a process to embed gender impact assessments across the work that we do. These assessments will feed more readily into future Gender Budget Statements. This is an ongoing process that will see Tasmania's Gender Budget Statements continue to evolve and mature.

It is important we continue to critically assess the work that we do to ensure we create a Tasmania where a person's gender is not a barrier to their participation in our economy, society or communities.

**Equal means Equal for every Tasmanian.**

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