

Attachment A: Measuring What Matters: Consultation Feedback form

To be completed by meeting host after each meeting and returned to measuringwhatmatters@treasury.gov.au by 26 May 2023.

Meeting details

Meeting host name/ organisation: National Foundation for Australian Women

Meeting host contact details [phone or email]:

Meeting host

- ☐ Member of Parliament
- ☐ Local government
- ☐ Non-government organisation
- ☐ Business
- ☐ Academic
- ☒ Community group
- ☐ Individual
- ☐ Other Click or tap here to enter text.

Meeting date: various meetings of social policy committee

Meeting location: virtual

Participants attending:

- ☒ Member of a community organisation
- ☐ Businesses
- ☐ Academics
- ☐ Union members
- ☐ Individuals
- ☐ Other Click or tap here to enter text.

Number of participants: up to 15

What matters to Australians?

1. Did the five emerging policy themes Prosperous, Inclusive, Sustainable, Cohesive and Healthy resonate with meeting participants?

☐ Yes ☒ No if not, why not Not discussed

2. Which of the following themes are most important to you? (Select three)

☐ **Prosperous:**

A growing, productive and resilient economy

☒ **Inclusive:**

A society that shares opportunities and enables people to fully participate

☒ **Sustainable:**

A natural environment that is valued and sustainably managed in the face of a changing climate for current and future generations

☒ **Cohesive:**

A safe and cohesive society that celebrates culture and encourages participation

☐ **Healthy:**

A society in which people feel well and are in good physical and mental health now and into the future

3. Which themes or descriptions were most frequently discussed? (Select three)

☐ **Prosperous:**

A growing, productive and resilient economy

☒ **Inclusive:**

A society that shares opportunities and enables people to fully participate

☒ **Sustainable:**

A natural environment that is valued and sustainably managed in the face of a changing climate for current and future generations

☒ **Cohesive:**

A safe and cohesive society that celebrates culture and encourages participation

☐ **Healthy:**

A society in which people feel well and are in good physical and mental health now and into the future

4. What do you see as the most important issues for future wellbeing? Are these captured by the emerging policy themes?

Women's Economic wellbeing

5. How might the descriptions be amended to best reflect our priorities?


Click or tap here to enter text.

6. Are there any indicators and existing data sources that will be critical to inform the emerging policy themes?

Gender Responsive Budgeting must be incorporated in the design.

7. Is there any additional information you would like to see in the Measuring What Matters Statement? If so, please outline.

The Albanese government has identified economic equality for women as a matter of priority for Government policy. Ahead of the election the Government committed to apply a gender lens across policy through Gender Responsive Budgeting. The “Jobs and Skills Summit” held in September 2022 included “a strong overarching focus on women’s experiences of the labour market and the challenges of ensuring women have equal opportunities and equal pay”. A wellbeing framework must build on the commitment to economic wellbeing for women currently being developed by the Office for Women. The framework presented in the October 2022-23 Budget Papers (BP No 1, p 119) was drawn from the OECD Wellbeing Framework, which draws on indicators from 11 indicators of current wellbeing and 4 indicators of future wellbeing, and was developed following the 2009 Commission on the Measurement of Economic Performance and Social Progress (Stiglitz et al, 2009). In 2022 it issued a Country Report (OECD 2022) that reviewed Australia’s progress against these indicators. In Australia Treasury had developed a Living Standards Framework in 2004 that included five well-being measures, but the updated framework in 2016 focussed on the budget, productivity and globalisation (OECD, 2018). Gender impact analysis (GIA) is a critical step in gender responsive budgeting. It requires Government to determine the effect that policy has on women, and consider what policy changes are necessary to address those effects. For example, the Pilot GIA of the Aged Care Work Value Case led to reform in the way that the Industrial Relations Commission considers wage setting for feminised industries. Gender Impact Analysis is about identifying the gaps between men and women. The OECD indicators include a number of Gender specific measures, including: Gender parity in politics Gender wage gap Gender gap in hours worked Gender gap in feeling safe Angela Jackson (2022) identifies a number of gaps in the OECD reporting framework, including: Security in retirement Rates of family and domestic violence Mental health Physical health including rates of chronic disease Childhood development and wellbeing Distributional analysis, including allocation of profits between labour and capital and revenue analysis is also necessary to assess policy outcomes. Applying a gender impact analysis to the policies underlying these gaps would give the Government the information it needs to review the policies to work toward closing the gaps, which would also improve the overall outcomes in that policy area. The analysis also needs to go beyond the policies that are focussed on the gender gap to examine the gender impact of other measures. For example, in Australia we have seen concerns over sexual harassment and assault in the work environment through the Respect@ Work report (AHRC, 2020), and the Western Australian “Enough is Enough” report (Community Development and Justice Standing Committee, 2022). However, in the OECD guidelines on the quality of the work environment, the relevant measures are: ratio of women’s gross hourly earnings to men’s for paid employee; gap in employment rates between men and women; gender segregation in sectors and total long-term unemployment rate, by gender. These important factors in economic equality ignore the physical conditions in the workplace that contribute to women participating fully in the workforce. This is where the intersection of gender responsive budgeting and wellbeing budgeting needs to focus. Analysis of more granular policy that impacts on women’s decisions through GIA will flow through to



the wellbeing indicators. This also holds true for other minority groups, and the intersectional analysis necessary to identify how policy negatively affects those groups. The changes proposed to the WGEA data collection instrument to allow employers to identify employees with intersectional characteristics is an important step to this disaggregation. To see how this might work, we can build on the pilot Gender Impact Analysis of the Work Value Case for Aged Care Workers. As a consequence of the analysis, the Government has supported the wage case, with the outcome of a 15% pay rise for carers (but not ancillary workers) in the sector. Relating this back to the OECD Wellbeing index, this will be reflected in the indicators measuring ratio of women's gross hourly earnings to men's for paid employees. It is hoped that the wage increase will make Aged Care a more viable career choice for men, although other measures are also likely to be needed to achieve this, which would also lead to a reduction in gender segregation in the sector. The recognition of Gender Equality as an objective of the *Fair Work Act* 2009, and the introduction of gender panels should extend this across other employment sectors. Gender Responsive Budgeting and Wellbeing Budgeting can work together, however it is important that as the two systems are designed they are designed to support synergy between the two. Gender Impact Analysis must drive the change that is monitored through the Wellbeing Budget.