

28th Commonwealth Women Parliamentarians Steering Committee Meeting
Sydney, New South Wales, Australia
3 November 2024

CWP Template for Reports on Developments in Branches and Regions

Please continue on separate sheets where need be

	Hon Kate Doust MLC, Regional Representative for CWP Australia Region
<p>1. Data on the number of women representatives</p> <p>Including: Statistics in legislatures, executive, company boards</p> <p>Changes in representation following elections</p> <p>Affirmative Action policies, as they relate to quotas, constitutional, legislative, electoral changes</p> <p>Political Party Reforms and appointments of</p>	<p>Women in legislatures</p> <p>Australia overall (all parliaments) – 44.7% women</p> <p>Australia is currently ranked 1st in CPA Regional Rankings for Women in Parliament¹ and 37th in the Inter-Parliamentary Union ranking for women in national parliaments for September 2024².</p> <p>Each jurisdiction:³</p> <ul style="list-style-type: none"> • Commonwealth – 52% women • Australian Capital Territory – 56% women • New South Wales – 43% women • Queensland – 30% women • Tasmania – 45% women • Northern Territory – 48% women • South Australia – 39% women • Victoria – 50% women • Western Australia – 47% women <p>Affirmative Action Policies</p> <p>The Australian Labor party has an Affirmative Action rule whereby at least 50% women must be preselected for state and federal winnable seats. This has resulted in an increase in women being elected in all Parliaments and, in 2022, produced Australia's first female majority federal government with 52% women and 44% women in its cabinet.</p>

¹ *Numbers of Women in Parliaments across the Commonwealth*, September 2024

² *Monthly Ranking of Women in national parliaments | Parline: The IPU's open data platform - global data on national parliaments* (2024)

³ Lang, K. and Anna, A. (2024) *Gender composition of Australian parliaments by party: a quick guide*, Parliament of Australia

<p>women within the Party Structures</p>	<p>This is a significant political party reform that began as a 35% rule in 1994, and in 2015 changed to a 50% rule by 2025. Each time a target has been set, the ALP has exceeded the target ahead of time.</p> <p>Women in the Executive</p> <p>At 2 October 2024, in the current Ministry of the 47th Parliament (Commonwealth)⁴:</p> <ul style="list-style-type: none"> • 44% of Cabinet Ministers are women; • 44% of the total ministry are women; • 57% of the Outer Ministry are women; • 43% of Assistant Ministers are women. <p>The federal Shadow Ministry, as at 5 March 2024, comprised of 15 women of a total of 44 (41 per cent).⁵</p> <p>Women in Senior Management and Company Boards</p> <p>As at 31 December 2023, women held 53.2% of positions on Federal Government boards and 44% of Chair and Deputy Chair positions were held by women. Women represented 58.8% of new appointments to Federal Government boards and 65.5% of nominations by external organisations were for women⁶.</p> <p>In 2024, the Federal Government strengthened its commitment to achieving and maintaining gender balance on Federal Government boards (through the release of <i>Working for Women: A Strategy for Gender Equality</i>) with new targets for women to hold 50% of Federal Government board positions at the portfolio level and 50% of Chair and Deputy Chair positions on Australian Government boards overall.</p> <p>In the New South Wales (NSW) public sector, women comprise 45% of senior leadership while making up 66.5% of the total workforce and the rate of women in senior leadership has steadily increased over the last decade (from 33.4% in 2014).⁷</p>
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⁴ *Current Ministry of the 47th Parliament*, Parliament of Australia

⁵ *Shadow Ministry of the 47th Parliament* (5 March 2024), Parliament of Australia

⁶ Australian Government Department of the Prime Minister and Cabinet, *Gender balance on government boards statistics*

⁷ New South Wales Public Service Commission, *Workforce Profile Report 2023*

	<p>In 2022, the then NSW Treasurer (Matt Kean MP) introduced gender diversity targets for the boards of NSW state owned corporations (SOCs) and public financial corporations (PFCs)⁸. The targets are:</p> <ul style="list-style-type: none"> • No fewer than 40% of board director positions to be filled by women on each SOC and PFC board; and • Overall, 50% of all SOC and PFC board director positions combined to be filled by women. <p>These targets must be considered and addressed during the planning, selection and approval phases of the board appointment process⁹. The individual and combined figures of gender composition of SOC and PFC boards are displayed on the NSW Treasury Board appointments webpage. The total combined figure at June 2024 showed women occupying 45% of board director positions. This does not yet meet the target of 50%.</p> <p>In Western Australia the government is committed to increasing the number of women on boards. Recent activities have included the appointment and re-appointment of five women, all who have extensive experience in the legal field, to the State Administrative Tribunal, and three additional women to the Victims of Crime Reference Group.</p> <p>(Note that the gender balance on boards in the private sector is lower, with women making up 38.0% of ASX 100 directorships as at June 2023¹⁰.)</p>
<p>2. Information on elections that were held this year</p> <p>Including: Data on women Members that won and/or lost seats or appointed to new positions</p>	<p>2024 saw a high number of elections with half of Australia's eight State and Territory parliaments having an election.</p> <p><u>Northern Territory</u> held a general election on 24 August 2024. This was the first election for the Northern Territory Legislative Assembly where both major political parties were led by women.</p> <p><u>Tasmanian</u> held a state election on 23 March 2024 and the Hon Michelle O'Byrne was appointed Speaker.</p> <p>There will be an election for the <u>Australian Capital Territory</u> on 19 October 2024 and <u>Queensland</u> on 26 October 2024.</p>

⁸ NSW Government, [New gender diversity targets for NSW Treasury boards](#), Media release, 18 April 2022.

⁹ NSW Treasury, [Policy and Guidelines: Board Appointments for State Owned Corporations and Other Commercial Government Businesses](#) (TPG23-06), 18 February 2022, at 2.3.

¹⁰ Australian Institute of Company Directors, [Gender Diversity Progress Report](#), March to June 2023, p 7.

<p>3. Status of the CWP in regional constitutions</p> <p>Including: Updates in Regional Constitutional changes and/or challenges where applicable</p>	<p>There have been no amendments to the CWP's status in the CPA Australia Region Constitution since 2022.</p>
<p>4. CWP Regional Structure</p> <p>Including: Updates on changes and/or challenges to Regional CWP Structures</p>	<p>CWP Australia Region structure is as set out in the CPA Australia Region Rules.</p> <p><i>"The Steering Committee will be comprised of one female representative from each CPA Branch of the Australian Region and the CWP Australian Region representative."</i></p> <p>There are eight State and Territory parliaments, and the Australian National Parliament is also represented. A total of nine representatives, plus the Chair, making ten members of the CWP Australia Region Steering Committee.</p>
<p>5. Regional Budget for CWP Activities</p> <p>Including: Updates on changes and/or challenges to Regional CPA Budgets where applicable</p>	<p>No other budget is allocated to CWP beyond the Regional Strengthening Funds.</p> <p>The 2024 Regional Funds will be used to support the Young Women's Event that is being held at the 67th CPC. The event will involve young women from other parliaments around Australia to exchange ideas and better understand the role of the CWP and women in parliament.</p>
<p>6. Regional Conference - What role did CWP play?</p> <p>Including: Updates on changes and/or challenges to holding a regular CWP meeting at CPA Regional Conferences</p> <p>Updates on Regional CWP activities</p>	<p>No Australia Region conference was held in 2024.</p> <p>The CWP Australia Region Steering Committee meets three times annually by video conference and once annually face to face for a planning day.</p>

<p>7. CPA International Executive Committee – does your region have a female Member?</p> <p>Including:</p> <p>Updates on changes to Regional Representatives to the CPA International Executive Committee</p>	<p>The Australia Region currently has two female representatives on the CPA International Executive Committee</p> <p>Vice-Chairperson of the CPA Executive Committee Senator the Hon Sue Lines, President of the Senate, Commonwealth Parliament of Australia</p> <p>Chairperson of CPA Small Branches Ms Joy Burch MLA, Speaker of the Australian Capital Territory Legislative Assembly</p>
<p>8. Initiatives linked to CWP Mission Statement 'To promote the representation of women in CPA Branches and women's full and equal participation in all political and parliamentary leadership at all levels' undertaken by Parliaments and/or Regions</p> <p>Including:</p> <p>Legislation, Resources, Gender Sensitive Parliament Self-Assessments, Inter-organisational strategies, Intra-Ministerial and Civil Society Cooperation and all other strategies.</p>	<p>Women in Leadership</p> <p><i>Commonwealth</i></p> <p>Leadership, representation and decision-making is priority 5 of the Federal Government's <i>Working for Women: A Strategy for Gender Equality</i>. Government actions underway to improve women's participation in leadership, representation and decision-making include funding and support for:</p> <ul style="list-style-type: none"> • women's participation in politics; • First Nation's women in leadership; • women's participation in sport and sports leadership roles; • equal participation for women in areas of global representation; and • transparent and merit-based judicial appointments to increase diversity in the judiciary, including women. <p><i>ACT</i></p> <p>At the end of each Assembly, the Standing Orders and Continuing Resolutions require that a review of the code of conduct be undertaken. This review was conducted in 2023, to align with the review of standing orders. There was a significant addition to the Code to expressly address zero tolerance for bullying, sexual and other harassment, sexual assault and discrimination. The Code now includes steps a Member must take should they become aware of any such occurrences or allegations.</p> <p>In 2022 to 2023 the ACT Legislative Assembly participated in the inaugural CPA Gender Sensitive Parliament survey. Being a legislature with fifty six percent women MLAs, five women out of eight being committee chairs, having an openly gay head of government and sixteen percent of LGBT members it was felt that the legislature would be well</p>

placed in any assessment undertaken on gender sensitivity. However, the report indicated that there is work to be done to ensure that the legislature can strive to become a fully gender sensitive legislature.

Northern Territory

The Northern Territory 2024 Budget supports women's leadership through \$114,300 in grants to support projects, services and activities that promote gender equality and \$92,000 in grants to support a range of organisations for various events and activities to mark International Women's Day. The government also supports the Women's Leadership Network, including monthly inspirational speakers, formal mentoring program and training events to grow leadership capabilities for women in the public sector.¹¹

Tasmania

The Tasmanian 2024-2025 Budget commits \$1.5 million over three years to support women's leadership and wellbeing, specifically funding women in leadership programs, supporting the development of resources for hospitality owners, operators and their staff to manage mental health issues, and for the established "Hospo Health" program.¹²

Western Australia

In Western Australia the Women's Grants for a Stronger Future Program received additional funding with a total of \$1.085 million now available to support the development of a variety of projects that advance gender equality.

Elimination of Gender-Based Violence (GBV) in all of its forms

Domestic Violence

Commonwealth

The *National Plan to End Violence against Women and Children 2022–2032* was released jointly by the Australian, state and territory governments in October 2022 as an overarching policy framework.

The 2024-2025 Federal Budget invested \$925.2 million over five years for the permanent [Leaving Violence Program](#) to deliver financial support for victim-survivors leaving a violent intimate partner relationship as well as support services for up to 12 weeks. Further, \$44.1 million was committed to support the National Legal Assistance

¹¹ Northern Territory Government, "Women in the Territory," 2024

¹² Department of Premier and Cabinet, "2024-2025 Tasmanian Gender Budget Statement," Tasmanian Government, 2024

Partnership and Family Violence Prevention Legal Services in 2024–25. The Federal Government additionally pledged \$9.6 million over the next five years to further support informed policy advice to Government to end gender-based violence.

An independent review was tabled on 9 October 2024 which found that the Government's paid family and domestic violence leave program is working to support women escaping violence. Paid Family and Domestic Violence Leave entitles all employees experiencing family and domestic violence to 10 days of paid leave each year. This includes full-time, part-time and casual employees. The review found that of the workers who had taken paid family and domestic violence leave, 91 per cent surveyed said it helped them maintain their income, and 89 per cent said it helped them to retain their employment.

NSW

The *Bail and Other Legislation Amendment (Domestic Violence) Act 2024* (NSW) made it more difficult for accused persons charged with serious domestic violence offences to get bail, for example, by expanding the categories of 'show cause' offences under section 16B of the *Bail Act 2013* (NSW) to include serious domestic violence offences. The amendments also require electronic monitoring as a condition of granting bail to people charged with serious domestic violence offences (section 28B).

The Crimes (Domestic and Personal Violence) and Other Legislation Amendment Bill 2024 (NSW) passed both houses on 24 September 2024. It will amend the *Crimes (Domestic and Personal Violence) Act 2007* (NSW) to create two additional offences of contravening apprehended violence orders (breaching with intent and persistent breaching). The new offences carry higher maximum penalties than the existing offence under section 14. The amendments will also introduce serious domestic abuse prevention orders (Part 10A).

Relevant NSW Government strategies include the *NSW Domestic and Family Violence Plan 2022-2027* which has five pillars: primary prevention; early intervention; response; recovery and healing; and system enablers.

Victoria

The Victorian government committed \$269 million in the 2024-2025 Budget to prevent family violence and support women's safety.¹³

¹³ Victorian Government, "Gender Equality Budget Statement 2024-2025," 2024

	<p><i>Queensland</i></p> <p>The Queensland government introduced Queensland’s Plan for the Primary Prevention of Violence Against Women 2024–2028, a 5-year strategy in 2024 to prevent domestic, family and sexual violence through addressing the drivers of violence against women.¹⁴</p> <p>The Queensland government has introduced a number of measures in their 2024-2025 Budget to address women’s homelessness. This includes \$4 million over 3 years for the Housing Older Women Support Service to continue to provide information and services that support older women seeking to secure affordable and appropriate housing options. Additionally, over \$900,000 in 2024–25 to support the ongoing delivery and expansion of Next Step Home initiative assisting women on release from custody who would be homeless or at risk of homelessness. \$2.3 million was also pledged to the Affordable Housing for Women Initiative supporting women and their children in domestic and family violence (DFV) shelters and other crisis and short-term accommodation to transition to stable and safe accommodation.¹⁵</p> <p><i>Western Australia</i></p> <p>The Western Australian Government’s 2024-25 budget provided \$96 million in funding for prevention of family and domestic violence. This includes: \$54 million to expand operations of FDV Response Teams, including moving to a seven day a week operation, \$14 million for a new FDV One-Stop Hub in the CBD, \$6 million for workforce development, and \$585,000 to develop legislative reforms to criminalise coercive control.¹⁶</p> <p><i>Tasmania</i></p> <p>The 2024-25 Budget allocates \$1.2 million over two years to support crisis accommodation services and \$1.5 million over 2 years to provide more Rapid Rehousing homes for women and children escaping family violence.¹⁷</p> <p><i>South Australia</i></p> <p>In 2024 South Australia commenced a Royal Commission into Domestic, Family and Sexual Violence, led by Commissioner Natasha Stott Despoja AO. The budget to support the royal commission includes: \$1.5 million over two years to establish a central response unit to address and coordinate information requests and across</p>
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¹⁴ Queensland Government, *“Queensland’s plan for the primary prevention of violence against women 2024–28,”* 2024

¹⁵ Queensland Government, *“Queensland’s plan for the primary prevention of violence against women 2024–28,”* 2024

¹⁶ Western Australian Government, *“2024-2025 Western Australia State Budget,”* 2024

¹⁷ Department of Premier and Cabinet, *“2024-2025 Tasmanian Gender Budget Statement”* Tasmanian Government, 2024

government efforts associated with the royal commission, and \$3.3 million in 2024-25 to ensure the continuation of a number of innovative domestic violence pilot programs.

The South Australian government has taken steps to reduce domestic violence, including in May introducing reforms to the *Bail Act 1985* to electronically monitor perpetrators of serious family and domestic violence offences, as a condition of bail. In August, legislation was introduced to provide fifteen days of paid domestic violence leave for those employed pursuant to the state *Fair Work Act 1994* and include the experience of family and domestic violence as grounds for discrimination in the *Equal Opportunity Act 1984*. Further, in September the government moved to introduce stronger stalking laws.¹⁸

Northern Territory

The Northern Territory 2024 Budget provided \$70 million to reduce domestic, family and sexual violence (DFSV).¹⁹

Coercive control

Commonwealth

On 11 September 2024 the Federal Government released resources to help young people recognise and combat coercive control. The resources include videos and fact sheets for young people entering relationships for the first time, as well as adults in their lives, to boost understanding of what coercive control looks like. These new resources build upon the [National Principles to Address Coercive Control in Family and Domestic Violence](#) in September 2023.

The national principles are among the reforms outlined in the Federal Government's *Working for Women: A Strategy for Gender Equality* (2024), Priority area 1: Gender-based violence (pp 34-43).

NSW

Preliminary data in NSW indicates that this kind of controlling behaviour, which may involve physical violence and non-physical control, is predominantly committed against women. The *Crimes Legislation Amendment (Coercive Control) Act 2022* (NSW) created the offence of coercive control at section 54D of the *Crimes Act 1900* (NSW). The

¹⁸ Government of South Australia, "[Women's Statement, State Budget 2024-2025](#)", 2024

¹⁹ Northern Territory Government, "[Women in the Territory](#)" 2024

legislation commenced on 1 July 2024 and media reports stated that a man in Leeton was the first person to be charged by police with the new coercive control offence on 26 July 2024.²⁰

Western Australia

In September 2024, the *Family Violence Legislation Reform Bill 2024* passed through WA State Parliament to ensure repeat and high-risk family violence offenders are tracked across the justice system, including as part of bail, sentence, parole and post-sentence supervision. Courts and the Prisoners Review Board will now be compelled to impose electronic monitoring on repeat and high-risk family violence perpetrators who are on bail or otherwise supervised in the community.

Importantly, the laws amend the *Restraining Orders Act 1997* (RO Act) to include a reference to the patterned nature of coercive control behaviours and their cumulative effect in the existing definition of family violence.

The WA Government is taking a phased approach to the criminalisation of coercive control, starting with amendments to the RO Act and education and training, to strengthen the likelihood of successful prosecutions once coercive control is criminalised and protect victim-survivors. Also in September 2024, a \$5 Million state-wide campaign was launched. Running over two years, the campaign aims to help victim-survivors, perpetrators and the general public recognise the signs of coercive control and its impacts.

Offences disproportionately affecting women

Commonwealth

Human trafficking and slavery-like offences are found under Divisions 270 and 271 of the *Criminal Code Act 1995* (Cth) and predominantly affect women. The *National Action Plan to Combat Modern Slavery 2020-25*, continues to be implemented in 2024 and sets out the challenges, strategic priorities and response measures.

In June 2024, the Federal Government introduced a ban on the sharing of non-consensual deepfake pornography and imposed a six-year prison term for offenders.

Queensland

The Respect at Work and Other Matters Amendment Bill 2024 was introduced to Queensland Parliament this year.

²⁰ L Harris, [Man from Riverina region first to be charged under new NSW coercive control laws](#), ABC News, 4 September 2024

	<p>This bill requires employers to take proactive measures to prevent and address workplace sexual harassment and discrimination.²¹</p> <p><i>Western Australia</i> New laws to protect retail workers was passed with significantly increased penalties now applying to violent attackers who target retail workers simply doing their job, of which many are women.</p> <p>Economic empowerment of women (including childcare) and equal access to national resources</p> <p><u>Equal Pay</u></p> <p><i>Commonwealth</i> Equal remuneration for men and women, for work of equal or comparable value is legislated under the Fair Work Act 2009 (Cth). The Federal Government continues to develop its economic empowerment initiatives in 2024 through the <i>Working for Women: A Strategy for Gender Equality (2024)</i>, Priority area 3: Economic equality and security (pp 55-56).</p> <p>Closing the gender pay gap is a key ambition of <i>Working for Women: A Strategy for Gender Equality</i>. The national gender pay gap is the lowest on record, falling to 11.5% from 14.1% in May 2022.</p> <p><i>Victoria</i> The Victorian government released the Building Equitable Futures Strategy 2024-32 to achieve gender balance in government funded projects.²²</p> <p><u>Parental leave</u></p> <p><i>Commonwealth</i> The <i>Paid Parental Leave Act 2010 (Cth)</i> provides 22 weeks parental leave for eligible parents. The <i>Paid Parental Leave Amendment (Adding Superannuation for a More Secure Retirement) Bill 2024</i> passed both houses on 19 September 2024, extends the 2010 Act. It provides for paying superannuation on government-funded paid parental leave from</p>
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²¹ Queensland Government, "*Queensland's plan for the primary prevention of violence against women 2024-28*," 2024

²² Victorian State Government, "*Building Equitable Futures Strategy 2024-32*," 2024

	<p>1 July 2025. This is intended to increase women’s retirement savings, thereby reducing the gender superannuation gap.²³</p> <p><i>Western Australia</i> The Western Australian Government’s 2024-25 budget targeted women’s financial independence through provision of \$46 million to extend the payment of superannuation on unpaid parental leave from 12 to 24 weeks, for all WA public sector employees and a \$1.4 billion boost over 2023-24 and 2024-25 to the Women’s Grants for a Stronger Future Program.²⁴</p> <p><u>Childcare</u></p> <p><i>Commonwealth</i> In September 2023, the Fair Work Commission granted an application by unions to hear a multi-employer bargaining case to set a new standard for pay and conditions in long day care services. While the Fair Work Commission progresses with the review, the Federal Government announced in August 2024 that it will fund pay rises totalling 15% to be delivered in stages (in December 2024 and December 2025).</p> <p>Other initiatives are outlined in the Federal Government’s <i>Working for Women: A Strategy for Gender Equality (2024)</i>, Priority area 2: Unpaid and paid care (p 45).</p> <p><i>NSW</i> The NSW Government commenced a 2-year trial from January 2024, granting fee relief of \$500 per child for 3-year-olds in eligible long day care. Up to \$2,110 is payable for eligible children aged 4 years and over in long day care in 2024.²⁵</p> <p><i>Tasmania</i> Tasmania’s 2024-2025 Budget aims to increase women’s workforce participation rates through investing \$10 million to support primary and district schools establish onsite Outside of School Hours Care in areas of need.²⁶</p>
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²³ Parliament of Australia, Hansard, House of Representatives, Paid Parental Leave Amendment (Adding Superannuation for a More Secure Retirement) Bill 2024, [Second reading speech](#), 22 August 2024.

²⁴Western Australian Government, “2024-2025 Western Australia State Budget,” 2024,

²⁵ NSW Education, [Start strong for families](#) webpage, accessed 20 September 2024.

²⁶ Department of Premier and Cabinet, “2024-2025 Tasmanian Gender Budget Statement,” Tasmanian Government, 2024

Western Australia

Families in Western Australia with children in school are eligible to receive a cost of living payment for each child (\$150 for kindergarten and primary school students, \$250 for secondary school students).

Training and education*Commonwealth*

The National Skills Agreement is a 5-year joint agreement from 1 January 2024, between the Federal Government, and state and territory governments, to strengthen the vocational education and training sector. The agreement provides funding to support state and territory skills sectors to deliver skills for critical and emerging industries. One of the agreed national priorities is gender equality: [National Skills Agreement, A28](#).

The [Australian Skills Guarantee](#) introduced national targets to increase the proportion of women working on major projects and reduce gender segregation in the apprenticeship system. The targets for women in major construction projects from 1 July 2024 are 6% for apprenticeships and traineeships and 4% for trade-specific apprenticeships/traineeships, with the targets rising incrementally to 12% and 10% respectively in 2030.

The 2024-2025 Federal Budget invested \$38.2 million to implementing the Pathway to Diversity in STEM Review by scaling up Women in STEM and science engagement programs. The Budget also devoted \$55.6 million over four years to launch the [Building Women's Careers program](#) which will fund large-scale projects to support women to access training in clean energy and construction and aims to drive change in workplace cultures.

NSW

The *Women in Trades Strategy 2021-2024* outlines 3 pillars of action: increasing the appeal of trades to raise female participation; facilitating change to remove social and cultural barriers to women entering trades; and supporting women's learning to maximise job opportunities. A practical application of the strategy is the [Connecting Women to Trades grant program](#), conducted by Training Services NSW. The program offers grants to eligible organisations with the aim of addressing the underrepresentation of women in non-traditional trades and trades experiencing skills shortages.

Northern Territory

The Northern Territory 2024 Budget invests in education and training for women through the commitment of \$2.4 million for Stars Foundation programs for girls to provide school-based mentoring and wellbeing support across 16 schools to increase attendance and assist female students to complete year 12. As well as through \$2

	<p>million for the Remote Aboriginal Teacher Education program enabling remote residents, particularly women, to pursue a teaching career.</p> <p>The Northern Territory 2024 Budget supports working women through provision of \$5.7 million to subsidise childcare operators to reduce childcare costs for parents, enabling women to get back into the workforce or pursue study, \$278,000 to support women to undertake study in the fields of construction and engineering, and 193,000 for the Working Women’s Centre to provide free and confidential advice to Territory women on industrial relations and workplace issues. Additionally, the Northern Territory government sponsors the National Association of Women in Construction Awards.²⁷</p> <p><i>Tasmania</i></p> <p>Recognising that women make significant unpaid or unrecognised contributions to the agricultural sector, Tasmania’s 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.²⁸</p> <p><i>Queensland</i></p> <p>The Queensland Government’s Women in Manufacturing Strategy and the Women in Manufacturing Mentoring Program began in 2024. This strategy aims to encourage women to have manufacturing careers and take up leadership opportunities within this male-dominated sector.²⁹</p> <p><i>Victoria</i></p> <p>The Victorian government committed \$1.8 billion in the 2024-2025 Budget to increase women’s economic security by supporting workers in women-dominated sectors and helping women to reskill and retrain.³⁰</p> <p>Victoria introduced in May 2024 legislation to introduce gender response measures to the Victorian budget under the Financial Management Amendment (Gender Responsive Budgeting) Bill 2024. This bill creates reporting obligations on gender equality, inclusive spending and taxation policies and enables Ministers to request gender impact assessments.³¹</p>
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²⁷ Northern Territory Government, *“Women in the Territory,”* 2024

²⁸ Department of Premier and Cabinet, *“2024-2025 Tasmanian Gender Budget Statement,”* Tasmanian Government, 2024,.

²⁹ Queensland Government, *“Women’s budget statement 2024-2025,”* 2024

³⁰ Victoria State Government, *“Gender Equality Budget Statement 2024-2025,”* 2024

³¹ Victoria State Government, *“Financial Management Amendment (Gender Responsive Budgeting) Bill 2024,”* Victorian Legislation, 2024

Western Australia

Western Australia has a \$1.34 billion National Skills Agreement with the Commonwealth Government. As part of this there has been an increased investment in Technical and Further Education (TAFE), with several courses offered for free, or reduced in cost, including specific fee free training to help women into the workforce. In addition, the government introduced a Women in Non-Traditional Trades Scholarship (WiNTT) - a program to help women break down stereotypes and undertake training at WA TAFE colleges in non-traditional trades. Scholarship recipients also benefit from tailored mentoring and support services to help them to complete their qualification and successfully transition into employment in their chosen industry.

Ensuring fair pay and conditions for working women*Commonwealth*

The Federal Government is supporting a review of the undervaluation of wages in feminised industries. The review will look into gender undervaluation in five priority awards, which includes early childhood educators, in-home disability workers, and health professionals.

The Government has supported a 15% increase to award wages for aged care workers, starting July 2023, and early childhood educators and carers, over the next two years.

Women's health and wellbeing*Commonwealth*

The Federal Government is investing \$3.6 million in targeted funding to enhance the health literacy, reduce risk and improve health outcomes for women who face additional challenges accessing health information. The funding will be delivered to three organisations to expand existing health promotion activities and trial new ways to reach women and girls from groups including First Nations women, women in rural Australia, people in the LGBTIQ+ community and women from culturally and linguistically diverse backgrounds. Each of the funded programs address clear unmet health needs identified in the National Women's Health Strategy 2020-2030 and are funded through the Public Health and Chronic Disease Program.

The Government has also commenced a review of gender bias and discrimination against women in healthcare and, in 2023, established the National Women's Health Advisory Council.

	<p><i>South Australia</i> The South Australian government continues to invest \$18 million to the Power of Her Funding Program which funds dedicated facilities, improvements to facilities, equipment and programs for girl's and women's sport.³²</p> <p><i>Northern Territory</i> The Northern Territory's 2024 budget supports women's health initiatives through committing \$47 million for maternity services in Territory hospitals, \$5 million for the Maternal Early Childhood Sustained Home Visiting program, \$3.2 million for free mammograms with BreastScreenNT for women aged 50 to 74, and \$0.2 million for cervical cancer screening. The budget supports women's wellbeing programs including \$1.2 million for YWCA Australia to provide advocacy, programs and services for women, including affordable accommodation, and \$1.2 million to support young mothers to obtain ongoing long-term employment or take up flexible learning pathway opportunities, and support the Strong Young Dads program.³³</p> <p><i>Tasmania</i> The 2024-25 Tasmanian 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, as well as \$15 million for a Public Diagnostic Breast Care Centre.³⁴</p> <p><i>Western Australia</i> The Western Australian Government's 2024-25 budget addresses women's health through \$173 million in funding for the Bunbury Regional Hospital redevelopment, which includes new and expanded maternity, birthing and neonatal services. Additionally, \$1.8 billion to build a Women and Babies Hospital, and funding for the Cockburn Mental Health Clinic to include two floors for a dedicated women's mental health facility.³⁵</p> <p><i>Victoria</i> The Victorian government committed \$657 million in the 2024-2025 Budget to addressing the gender 'pain gap' in women's health.³⁶</p>
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³² Government of South Australia, "Women's Statement," *State Budget 2024-2025*, 2024

³³ Northern Territory Government, "Women in the Territory," 2024

³⁴ Department of Premier and Cabinet, "2024-2025 Tasmanian Gender Budget Statement," Tasmanian Government, 2024

³⁵ Western Australian Government, "2024-2025 Western Australia State Budget," 2024

³⁶ Victorian Government, "Gender Equality Budget Statement 2024-2025," 2024

<p>9. The Contribution of women parliamentarians to The Parliamentarian journal article</p>	<p>Joy Burch MLA, Chair of the Small Branches and Speaker of the ACT Legislative Assembly THE IMPORTANCE OF YOUTH ENGAGEMENT FOR PARLIAMENTS The Parliamentarian 2024: Issue One</p> <p>Hon Laura Henderson MLC, Legislative Council of South Australia ENGAGING YOUNG PEOPLE IN PARLIAMENT: THE EXPERIENCES OF A YOUNG MEMBER OF PARLIAMENT FROM SOUTH AUSTRALIA The Parliamentarian 2024: Issue Two</p> <p>Hon Joan Pease MP, Legislative Assembly of Queensland PARLIAMENTARY COMMITTEES IN QUEENSLAND: ENGAGEMENT WITH YOUNG PEOPLE The Parliamentarian 2024: Issue Two</p> <p>Joy Burch MLA, Chair of the CPA Small Branches and Speaker of the ACT Legislative Assembly GREAT EXPECTATIONS: CODES OF CONDUCT OF THE LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY The Parliamentarian 2024: Issue Two</p> <p>Joy Burch MLA, Chair of the CPA Small Branches and Speaker of the ACT Legislative Assembly EXAMINING ENVIRONMENTAL RESILIENCE IN SMALL JURISDICTIONS AND THE PARLIAMENTARY RESPONSES REQUIRED The Parliamentarian 2024: Issue Three</p> <p>Sharon Claydon MP, Deputy Speaker of the House of Representatives, Parliament of Australia THE FEDERATION CHAMBER: THE 30th ANNIVERSARY OF AN AUSTRALIAN PARLIAMENTARY INSTITUTION The Parliamentarian 2024: Issue Three</p>
<p>10. Other</p> <p>Including, for example:</p> <p>Strategies to Overcome Gender Inequality</p>	<p>In 2021, allegations emerged of a problematic workplace culture which enabled bullying, sexual harassment and sexual assault in Australia's Commonwealth Parliamentary Workplaces.</p> <p>In response, the Set the Standard: Independent Review into Commonwealth Parliamentary Workplaces was undertaken. The review made 28 recommendations with the goal of making Commonwealth Parliamentary</p>

<p>Education Gender Quotas Leadership programmes Childcare Mechanisms to prevent political violence Equal access to Party resources Coordination with other like-minded Women's organisations</p>	<p>Workplaces safe, diverse, inclusive and accountable. These recommendations received bipartisan support and continue to be implemented under a Parliamentary Leadership Taskforce.³⁷</p> <p>Notable progress in the implementation of the Set the Standard Report in 2024 include:³⁸</p> <ul style="list-style-type: none"> • An extension of the Parliamentary Leadership Taskforce until October 2024 • The passage of the Parliamentary Workplace Support Service Amendment (Independent Parliamentary Standards Commission) Bill 2024 through both houses • The commencement of work on establishing the Independent Parliamentary Standards Commission (IPSC) • The launch of the Parliamentary Workplace Support Service Learning Academy for professional development <p>Further information about the status of implementation of the recommendations from the Set the Standard report as of September 2024 can be found on the Parliament of Australia's Progress of Recommendations.</p> <p><u>Strategies to overcome gender inequality</u></p> <p>The Office for Women, situated within the Department of the Prime Minister and Cabinet, is the Australian Government's key agency tasked with developing whole-of-government policies and initiatives designed to tackle gender inequality and promote better social and economic outcomes for women nationally.</p> <p>2024 initiatives and priorities of the Office for Women include:</p> <ul style="list-style-type: none"> • Gender Balance on Australian Government Boards: the government has set several targets for women's representation in overall board positions and Chair and Deputy Chair positions and released Working for Women: A Strategy for Gender Equality. • Continue to emphasise gender responsive budgeting by including gender analysis in budget proposals and decision making and work to closing the gender gap. • Addressing women's economic equality, women's leadership and women's safety.³⁹
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³⁷ Australian Human Rights Commission, *"Set the Standard: Report on the Independent Review into Commonwealth Parliamentary Workplaces,"* 2021

³⁸ Australian Government, *"Set the Standard: Implementation Tracker,"* Parliamentary Leadership Taskforce, 2024

³⁹ Department of Prime Minister and Cabinet, *"Office for Women,"* 2024