

TASMANIAN BUDGET 2022-23

Strengthening our Future
Delivering for all Tasmanians

GENDER BUDGET STATEMENT



Tasmanian
Government

Introduction

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

The Tasmanian Government is firmly committed to continuing its work towards achieving gender equality and supporting the full participation of women and girls in all aspects of society.

This Gender Budget Statement – the first for the Tasmanian Government – highlights how the 2022-23 Tasmanian Budget targets areas of inequality experienced by women, men and gender diverse Tasmanians.

Our investment in the 2022-23 Tasmanian Budget builds upon the continued delivery of previous initiatives.

Initiatives in the Gender Budget Statement are grouped under Economic Security; Leadership and Participation; Safety; and Health and Wellbeing.

Each of these areas are linked, as initiatives in one area can influence and impact other areas.

Development of the inaugural Gender Budget Statement is a key priority identified in the Tasmanian Women's Strategy 2022-2027.

Over time, the Gender Budget Statement will increase in detail and complexity as we apply gender impact assessment and evaluation processes to the design and implementation of policies and programs.

The Gender Budget Statement for the 2022-23 Tasmanian Budget is an important first step towards demonstrating how our work targets inequality and positively impacts our community.



1 in 3 women
in Australia retire without superannuation



80.6% of one-parent families in Tasmania are headed by women



49.3% of total employed females were employed in full-time work in Tasmania



77.7% of total employed males were employed in full-time work

47.2%

of Tasmanian Government boards and committees are represented by women.

44.5%

of sporting organisation board members in Tasmania are women.

124,000 females employed in Tasmania

As at April 2022, more females were employed than before the pandemic.

Tasmanian Women's Strategy 2022-2027

All Tasmanians contribute to achieving gender equality – it's not the job of women alone.

The Tasmanian Women's Strategy 2022-2027 focuses on Government-led action to achieve gender equality and cultural change to improve outcomes for Tasmanian women and girls.

The Tasmanian Government is committed to ongoing, meaningful consultation and engagement with people from all backgrounds, acknowledging intersectional disadvantage experienced by women. This includes Aboriginal women, women with disability, women from culturally and linguistically diverse backgrounds, and women living on low incomes.

The Tasmanian Women's Strategy 2022-2027 supports the Premier's Economic and Social Recovery Advisory Council (PESRAC) recommendations, including PESRAC's Interim Report Recommendation 42 - *'the Government should support further industry programs to enhance workplace cultural change and development pipelines for women.'*

The 2022-23 Tasmanian Budget invests an additional \$800,000 over four years to support the implementation of the Tasmanian Women's Strategy, including activities and actions targeted at cultural change to achieve gender equality.

Family and Sexual Violence Action Plan

Eliminating family and sexual violence is a top priority for the Tasmanian Government.

We have a vision for a Tasmania free from all forms of violence and abuse – this is every Tasmanian's right and everyone's responsibility.

Since 2015, the Tasmanian Government has fully funded a comprehensive Family Violence Action Plan and a Family and Sexual Violence Action Plan, taking a whole-of-Government, multi-agency approach.

Funding is provided in 2022-23 for the Government's commitment to develop Tasmania's Third Family and Sexual Violence Action Plan.

The Action Plan will ensure the voice of victim-survivors is at the forefront of ongoing policy development and service delivery; further target and refine efforts to ensure that prevention and response activities meet current demands and diverse needs, and enhance prevention of family and sexual violence - stopping it before it starts.



1 in 5 Australian women have experienced sexual violence.



Australian women are **8 times more likely** than men to experience sexual violence by a partner.

83%

of sexual assault victims were female.

Economic Security; Leadership and Participation

The landscape in which we live and work is changing rapidly. It is more important than ever that opportunities for women and girls are front and centre in our vision for a stronger, more resilient Tasmania.

Pleasingly, ABS labour force data in April 2022 shows that female unemployment is at 3.2 per cent, lower than Tasmania's unemployment rate of 3.8 per cent, and the second lowest female unemployment rate on record.

This is positive news, but we know that more needs to be done. We are focusing specifically on reducing barriers to women's economic participation and increasing opportunities for participation and advancement in industries where women are traditionally under-represented. This not only supports gender equality, but provides industry with the ability to leverage the whole population in addressing skills and labour shortages.

The Leadership and Participation for Women Action Plan 2021-2023 and Women on Boards Strategy 2020-2025 aims to increase the number of women in leadership roles across the community, in Government, in workplaces and in sporting organisations, providing benefits for all Tasmanians.

- **\$800,000** to support the implementation of the 2022-2027 Tasmanian Women's Strategy.
- **\$700,000** over two years into Women's Workforce Participation through the Supporting Women to Succeed grant program.
- **\$140,000** to the LGBTIQ+ Grants program to support community organisations to increase acceptance of diversity.
- **\$450,000** to support increased gender and cultural diversity across our resource sector. This includes \$300,000 to deliver a Diversity Action Plan Project for the forestry sector, to be delivered by the Tasmanian Forest and Forest Products Network, and \$150,000 to the Tasmanian Minerals, Manufacturing and Energy Council to create a Diversity Action Plan.
- **\$450,000** for Promoting Women in Industry and Leadership to support women's leadership skills development in the Hospitality Industry in conjunction with the Tasmanian Hospitality Association and industry members.
- **\$300,000** for the Sport and Recreation Grants program to continue capacity growth of the sector and ongoing provision of safe, fair and inclusive recreation for eligible organisations with no less than 40 per cent representation of any one gender.
- **\$250,000** over the next three years for the Women's Leadership Scholarship: Board Diversity Scholarship.
- **\$740,000** additional funding to develop and implement a Women and Girls in Sport Strategy.
- Continuing to deliver initiatives including the **Women on Boards Strategy**, grant programs for International Women's Day, development of a Modern Workplaces Framework, the Women in Building and Construction Strategy and Girls in Property Pilot program.
- Continuing to provide **executive support to the Tasmanian Women's Council** and the LGBTIQ+ Whole-of-Government Reference Group.

Workforce Participation Program

Supporting Women to Succeed

The Tasmanian Government is working to strengthen women's participation in sectors where they are traditionally under-represented. The program supports an industry-led approach to boost attraction, recruitment and retention of women, as well as leadership pathways for women in their chosen fields of employment.

LGBTIQ+ Grants program

The Tasmanian Government is committed to creating a confident and inclusive community where all people are treated fairly, with respect and have an equal opportunity to engage in Tasmanian life. We will continue to deliver the LGBTIQ+ Grants Program to support inclusion, participation, resilience and diversity.

Women's Leadership Scholarships

Board Diversity Scholarship

We are continuing our commitment to women's leadership development and career pipelines, by investing \$250,000 over the next three years into scholarships for women to develop their executive knowledge and leadership skills. To date, 87 women have received scholarships through this program, with a further 10 women to undertake the program in 2022.

Women and Girls in Sport Strategy

The Women and Girls in Sport Strategy will aim to create a safe, fair and inclusive sport and recreation sector so women, girls and gender diverse people have increased opportunities to experience health and social inclusion benefits, and develop skills necessary for workforce participation and leadership.

Safety

Everyone deserves to live free from fear and violence. In responding to family and sexual violence, the Tasmanian Government takes a whole-of-Government, multi-agency approach, and we are also providing significant investment to develop Tasmania's Third Family and Sexual Violence Action Plan.

While our economy and housing markets are strong, we also acknowledge that many Tasmanians are doing it very tough. The Tasmanian Government is committed to providing a comprehensive range of housing and support services to help Tasmanians and Tasmanian families into safe and secure housing. Which is why we are implementing the biggest social housing building program in the State's history.

- 10,000 new social and affordable homes by 2032 to help Tasmanians in need, as part of our 10-year **\$1.5 billion** housing package.
- **\$12.5 million** in 2022-23 to support the delivery of Tasmania's Third Family and Sexual Violence Action Plan.
- **\$15.1 million** to pilot Multidisciplinary Centres to offer a place of immediate safety and support to victim-survivors of sexual and family violence.
- **\$2.5 million** additional funding to provide ongoing support to operate the new Devonport Men's Shelter, a new eight-unit facility for homeless men which includes a family unit to accommodate men with children.
- **\$277,000** for the Hobart Women's Shelter Emergency Response, as part of continuing COVID-19 Housing Support Measures.
- **\$172,000** additional funding provided for 2022-23 for the continued operation of 18 units of crisis accommodation managed by Bethlehem House (St Vincent de Paul Society) in North Hobart.
- Supporting victim-survivors with **\$3.7 million** to deliver increased forensic science technology, uplifting storage capability and preserving forensic evidence for longer. This means victim-survivors can report to police when they feel ready.
- **\$2.4 million** additional funding for the expansion of the Magnolia House Women's Shelter to continuing to deliver housing for vulnerable Tasmanians in need.
- **\$1.1 million** additional funding to meet the operational costs of running the new Southern Men's Supported Accommodation facility.
- Continuing of COVID Housing support measures in 2022-23, including **\$6.9 million** for Statewide Safe Spaces, \$950,000 for Family Violence Rapid Rehousing.

Multidisciplinary Centres

The 2022-23 Budget provides funding of **\$15.1 million** over two years to pilot two Multidisciplinary Centres, which will offer a place of support and safety services to victim-survivors of sexual and family violence, including counselling, specialist police investigators, and other related services from the one location.

Funding for crisis accommodation at Bethlehem House

Eighteen temporary units at Bethlehem House have been funded by the Tasmanian Government under its **\$5 million** Emergency Homelessness Response since 2019 and are administered by the Department of Communities Tasmania.

The temporary units were provided to increase emergency accommodation options for men as a priority action arising from the Premier's Housing Summit in 2018.

Health and Wellbeing

By improving health outcomes, we can improve the overall wellbeing of women, men and gender diverse Tasmanians. Good mental wellbeing is just as important as good physical health, and this will in turn support all Tasmanians' ability to participate fully in work, education and the community.

- **\$1.5 million** additional funding committed over three years for the implementation and evaluation of Rethink 2020-2025.
- **\$1 million** for Karinya Young Mums 'n' Bubs program.
- **\$400,000** for Diabetes Tasmania's telephone COACH program for type 2 diabetes, which will involve a focus on women following gestational diabetes, and those with other related heart and lung concerns.
- **\$350,000** to support the Tasmanian Men's Sheds Association grants program. The program support men by establishing a welcoming community that provides them sense of connection and purpose.
- **\$225,000** for Family Planning Tasmania to establish and deliver new women's health services within Family Planning Tasmania clinics to reduce health waiting lists and better manage referrals into the public systems.
- An additional **\$300,000** over the next two years to Kentish House. This is a purpose-built facility that works with the community and local service providers to deliver tailored programs and services, including playgroup, links and referrals to other services.
- Completing works associated with the **\$87.3 million** Launceston General Hospital Redevelopment (Stage 1) including new outpatient facilities on Levels 3 and 5 of the Women's and Children's Services tower.
- Finalisation of the **\$5.8 million** for Maternity Services at the North-West Regional Hospital.
- Continuing to deliver **free sanitary items** in all Tasmanian Government schools.

Rethink 2020-2025

Rethink 2020-2025 is Tasmania's overarching mental health plan. It strengthens the initiatives started in the State's initial 2015 plan and focuses on new areas, including suicide prevention initiatives. This includes \$375,000 for the employment of LGBTIQ+ peer worker navigators.

Karinya Young Mums 'n' Bubs program

The Karinya Young Mums 'n' Bubs program addresses the needs of young parents and pregnant young women aged 15-19 years. It provides an early intervention service, including supported accommodation with intensive wrap-around support, targeting the individual needs of parents and their children.



For more information about the
2022-23 Tasmanian Budget, please visit:
www.premier.tas.gov.au