



Australian Government

Department of the Prime Minister and Cabinet

# Incoming Government Brief

Senator the Hon Katy Gallagher

Delivering your plan to Build Australia's Future



PROTECTED: CABINET



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## Brief 1.1 – Portfolio overview

Throughout your first term, the Albanese Government demonstrated its enduring commitment to gender equality as a national economic and social imperative. This includes through releasing *Working for Women*, investing over \$40 billion to make women's lives better – including over \$4 billion in direct investment in gender-based violence, and re-establishing gender responsive budgeting.

The Government has set an ambitious second term agenda in *Building Australia's Future: Labor's Commitment for Women*, which will consolidate, leverage and accelerate the progress you have made. Prioritising work to end gender-based violence, crack down on perpetrators and address financial abuse in Commonwealth systems, as well as strengthening your focus to engage men in prevention, will have a significant impact on outcomes for Australian women. Many of your other commitments were captured in the 2025-26 Women's Budget Statement, s 47C , s 47E(d)







While the Women's portfolio has traditionally focused on improving outcomes for women, all Australians stand to benefit from gender equality. s 47C , s 47E(d)





## Brief 1.2 – Election commitments

Below are the election commitments listed in your women's platform, [Building Australia's Future: Labor's Commitment to Women](#).

Gender-based violence 	
Perpetrators of violence	<ul style="list-style-type: none"> <li>Invest \$85 million in innovative and targeted approaches to identify and respond to high-risk perpetrators <b>s 47C , s 47E(d)</b></li> <li>Invest \$8.6 million to the Innovative Perpetrator Response program – for initiatives like electronic monitoring and ankle bracelets for high-risk perpetrators, and intensive behavioural change.</li> </ul>
Engaging men and boys	<ul style="list-style-type: none"> <li>Building on existing work on national standards for men's behavioural change programs, healthy masculinities, and early intervention efforts for young men and boys.</li> </ul>
Break cycles of trauma and violence	<ul style="list-style-type: none"> <li>Work with sector experts to design new initiatives and interventions that can fill the gaps in supports for children and young people <b>s 47C , s 47E(d)</b></li> <li>Provide an immediate \$80 million boost to enhance and expand the child-centric trauma informed supports <b>s 47C , s 47E(d)</b></li> </ul>
Sexual violence and sexual assault	<ul style="list-style-type: none"> <li>Respond to the Australian Law Reform Commission's recommendations to reform justice responses to sexual assault.</li> <li>Invest \$21.4 million in initial actions to pilot specialist trauma-informed sexual assault legal services in every state and territory, with Justice System Navigators to support victims and survivors, and support to access restorative justice <b>s 47C , s 47E(d)</b></li> </ul>
Commonwealth systems	<ul style="list-style-type: none"> <li>Audit and strengthen Commonwealth systems to stamp out opportunities for systems abuse, with an initial focus on child support, taxation and social security systems.</li> </ul>
First Nations communities	<ul style="list-style-type: none"> <li>Deliver the first ever National Aboriginal and Torres Strait Islander Family Safety Plan in partnership and with shared decision making with First Nations communities.</li> </ul>
Valuing paid and unpaid care 	
Early childhood education and care	<ul style="list-style-type: none"> <li>Take the next steps towards universal childcare including through: <ul style="list-style-type: none"> <li>Investing \$5 billion to lift the wages of early childhood educators <b>s 47C , s 47E(d)</b></li> <li>Replace the Child Care Subsidy with delivering a new 3 Day Guarantee <b>s 47C , s 47E(d)</b></li> <li>Build more childcare centres where they are needed <b>s 47C , s 47E(d)</b></li> </ul> </li> </ul>
Paid parental leave	<ul style="list-style-type: none"> <li>From July 2025, pay superannuation on government Paid Parental Leave and evaluate reforms, and continue to support families, in particular fathers, to take on more active caring roles <b>s 47C , s 47E(d)</b></li> <li>Legislate to stop employers cancelling employer paid parental leave after the death of a child.</li> </ul>
Commonwealth prac payments	<ul style="list-style-type: none"> <li>Start payments for people doing an unpaid prac as part of their teaching, nursing, midwifery and social work qualifications <b>s 47C , s 47E(d)</b></li> </ul>
Economic equality and security 	
Cost of living	<ul style="list-style-type: none"> <li>New tax cuts for every taxpayer – with a \$1,000 instant tax deduction from 2026-27 to simplify the tax system and provide cost-of-living relief.</li> </ul>
Gender pay gap	<ul style="list-style-type: none"> <li>Require businesses with 500 or more employees to set and make progress towards gender equality targets to close their gender pay gaps faster <b>s 47C , s 47E(d)</b></li> </ul>
Valuing women-dominated workforces	<ul style="list-style-type: none"> <li>Work positively with the Fair Work Commission to address its findings of gender undervaluation in relation to the five priority awards.</li> <li>Support for an economically sustainable real wage increase for Australia's award workers – by advocating with the FWC for increases to minimum and award wages for 3 million low-paid workers including cleaners, retail workers and early childhood educators <b>s 47C , s 47E(d)</b></li> </ul>
Gender segregated industries	<ul style="list-style-type: none"> <li>Work with leaders in the private sector to break down industry gender segregation.</li> <li>Build opportunities for women in the Government's <i>Future Made in Australia</i> agenda: Invest in programs to train and support women working in male-dominated industries, like construction and clean energy, and drive systemic change to make these sectors safer and more inclusive for women <b>s 47C , s 47E(d)</b></li> </ul>
Education, industry and skills	<ul style="list-style-type: none"> <li>Permanent Free TAFE.</li> <li>Reduce student debts by cutting 20 per cent off all HECS debts, raising the minimum repayment threshold, and reducing repayment rates.</li> </ul>
Flexible work	<ul style="list-style-type: none"> <li>Protect flexible work, including working from home, and work to ensure the Australian Public Service reflects the community it serves – through the recruitment of women, those with caring responsibilities, older women and those with disability.</li> </ul>
Housing	<ul style="list-style-type: none"> <li>Invest \$10 billion to build 100,000 homes exclusively for first home buyers, and expand 5 per cent deposits for all first home buyers and people who haven't owned for 10 years – including older women.</li> <li>Deliver 55,000 new social and affordable homes over the next five years <b>s 47C , s 47E(d)</b></li> </ul>
Procurement	<ul style="list-style-type: none"> <li>Strengthen compliance with procurement rules that make sure the Government is only working with companies that meet Workplace Gender Equality Agency requirements.</li> </ul>
Health 	
Access to healthcare	<ul style="list-style-type: none"> <li>Invest \$793 million to deliver more choice, lower costs and better healthcare for women, including via: <ul style="list-style-type: none"> <li>Establishing 8 LARC Centres of Excellence to train GPs and nurses, and increasing the Medicare rebate for IUDs, saving around \$400 in out of pocket costs.</li> <li>Expanding Endometriosis and Pelvic Pain Clinics from 22 to 33 with their remit to be expanded to provide specialised menopause care as well.</li> <li>Improving menopause and perimenopause care – through the creation of a new Medicare rebate for menopause health assessments, rolling out a national menopause awareness campaign and funding to train health professionals.</li> <li>Trialling treatment for uncomplicated UTIs and more access to oral contraceptives directly from pharmacists.</li> </ul> </li> <li>Invest \$8.5 billion to strengthen Medicare through increased bulk billing, more doctors and more nurses.</li> <li>Reduce the maximum cost of a PBS script from \$31.60 to \$25.</li> <li>Open 50 more Medicare Urgent Care Clinics <b>s 47C , s 47E(d)</b></li> <li>Invest \$16.7 million to open more eight Perinatal Mental Health Clinics, run by the Gidget Foundation Australia.</li> </ul>
Mental health	<ul style="list-style-type: none"> <li>Invest \$1 billion into more free, public mental health services, including: 31 new and upgraded Medicare Mental Health Centres (\$225m); new and expanded headspace services (more than \$200m); 20 Youth Specialist Care Centres (\$500m); and more than 1,200 training places for mental health professionals, GPs and peer workers (\$90m).</li> </ul>
Leadership, representation decision-making 	
Women in sport	<ul style="list-style-type: none"> <li>Provide more support for women and girls' participation in coaching, officiating and sports administration.</li> </ul>
Business and entrepreneurship	<ul style="list-style-type: none"> <li>Establish a voluntary register for women-owned and led businesses tendering for government work <b>s 47C , s 47E(d)</b></li> </ul>
Whole-of-government and international 	
Gender analysis	<ul style="list-style-type: none"> <li>Continue to put approaches that recognise the diversity of women's intersecting experiences at the heart of our efforts to achieve gender equality <b>s 47C , s 47E(d)</b></li> <li>Embed gender responsive budgeting in government decision making processes <b>s 47C , s 47E(d)</b></li> </ul>





## Brief 1.3 – How the Office for Women will support you

OFW supports the Minister for Women and the Prime Minister to advance the Government's commitment to gender equality and improve the lives of women in Australia. In your first term, the Government delivered on its 2022 election commitment to strengthen OFW by elevating its most senior role to a Senior Executive Service (SES) Band 3, **s 47C , s 47E(d)**

. Your decisions elevated the efficacy and influence of OFW, and enabled us to support delivery of your gender equality priorities across government.

OFW operates as one of the five groups in PM&C and is led by Padma Raman (Executive Director, SES Band 3). It comprises the OFW division, led by Megan Leahy (First Assistant Secretary, SES Band 2), and three Assistant Secretaries (SES Band 1) who provide advice across a range of policy areas. Further detail is at Attachment A.

**s 47C , s 47E(d)**

This

includes coordinating whole-of-government efforts to deliver *Working for Women*

**s 47C , s 47E(d)**

OFW also drives effort across a range of other areas to deliver on your priorities, including:

- Supporting whole-of-government coordination efforts to end gender-based violence, to complement the work of the Social Services portfolio as the policy steward of the *National Plan to End Violence against Women and Children 2022-2032 (National Plan)*.
- Delivering the *WfWP*, which funds the National Women's Alliances (NWA), a Working for Women Research Partnership (the Research Partnership), and other grants to improve outcomes for women and gender equality.
- Working closely with the Workplace Gender Equality Agency (WGEA) to advise and lead on policy and legislative issues relating to workplace gender equality.
- Targeted international engagement, including the United Nations Commission on the Status of Women, and the Committee on the Elimination of Discrimination against Women.



## Brief 1.4 – Key stakeholders

### Key Ministerial engagements

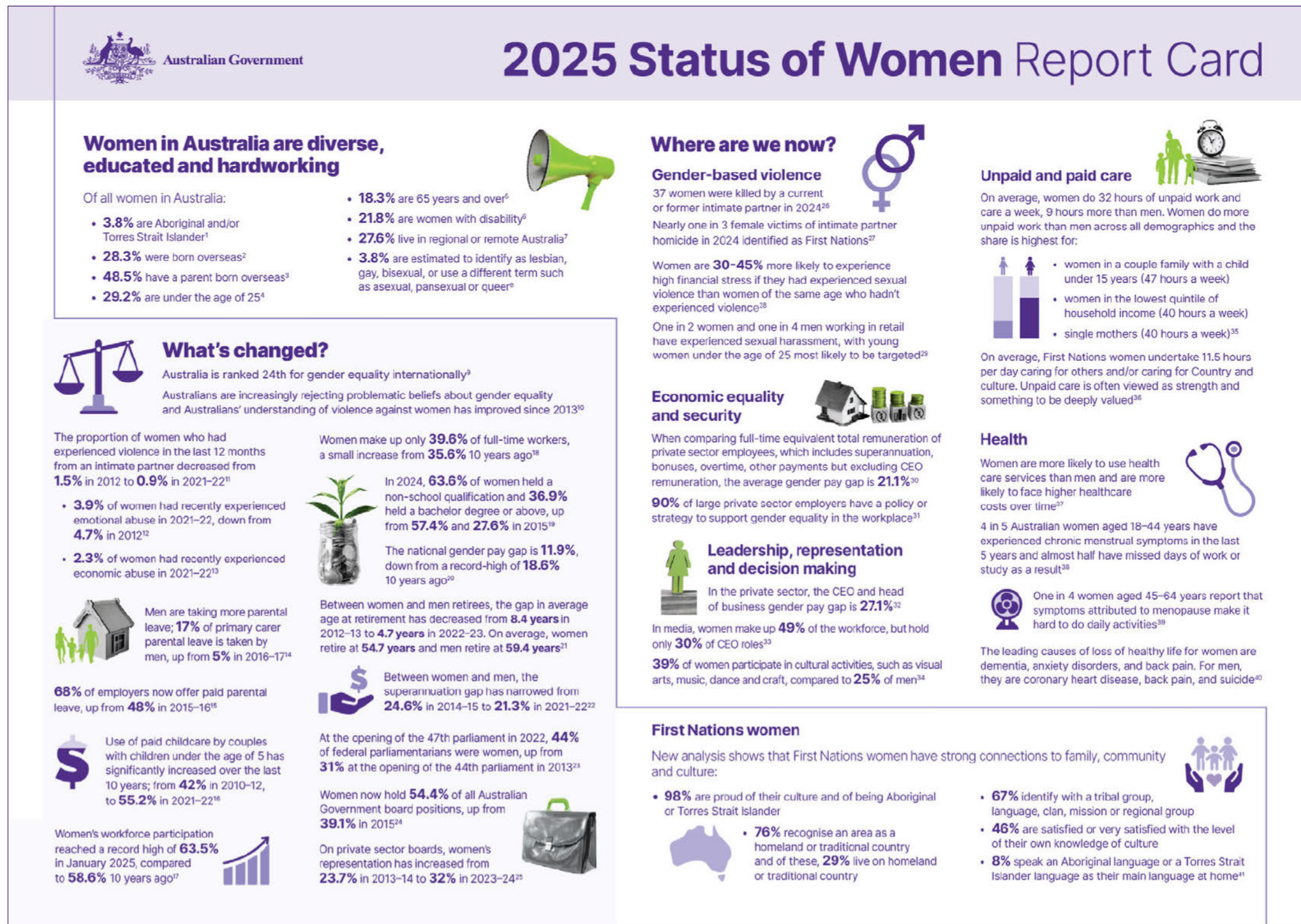
To deliver your election commitments, and build on the gender equality gains of your first term across portfolios,

s 47C , s 47E(d)





## Brief 1.5 – Key data



Source: [2025 Status of Women Report Card](#).

## **Part 2.**

# **Delivering Working for Women**

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## Brief 2.1 – *Working for Women: A Strategy for Gender Equality*

### Your agenda

You launched Australia's first national gender equality strategy in March 2024, as highlighted in *Building Australia's Future: Labor's Commitment to Women*.

s 47C , s 47E(d)

### Strategy to deliver your goals over this term of government

*Working for Women* sets out a path over 10 years to work towards the Government's vision for gender equality – "an Australia where people are safe, treated with respect, have choices, and have access to resources and equal outcomes no matter their gender".

*Working for Women* identifies five priority areas: gender-based violence; unpaid and paid care; economic equality and security; health; and leadership, representation and decision-making. These priority areas are underpinned by gender attitudes and stereotypes and are closely interconnected. For example, women's safety cannot be separated from their economic security, caring responsibilities, health, or involvement in decision-making.

Each priority area contains government actions that are already underway and will continue, and identifies directions for future effort. These future directions function as a "to do" list for Government. *Working for Women* builds on the work of the Women's Economic Equality Taskforce and extensive consultation.

s 47C , s 47E(d)

*Working for Women* states that progress is not guaranteed and requires ongoing commitment. More than ever, it is important to demonstrate the benefits of gender equality for everyone, and purposefully engage on the benefits for men and boys.

In its first term, the Government – *through the Women's portfolio* – established key structures that support implementation of *Working for Women*. This includes re-introducing gender responsive budgeting, increased funding for the NWAs, and establishing the Research Partnership. Governance forums were also established or strengthened to drive whole of government action.

**s 47C , s 47E(d)**

The Government monitors and reports on progress against *Working for Women* through the annual Status of Women Report Card, the Women's Budget Statement and Departmental Annual Reports. A midpoint review of *Working for Women*, against a 2024 Baseline Report, will occur in 2029.

**s 47C , s 47E(d)**

## **Part 3.**

# **Gender-based violence**

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## Brief 3.1 – Overview – Gender-based violence

### Your agenda

In *Working for Women* and the *National Plan* the Albanese Government has set an ambition to end gender-based violence in one generation. As reflected in *Building Australia's Future: Labor's Commitment to Women*, [REDACTED] **s 47C , s 47E(d)**

[REDACTED]

[REDACTED]

### Strategy to deliver your goals over this term of government

In your first term, the Government released the *National Plan*, supported by over \$4 billion of investment, and convened the first ever two National Cabinet meetings on gender-based violence.

[REDACTED] **s 47C , s 47E(d)**

[REDACTED] Spates of deaths and associated community calls for action are continuing. [REDACTED] **s 47C , s 47E(d)**

[REDACTED] reduce female intimate partner homicides by 25 per cent per year (as per the National Plan target) and build a safe future for Australian women and children.

Commonwealth responsibility for ending gender-based violence cuts across many portfolios, with the Social Services portfolio having responsibility for stewarding the *National Plan*. [REDACTED] **s 47C , s 47E(d)**

[REDACTED] *you are co-chair of the Women and Women's Safety Ministerial Council (the Council) with the minister for social services.* This is the key forum for work with states and territories on the *National Plan* and joint gender-based violence efforts.

[REDACTED] **s 47C , s 47E(d)**

[REDACTED]

OFW is funded to drive whole-of-government coordination of gender-based violence from its central position in PM&C, working closely with the Social Services portfolio and other agencies.

[REDACTED] **s 47C , s 47E(d)**

[REDACTED]





## Brief 3.2 – The *National Plan to End Violence against Women and Children 2022-2032*

### Your key policy commitments

In your first term, the Albanese Government launched the *National Plan* as the overarching national policy framework to guide action toward ending violence against women and children. You have committed to important additional effort under this 10 year plan in your second term.

Your election commitments include:


- Work hand-in-hand with the women's safety sector and victim-survivors to evaluate, evolve and accelerate efforts to end gender-based violence, including to design and deliver the Second Action Plan under the *National Plan*.
- Intervene early and strengthen accountability and consequences for perpetrators, including \$8.6 million in new funding for the Innovative Perpetrator Response program.
- Take a coordinated approach to engaging men and boys in violence prevention.
- Work to break cycles of trauma and violence by strengthening support for children and young people exposed to violence by working with sector experts to design new initiatives and interventions that can fill the gaps in supports for children and young people.
- Act to stop sexual violence and deliver justice for victim-survivors of sexual assault by working closely with states and territories to respond to the Australian Law Reform Commission's recommendations to reform justice responses to sexual assault.
- Deliver the first ever National Aboriginal and Torres Strait Islander Family Safety Plan, known as *Our Ways – Strong Ways – Our Voices: National Aboriginal and Torres Strait Islander Plan to End Family, Domestic, and Sexual Violence 2025-2035* (*Our Ways – Strong Ways – Our Voices*).

s 47C , s 47E(d)

### **Strategy to deliver your goals over this term of government**

The *National Plan* was endorsed by Commonwealth, state and territory ministers responsible for ending gender-based violence in October 2022. It's supporting *First Action Plan 2023-27* and *Aboriginal and Torres Strait Islander Action Plan 2023-25* were released in August 2023.

**s 47C , s 47E(d)**



**s 47C , s 47E(d)**



While the Social Services portfolio is the steward of the *National Plan*, OFW plays a key role by driving whole-of-government coordination through our central-agency convening power and policy coordination function.

**s 47C , s 47E(d)**





## Brief 3.3 – Embedding safety in Commonwealth systems

### Your agenda and key policy commitments

In 2024, the Albanese Government announced it would audit and strengthen Commonwealth systems to stamp out opportunities for systems abuse, with an initial focus on child support, taxation and social security. For your second term, you have committed to embed safety in Commonwealth systems and deliver some immediate responses to the audit.

Your election commitments include:

- Looking to stop perpetrators claiming their victims' superannuation after death.
- Consulting on changes to tax and social security law so that perpetrators, not victim-survivors, are accountable for debts they accrue through financial abuse.

s 47C , s 47E(d)

### Strategy to deliver your goals over this term of government

Following the National Cabinet meeting of 6 September 2024, Australian Government agencies have been undertaking an audit of their systems to identify vulnerabilities being weaponised by perpetrators of family and domestic violence, and opportunities to stamp out this abuse. This has looked across systems, but focused on tax, social security and child support. It responds to a *Rapid Review* recommendation and evidence of perpetrators exploiting government systems as a form of coercive control, with devastating physical, emotional and financial impacts for victim-survivors.

Work on Commonwealth systems abuse has been led from the Women's and Prime Minister's portfolios.

s 47C , s 47E(d)

s 34(3)

The Government has committed to take action to legislate practical changes in the superannuation, tax and social security systems to stop them being weaponised by perpetrators. This includes looking at how to stop abusers receiving their victim's superannuation after death, prevent perpetrators from using the social security system and tax and corporate systems to create debts as a form of coercive control, and ensure perpetrators, not victim-survivors, are accountable for these debts if accrued.



## **Part 4.**

# **Valuing paid and unpaid care**

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## Brief 4.1 – Valuing paid and unpaid caring

### Your agenda and key policy commitments

In your first term, in alignment with *Working for Women*, the Albanese Government made major investments to help women balance work and care responsibilities, better value unpaid care and support families to more evenly share care. For your second term, in *Building Australia's Future: Labor's Commitment to Women*, you have committed to take the next steps towards universal childcare and keep strengthening paid parental leave (PPL).

Your election commitments include:

- Working towards a universal early childhood education system – helping children get the best start in life and supporting women's workforce participation.
- Keep strengthening PPL.

### Strategy to deliver your goals over this term of government

Since 2022, the Government has put reforms and funding in place to make sure care – as a critical foundation for building Australia's future – is properly valued and respected. These reforms have provided substantial support for women, who have long been fuelling the economy with unpaid and paid care for children, people with disability and older family members. Unpaid care reforms have included expanding the Government-funded PPL Scheme to 26 weeks from July 2026, introducing 'reserved leave' to shift traditional gender roles and encourage both parents to take PPL, and the historic decision to pay superannuation on PPL from July this year. Childcare investments were the centrepiece of reforms to paid care, with the Cheaper Child Care reforms and pay rises for early educators and aged care workers.

In your second term, the Government is taking the next steps towards universal early childhood education by boosting supply, access and affordability through the three-day guarantee. Building Early Education Fund and developing an Early Education Service Delivery Price

s 47C , s 47E(d)

The Government has also committed to strengthening PPL by introducing legislation to stop employers cancelling employer PPL after the death of a child. This change will bring the private sector into alignment with the Commonwealth PPL scheme, ensuring working parents are properly supported while dealing with devastating personal circumstances.

s 47C , s 47E(d)



## **Part 5.**

# **Economic equality and security**

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## Brief 5.1 – Overview – Economic equality and security

### Your agenda

As noted in *Building Australia's Future: Labor's Commitment to Women*, from day one of your first term women's economic equality has been at the centre of the Albanese Government's economic strategy. In alignment with *Working for Women*, significant gains have been made in closing gender gaps and protecting women's rights at work.

s 47C , s 47E(d)

### Strategy to deliver your goals over this term of government

Since 2022, the Government has been embedding gender equality as an economic imperative and delivered significant reforms that place women at the heart of building Australia's future. This includes delivering a tax cut for all women taxpayers, driving transparency and action in publishing gender pay gaps by WGEA, and targets to incentivise industries to reduce gender segregation in the labour market.

s 47C , s 47E(d)

Through *Working for Women*, the Government has committed to accelerate progress and shift the persistent structural inequalities that remain in the workplace and government systems, preventing women from achieving economic independence. This work is the most difficult to achieve but will have transformational impacts on women's lives. As an early priority, the Government has committed to properly value the work women do by working positively to address the FWC's findings on gender undervaluation in five priority awards.

s 47C , s 47E(d)





## Brief 5.2 – Gender segregation and skills

### Your agenda and key policy commitments

s 47C , s 47E(d)

Your election commitments include:

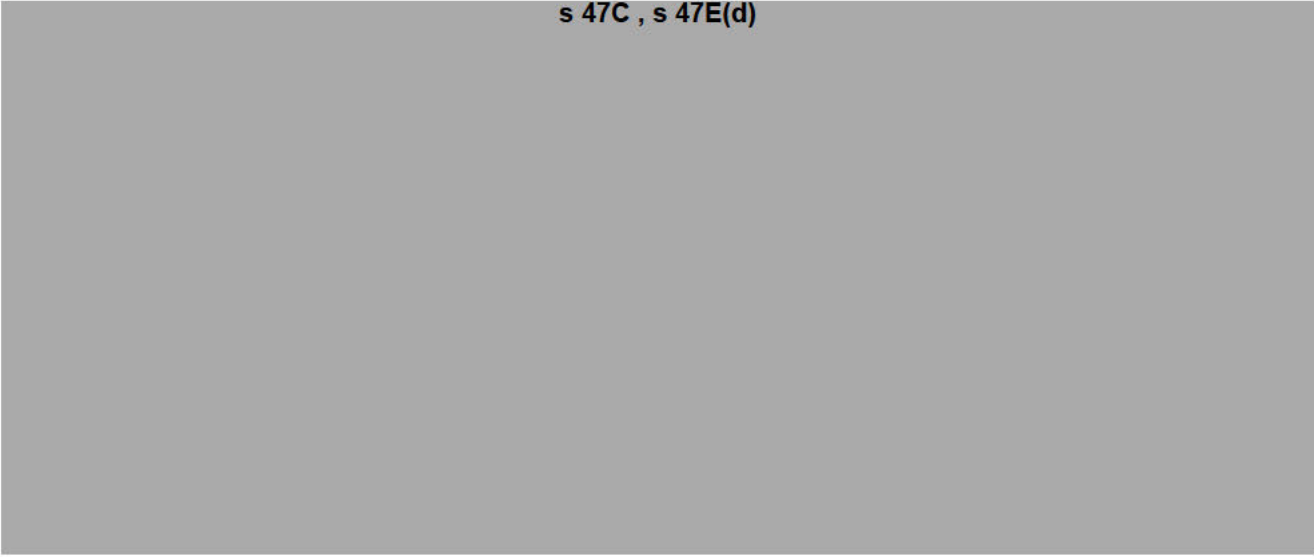
- Building opportunities for women in a Future Made In Australia (FMIA), ensuring FMIA delivers better jobs, fairer wages and greater opportunities for women.
- Fast tracking the qualification of 6,000 tradies to help build more homes across Australia through the Advanced Entry Trades Training program.
- Working with the private sector to keep closing the gender pay gap and break down industry gender segregation.

s 47C , s 47E(d)

### Strategy to deliver your goals over this term of government

There were considerable efforts in your first term to reduce gender segregation in male-dominated industries. Initiatives like Building Women's Careers, the Australian Skills Guarantee, diversity in STEM programs and targeted grants such as the Advancing Gender Equality in Segregated Industries Pilot have commenced. The Government has invested in Fee-Free TAFE places, with women making up more than half of enrolments, and enacted legislation for enduring Fee-Free TAFE with funding for 100,000 places a year from 2027.

**s 47C , s 47E(d)**



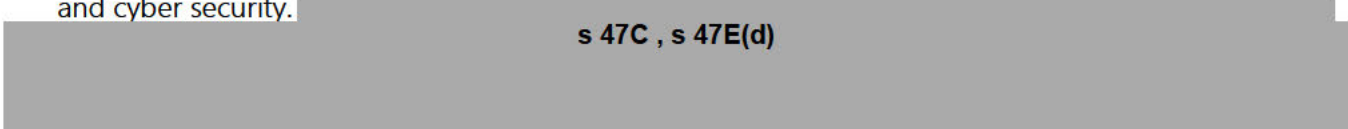
The Vocational Education and Training (VET) system continues to be an important avenue for Australians to gain the skills needed for jobs in demand in the future. However, women's employment and income outcomes from VET are considerably worse than men's.

**s 47C , s 47E(d)**



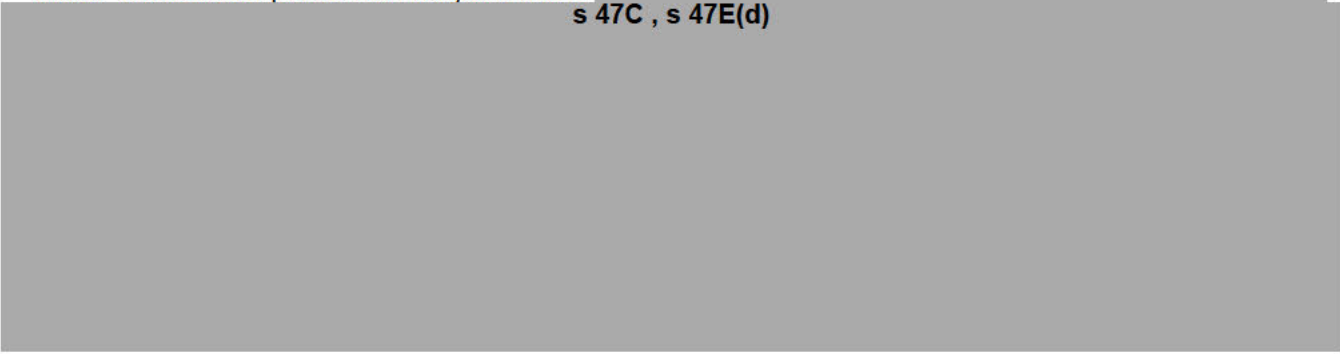
The Government has significant ambitions to create a FMIA, reach net zero emissions by 2050 and develop domestic capabilities in emerging technologies and industries such as artificial intelligence and cyber security.

**s 47C , s 47E(d)**



The Government's reforms to skilled migration under the Migration Strategy have ensured the system is working for our economy. However, migrant women are 1.2 times more likely to have their skills under-utilised compared with migrant men.<sup>1</sup>

**s 47C , s 47E(d)**



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<sup>1</sup> Settlement Services International and Deloitte Access Economics, Billion Dollar Benefit, <https://www.ssi.org.au/policy-advocacy/campaigns/billion-dollar-benefit/>





## Brief 5.3 – Economic security enablers

### Your agenda and key policy commitments

The first term of the Albanese Government put substantial economic and workplace relations reforms in place to make sure women can earn more and keep more of what they earn. In your second term, you have committed to properly value the work women do, protect flexible work, and help Australian women into home ownership and with the cost of living.

Your election commitments include:

- New tax cuts for every Australian taxpayer announced as part of the 2025-26 Budget.
- Working positively with the FWC to address its recent findings of gender undervaluation in key female dominated awards.
- Maximise the opportunity of flexible work.
- Cutting 20 per cent off all HELP debts, which will largely benefit women and young people.
- Expand five per cent deposits for all first home buyers and people who haven't owned for 10 years – including older women.
- Invest \$10 billion to build 100,000 homes exclusively for first home buyers, with no competition from property investors.

s 47C , s 47E(d)

### Strategy to deliver your goals over this term of government

In your first term, the Government created half a million new jobs for women, led a national push to close the gender pay gap, made gender equality an objective of the *Fair Work Act 2009*, supported flexible work and working from home and legislated to improve safety and respect in the workplace. The Government also made significant investments in affordable and secure housing, which forms a foundation of economic security and safety for women, and cut HELP debts - about 60 per cent of which are held by women. s 47C , s 47E(d)

However, underemployment remains stubborn and women spend

more time out of work than men. This means women are disproportionately impacted by cost-of-living pressures.

The Government's recent action to fund wage increases for early educators and aged care workers marks an important step toward rectifying gender undervaluation and improving the incomes of women in low-paid roles, especially for those who have not benefited from recent gains. **s 47C , s 47E(d)**

The FWC made an initial determination in April 2025, including a final determination on the *Pharmacy Industry Award 2020* and provisional views on other in-scope awards, finding all awards have been the subject of gender-based undervaluation. **s 47C , s 47E(d)**

Women face unique challenges accessing affordable housing, with those who separate from partners especially vulnerable to losing home ownership. Rental affordability is crucial for these women, who face increased risk of homelessness and poverty as they approach retirement **s 47C , s 47E(d)**

Women tend to be more responsive to changes in their after-tax incomes when making decisions about work and care as evidenced by the most recent tax cuts, which allowed workers to take home more of their pay. **s 47C , s 47E(d)**

Employment services also play an important role in helping women overcome barriers to work. In its first term, the Government replaced ParentsNext with Parent Pathways and made initial changes to the broader employment services system in response to the Workforce Australia Inquiry. **s 47C , s 47E(d)**



## Brief 5.4 – Workplace gender equality

### Your agenda and key policy commitments

In your first term, the Albanese Government made considerable progress against its commitment to implement the recommendations from the 2021 Review of the *Workplace Gender Equality Act 2012*.

**s 47C , s 47E(d)**

Your election commitments include:

- Work with the private sector to keep closing the gender pay gap, including through implementing the gender equality targets scheme.
- Strengthen compliance with procurement rules which make sure the Government is only working with companies that meet WGEA requirements.

### Strategy to deliver your goals over this term of government

*You have portfolio responsibility for Workplace Gender Equality Agency (WGEA), the Government statutory agency established to improve gender equality in Australian workplaces.*

In your first term, the Government legislated a new positive duty on employers to protect workers from sexual harassment and discrimination, and put gender equality at the centre of the workplace relations system (see Briefs 5.1 and 5.3). You also drove significant legislative reforms under the *Workplace Gender Equality Act 2021* that:

- expanded WGEA's scope to collect and report on Australian Government public sector employer data, publish employer level gender pay gaps, and report on workplace sexual harassment;
- strengthened gender equality standards for large employers; and
- established a world first gender equality targets scheme that will commence in 2026.

**s 47C , s 47E(d)**





## **Part 6.**

## **Health**

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## Brief 6.1 – Women’s health

### Your agenda and key policy commitments

Under *Working for Women*, the Albanese Government set an ambition to achieve gender equity in health access and outcomes. *Working for Women* works alongside the *National Women’s Health Strategy 2020-30* (Health Strategy) to outline the Government’s priorities for women’s health.

s 47C , s 47E(d)

Your election commitments include:

- Deliver over \$790 million to deliver more choice, lower costs and better healthcare for women including more contraceptive choice, support for menopause and perimenopause and endometriosis care.
- Strengthen Medicare with more investment in bulk-billing and more Medicare Urgent Care Clinics.
- Make a \$1 billion investment for more free, public mental health services, including: 31 new and upgraded Medicare Mental Health Centres; new and expanded headspace services and 20 Youth Specialist Care Centres; funding for more than 1,200 training places for mental health professionals, GPs and peer workers; and investing \$16.7 million to open another eight Perinatal Mental Health Clinics.

### Strategy to deliver your goals over this term of government

The Government has made significant progress in women’s health since 2022, including announcing over \$790 million in the 2025–26 Budget and *Building Australia’s Future: Labor’s Commitment to Women*, to deliver more choice, lower costs and better healthcare for women. This builds on over \$160 million for women’s health through the 2024–25 Budget, including investments in dementia care, menstrual hygiene, reproductive health, domestic and sexual violence health care, and health care for First Nations women. The Government also established the National Women’s Health Advisory Council, and took action to address gender inequalities in medical research.

Through your centrepiece election commitments on health, the Government’s \$7.9 billion investment to expand bulk billing incentives from 1 November 2025 will benefit patients who attend practices that commit to bulk billing.

s 47C , s 47E(d)

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**s 47C , s 47E(d)**

Your investment in public mental health services—including specialist clinics for young people with complex needs, perinatal mental health clinics for new parents, and the establishment of new training places for mental health professionals—will increase access to mental health care in Australia. Young women experience significantly higher rates of affective and anxiety disorders compared to young men, and new mothers have higher rates of anxiety and/or depression in the perinatal period compared to new fathers.

**s 47C , s 47E(d) , s 33(a)(iii)**

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## **Part 7.**

# **Leadership, representation and decision-making**

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## Brief 7.1 – Women’s leadership representation and decision-making

### Your agenda and key policy commitments

In *Working for Women*, the Albanese Government set an ambition to close leadership and representation gender gaps, and reached record levels of women’s representation on Government boards. *Building Australia’s Future: Labor’s Commitment to Women* commits to building on this work, including for women in sport. s 47C , s 47E(d)

Your election commitments include:

- Provide more support for women and girls’ participation in coaching, officiating and sports administration.
- Support women-led businesses.

### Strategy to deliver your goals over this term of government

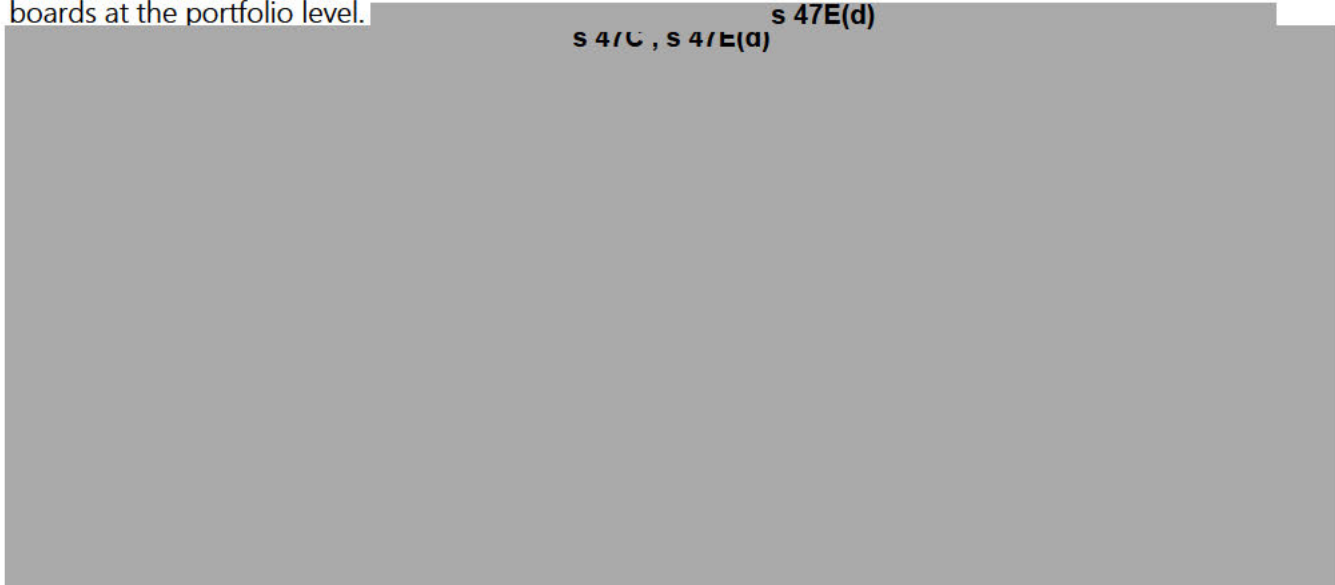
In your first term, the Government advanced important initiatives to improve women’s participation and representation in sport. These include the National Sport Strategy, the \$200 million Play our Way Program to address barriers faced by women and girls in sport, and the launch of the National Gender Equity in Sport Governance Policy, which requires sporting boardrooms to be made up of 50 per cent women or gender diverse members. s 47C , s 47E(d)

Announced alongside the release of *Working for Women*, work is underway to establish a voluntary register for women-owned and led businesses tendering for Australian Government work by 2026. The register is being led by the Finance portfolio, and is part of broader efforts to build gender responsive procurement efforts across the Australian Government, alongside the Australian Skills Guarantee (see Brief 5.2) and work under way to strengthen compliance with procurement rules (see Brief 5.4).

*You have portfolio responsibility for the delivering the annual Gender Balance on Government Boards Report.* As at 30 June 2024, women held 54.4 per cent of positions on Australian Government boards. This meets the government’s target for women to hold 50 per cent of overall Australian Government board positions and maintains the highest overall result since reporting began in 2009. In its first term,

the Government strengthened its commitments to gender balance on Government boards by agreeing to two new targets in *Working for Women*. The new targets for the 2024-25 annual report will be for: women to hold 50 per cent of Australian Government board positions at the portfolio level; and women to hold 50 per cent of Chair and Deputy Chair positions on Australian Government boards at the portfolio level.

s 47E(d)  
s 47C, s 47E(d)



## **Part 8.**

# **Whole-of-government coordination and international obligations**

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## Brief 8.1 – Gender attitudes and stereotypes

### Your agenda

Attitudes and stereotypes underpin every aspect of gender inequality. While the Government alone cannot change deeply held beliefs,

s 47C , s 47E(d)

Your election commitments include:

- Funding to support men's health and break the stigma around seeking support.

### Strategy to deliver gender equality over this term of government

*Working for Women* acknowledges that lasting positive change across all five priority areas is underpinned by the need to shift gender attitudes and stereotypes.

s 47C , s 47E(d)





## Brief 8.2 – Keeping gender at the centre of Government action

### Your agenda and policy commitments

In 2022, the Albanese Government re-introduced gender responsive budgeting as a key tool to progress gender equality and embed consideration of gender impacts in Budget processes.

s 47C , s 47E(d)

Your election commitments include:

- Continue to put approaches that recognise the diversity of women's intersecting experiences at the heart of our efforts to achieve gender equality.
- Embed gender responsive budgeting in government decision-making processes.

s 47C , s 47E(d)

### Strategy to deliver your goals over this term of government

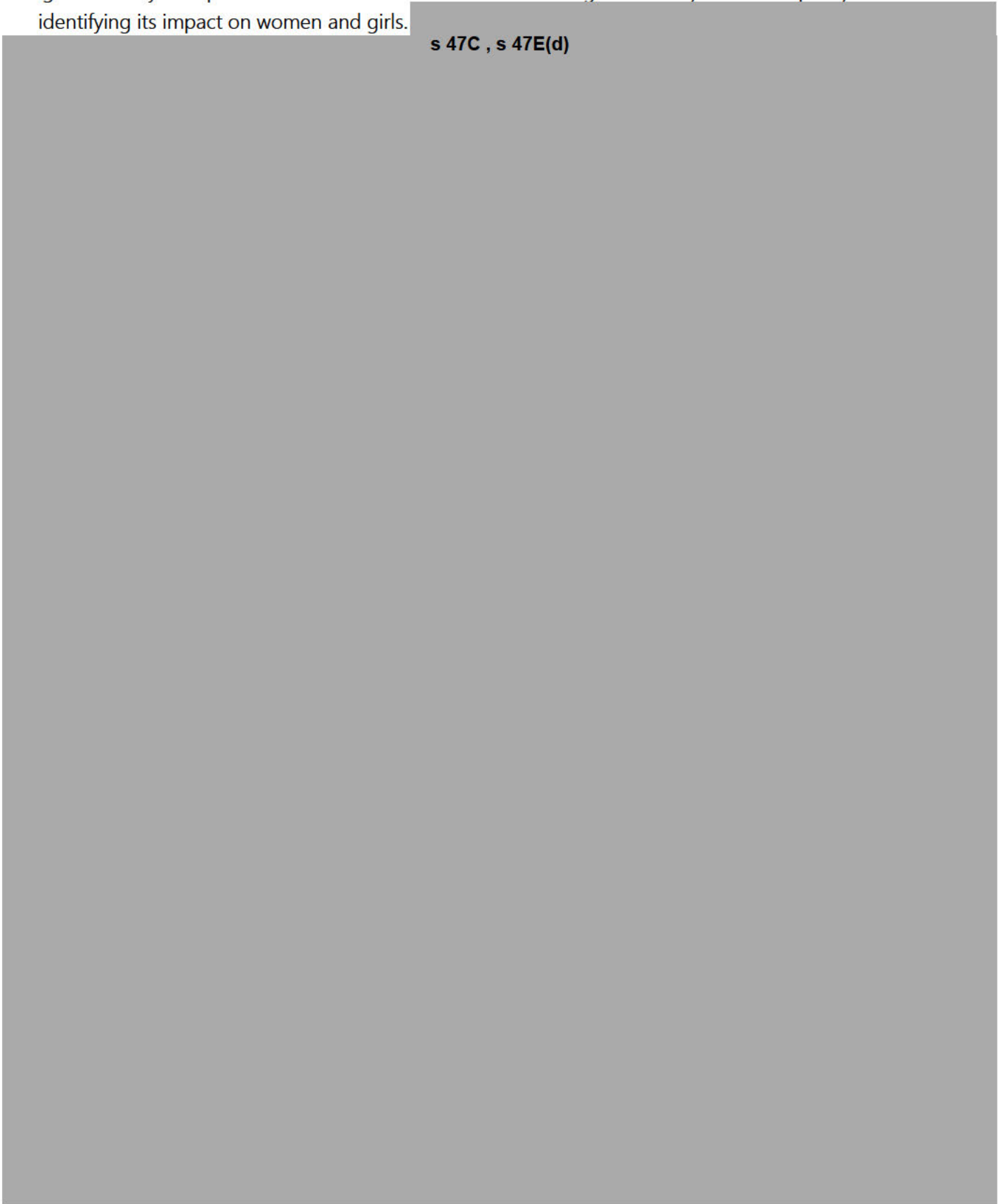
*You have portfolio responsibility for overseeing gender responsive budgeting.*

Australia was the first country to introduce gender responsive budgeting under the Hawke Government in 1984. During your first term, the Government re-introduced gender responsive budgeting, delivering on a 2022 election commitment to put gender equality at the heart of decision-making.

s 47C , s 47E(d) , s 34(3)

The Women's Budget Statement (WBS) forms a key reporting mechanism under *Working for Women*, showing how Budget decisions impact Australian women. The 2024-25 and 2025-26 WBS included 'gender analysis in practice' case studies to demonstrate how gender analysis informs policy and identifying its impact on women and girls.

**s 47C , s 47E(d)**





## Brief 8.3 – International engagement

### Your agenda

Engagement in key international fora such as the UN Commission on the Status of Women (CSW), UN Committee on the Elimination of a Discrimination Against Women (CEDAW Committee), G20 and the Pacific Islands Forum provides an opportunity to showcase Australia's leadership on gender equality and share practices with other countries to advance the rights of women and girls globally.

### Strategy to deliver your goals over this term of government

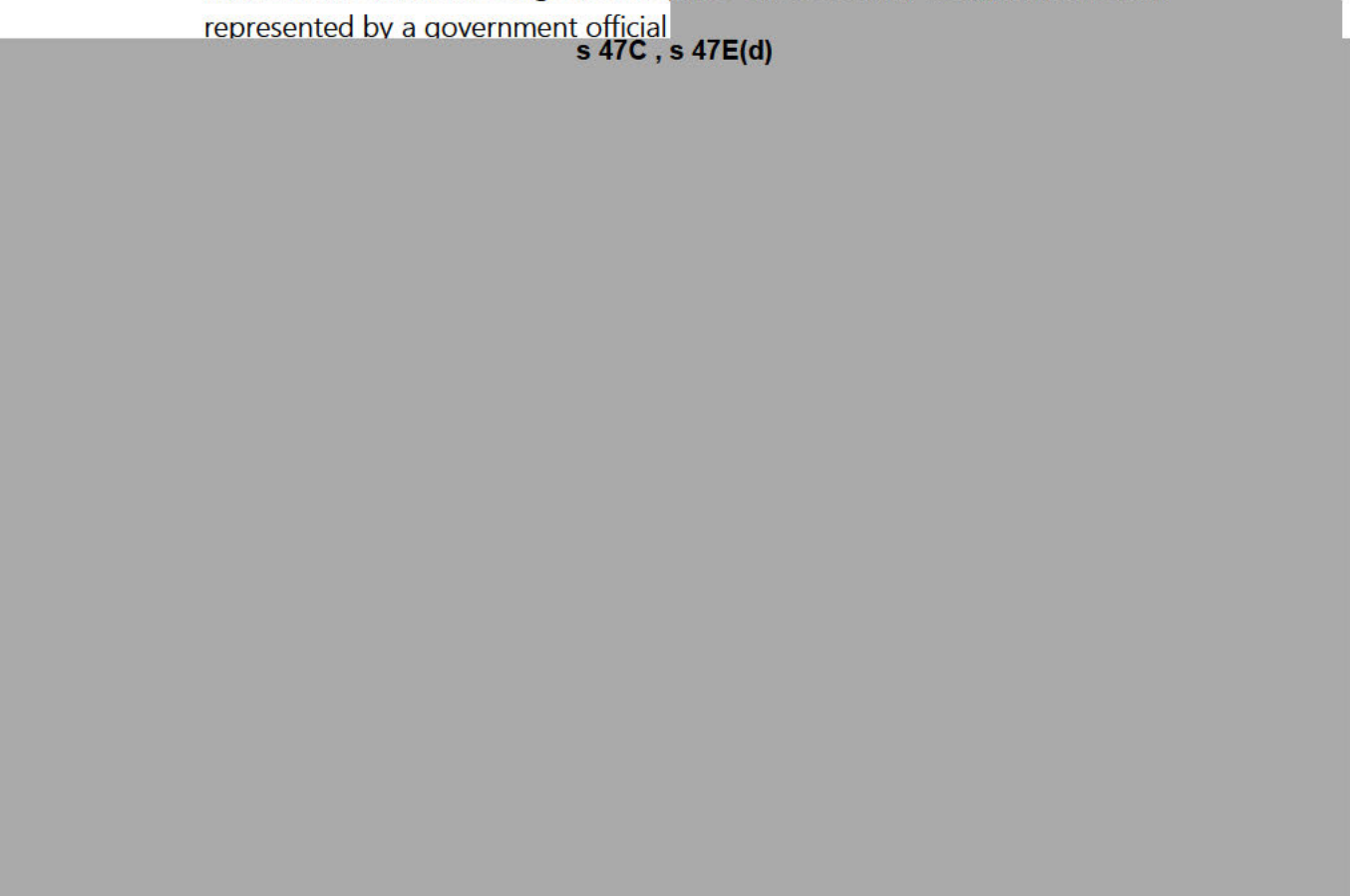
As outlined in *Working for Women* and Australia's *International Gender Equality Strategy*, ensuring the human rights of all women and girls' is at the centre of Australia's domestic and international efforts to progress gender equality. Australia has a strong history of championing gender equality and setting an international standard for the empowerment of women and girls. This efforts are supported by Australia's Global Ambassador for Gender Equality, who is based in the foreign affairs portfolio but works closely with the Women's portfolio.

s 33(a)(iii)

- UN CSW: CSW is the principal global intergovernmental body dedicated to the promotion of gender equality. It meets every March in New York, with the Minister for Women, other Government minister or senior APS official leading Australia's delegation, which often includes a small number of civil society representatives.
- CEDAW Committee: CEDAW is the key international instrument enshrining women's rights and advancing gender equality. OFW leads Australia's engagement on CEDAW, including mandatory reporting on treaty obligations. The CEDAW Committee will review our 9<sup>th</sup> Periodic Report (submitted February 2025), before inviting Australia to appear for examination between late 2025 and early 2026 in Geneva. Senior APS officials typically attend this appearance.
- G20 engagement: Women's economic empowerment is a priority across the G20 agenda, and the key focus of the Empowerment of Women's Working Group (EWWG) and the G20 Alliance for the Empowerment and Progression of Women's Economic Representation (G20 Empower). South Africa is the 2025 G20 President, and the USA will host the 2026 Presidency.

- G20 EWWG: the EWWG is focused on exchanging best practices to accelerate outcomes for women and girls. It will meet in May, July and October 2025. A Ministerial meeting will be held on 25 October, which you will be invited to.
- G20 Empower: this forum is focused on accelerating women's leadership and empowerment in the private sector and consists of joint representation from a Government official (OFW) and a private sector representative approved by the Minister. The initial meeting will take place on 20-22 May 2025, with Australia represented by a government official

s 47C, s 47E(d)





# Appendices

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## Office for Women organisational structure

The following diagram outlines the organisational structure of the Office for Women Group in the Department of the Prime Minister and Cabinet, including senior executive contact details.

