# Gender Impact Assessment

<Title of Cabinet Submission or NPP>

[Delete this box and guidance text in sections below before submitting.]

This document is to be completed when a Cabinet Submission or New Policy Proposal (NPP) meets **any** of the five criteria for a Gender Impact Assessment.

Where a Cabinet Submission includes more than one NPP, a Gender Impact Assessment Template must be completed for **every NPP** that meets any of the criteria. All completed Gender Impact Assessment Templates must be lodged with the Cabinet Submission.

As per the Budget Process Operational Rules, this document must be included as an attachment to the Cabinet Submission when circulated for each stage of consultation (Exposure Draft, Coordination Final and Final).

This document should be specific to the proposal’s gender equality outcomes and how it has been designed to improve gender equality outcomes. Do not duplicate overarching details from the NPP (e.g. proposal description, spend, etc.).

A summary of the outcomes provided in this document should be included in the relevant section of the Impacts Table.

Address **all** of the sections below. Do not delete any sections of the template. Mark ‘N/A’ for sections that are not completed.

Refer to [Including Gender: An APS Guide to Gender Analysis and Gender Impact Assessment](https://www.pmc.gov.au/resources/including-gender-aps-guide-gender-analysis-and-gender-impact-assessment) for information and guidance on how to complete this template.

If you require assistance, please contact the Office for Women at [GIA@pmc.gov.au](mailto:GIA@pmc.gov.au).

**Please select the relevant GIA criteria which apply to your proposal:**(Select **all** that apply)

| Gender Equality | Cohort | Workforce | Partnerships | Value |
| --- | --- | --- | --- | --- |

1. Outcomes of the GIA

This section should provide a summary of the outcomes of this Gender Impact Assessment. Responses provided in sections 2-4 below should be summarised here. It is recommended that this section is completed last.

What to consider:

Does the proposal have a gendered impact and what is the nature of that impact (is it a positive, negative or neutral impact)? Include gender disaggregated data, research, evidence and/or stakeholder view to support the identified impact.

Has the proposal been designed or adapted so that it contributes to gender equality? **Or** does the proposal create risks for gender equality and, if so, what mitigations have been included?

How will the gender equality outcomes be measured? Does the proposal include targets, implementation milestones or progress commitments to advance gender equality?

## Findings of the intersectional gender analysis

This section should summarise findings of your intersectional gender analysis used to inform the assessment of the proposal’s gender equality impacts. Refer to part 1.2 of the APS Guide for more information on intersectionality.

What to consider:

* Will the proposal have a positive, negative, or neutral impact on gender equality? What is this impact?
  + If the proposal presents multiple options with different gendered impacts, detail these.
* What are the key findings of the gender analysis conducted for the proposal? Include any stakeholder consultations undertaken.
* What are the key data and evidence sources that support your gender analysis (quantitative and/or qualitative data)? Note if data availability has limited the gender analysis.
  + Analysis should explicitly reference data or evidence to build argument or, if not available, show ways to build this data capability.
* If the proposal is assessed with no gendered impact, explain how this conclusion was reached.
  + It may be appropriate to complete the GIA at this point. Sections 3 and 4 are optional for proposals with no gendered impact. If sections 3 and 4 are not completed, mark as ‘N/A’. Do not delete sections.

## Policy responses to the gender analysis

This section should detail how the gender analysis has informed the policy development process, including any adaptations or mitigations made to the proposal to support gender equality.

What to consider:

* Does the proposal originally intend to positively impact gender equality or was the proposal changed or adapted in order to improve gender equality? If yes, explain how.
* If the proposal was found to have negative impacts on gender equality or worsen existing inequalities, is it possible to mitigate these impacts? Include any steps proposed to mitigate these impacts. If there are no opportunities to mitigate the impacts, explain why.

## Actions to support gender equality

This section should be completed by **filling in the table below.** The table should list concrete actions that support gender equality driven by policy design or actioned through the proposal’s implementation and monitoring stages.

These actions must be designed within the policy authority for the proposal. You can also note future actions (including those that would require further policy authority) that may support ongoing progress towards improving gender equality, such as a commitment to collect gender disaggregated data or commission research. Example responses to support gender equality can be found in part 4.2 of the APS Guide.

What to consider:

* How will the gender equality commitments of this proposal be implemented?
* How will the monitoring and evaluation plan incorporate reporting and analysis of gender equality outcomes or other gender-related aspects of the proposal?
* Where the gender analysis has identified a neutral or negative gendered impact, and there are limited or no options to improve gender equality within the scope and authority of the proposal, are there other actions that could be taken to support gender equality the next time this topic is considered by decision makers?

| Commitment to gender equality | How this will be achieved | Risks and mitigation | Timeframe for implementing action towards gender equality | Monitoring and evaluation |
| --- | --- | --- | --- | --- |
| List clear, specific and concrete actions that will contribute to achieving gender equality within the policy authority for the proposal.  If there are limited or no options to improve gender equality within the policy authority, note actions that could be taken to support gender equality the next time this topic is considered. | Explain how this action will be achieved. | List possible risks for this action and mitigations to counter the risks identified. | Provide a clear timeframe for undertaking this action. This may include milestones or completion dates. | Detail when and how progress will be reported for this action. |
| E.g. ‘Representation of priority populations on advisory structures.’ | E.g. ‘At least one or more positions on the advisory structures will represent priority populations.’ | E.g. ‘The detailed design of advisory structures will follow Government’s decision on its preferred model. The inclusion of priority population position(s) will be designed in consultation with state and territory governments. The mitigation will be on early consultation and expectation setting with state and territory governments.’ | E.g. ‘From 1 January 2025 (subject to the passage of legislation)’ | E.g. ‘Annual entity reporting to the Minister and public publishing of report will include details on governance.’ |