



















*Submission to the Parliament of Victoria's Inquiry into Gender Responsive Budgeting  
Submitted by Angela Jackson and Leonora Risse (2 December 2019)*

To adapt these international lessons for Australia, and specifically Victoria, it may assist the Committee to unpack the process of GRB into three broad components, that together would form a comprehensive, ongoing and sustained approach to GRB, as has been outlined by the OECD (Downes, von Trapp and Nicol 2017):

- i. **Gender-informed resource allocation** where gender-based assessments of proposed budget measures are conducted, and this information is used to inform subsequent policy and funding decisions.
- ii. **Gender-assessed budgets** where a gender-based evaluation of the observed impact of budget is conducted.
- iii. **Needs-based gender budgeting** where a gender-needs assessment informs the budget process.

These three approaches are not mutually exclusive, and can be implemented in isolation or together. We recommend to the Committee that, ideally, implementing all three components would be the goal. Gender-informed resource allocation ensures that the budget decision-making process includes assessment of gender impacts. Gender-assessed budgets add to this information with analysis of the actual impact of current government spending and policies on gender equality goals. Finally, needs-based gender budgeting ensures that the entire process is underpinned by a comprehensive understanding of existing gender gaps.

Below we outline a proposed suggestion of how each approach could be applied to Victoria.

### ***5.1 Gender-informed resource allocation***

Prior to decisions being made, an analysis is conducted which assesses the impact of the proposed budget measures on gender equality goals, and this information is made available to decision-makers. This approach ensures that individual policy and funding allocations take into account the impact on gender equity goals, and that necessary adjustments can be made before implementation.

In Victoria, such a system would require that relevant Departments assess and report on the impact of any spending or revenue measures on gender equality goals as part of the Budget and Cabinet processes. This is akin to carrying out a regulatory impact statement or environmental impact statement, as a quality control check to ensure that broader policy decisions are not unintentionally contravening regulatory or other compliance goals.

Making these assessment public at the time of the Budget would be favourable for increasing accountability of Government's decision-making and to signal its commitment to gender equality goals. While we appreciate there could be sensitivities surrounding this proposal that deserve further consideration, we would urge the Government to consider the positive aspects of this transparency.

We recommend that these assessments would include an empirical evaluation of the net impact of

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each policy measure on the male population compared to the female population, but would also strongly recommend that these populations are disaggregated further to take account of heterogeneity (i.e. differences *within* the female population) and of intersectionality with other important socioeconomic and demographic characteristics. In particular, we would recommend that the gender-based assessment is conducted for subsets of the female population:

- socioeconomic background (low, mid, high income brackets)
- age group (noting that women approaching retirement or already in retirement age are particularly vulnerable to economic poverty)
- geographical location (noting that women in regional and rural areas encounter different opportunities and circumstances to those in metropolitan areas.
- minority groups including Indigenous women, migrant women, women from Non-English-Speaking backgrounds, and women with a disability, who are likely to encounter additional barriers to opportunity throughout their life times.

Canada's GBA+ approach towards gender impact assessments is leading the way globally in illustrating this intersectional approach.<sup>8</sup> We would encourage the Government to extend this assessment to policies that affect children and adolescent too – for example, to consider the impact of a given expenditure items (such as the construction of sporting facilities or particular educational programs) on the opportunities it generates for girls compared to boys – because so many of observed gender gaps in adulthood have their origins in the different opportunities, expectations, norms and pressures that arise during childhood and adolescent years. Subtle barriers to girls' equal participation, or the intended creation of advantages to boys, during early years can compound into significant gender gaps in lifetime earnings and opportunities later in life.

In order to report on the impacts, there is a need for gender equality targets to be established, which we are pleased to observe that the Victorian Government already has in place. We would encourage that these targets are reviewed to ensure they are fit for the purpose of GRB.

There are likely to be data gaps across some policy areas, which would mean that assessing differential impacts by gender would currently not be possible. As a preliminary step of putting the GRB process in place, an audit of available data would be required to identify current data gaps that would make the implementation of gender-informed resource allocation difficult in some domains. For GRB to be effective, the Government needs to be committed to investing funding in the data collection processing, potentially working with existing data collection agencies and research institutes. There is also likely to be capability gaps across different policy areas in assessing gender impacts, which would need to be addressed through training, leadership, collaboration with data collection and statistical agencies, academics and others with relevant professional expertise. We consider these capabilities needs in further detail in next Section 6 of this submission.

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<sup>8</sup> <https://cfc-swc.gc.ca/gba-acis/index-en.html>

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## **5.2 Gender-assessed budgets**

After implementing gender-informed resource allocation, the next step would be to produce gender assessed budgets which provide an in depth analysis of the extent to which the budget contributes to meeting gender equity goals. The scope should extend to both expenditure items and revenue-raising items. This is not just an analysis of the new budget measures nor an analysis of policies that are specifically constructed to address gender inequalities – it is an analysis *all* policy measures (or base measures) that are part of the given year's budget. This must encompass, most importantly, policies that have been formulated independent of the government's gender equality goals. It is essential that no assumptions are made that a given policy is 'gender neutral', and therefore does not need to be examined as part of the GRB assessment, as these are the potential oversights that GRB is exactly designed to detect and gain knowledge about.

As with gender-informed resource allocation, the gender-assessed budget analysis would entail calibrating the effects of a given policy on the female population, compared to the effect on the male population. As with gender-informed resource allocation, in this step it is also essential not to treat the female population as a homogenous group, but to take into account dimensions of intersectionality within the female population.

As one suggested systematic approach of how the contribution of each policy measure towards in net the achievement of each of the government's declared gender equality targets could be reported, the following ratings and conceptual matrix could be applied:

- i. Rating 1: Policy Measure A is found to positively contribute toward achievement of Gender Equality Target X
- ii. Rating 2: Policy Measure A is not found to exert to any effect of achievement of Gender Equality Target X
- iii. Rating 3: Policy Measure A is found to have an offsetting (negative) effect on achievement of Gender Equality Target X, but contributes toward achievement of other government objective or responsibility Y

An indication of the effect's directness (direct or indirect contribution), intensity (strong/moderately/slight), and immediacy (short/mid/long term) could also be helpful for a more nuanced assessment. An illustrative matrix is presented in Table 1. A promising example of reporting mechanisms, including with a focus on intersectionality, is also offered in Canada's Gender Budgeting Report (Department of Finance Canada).<sup>9</sup>

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<sup>9</sup> <https://www.budget.gc.ca/2019/docs/gba-acsgbs-acsgbs-en.pdf>

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**Table 1: Matrix of assessments of policies against government's Gender Equality Targets (example)**

Gender equality targets	Policy measure			
	Policy A	Policy B	Policy C	...
<b>Target 1</b>	<i>Direct strong positive contribution to target in mid and long term</i>	<i>Direct slight positive contribution to target in short term</i>	<i>No effect</i>	
<b>Target 2</b>	<i>Indirect moderate positive contribution to target in long term</i>	<i>Offsetting effect on target, but contributes to transport infrastructure delivery targets</i>	<i>No effect</i>	
<b>Target 3</b>	<i>No effect</i>	<i>No effect</i>	<i>Offsetting effect on target in short term but contributes to government revenue raising target; Positive direct effect on target in long term</i>	
...				

This approach recognises the reality that not every measure in the budget is necessarily going to contribute towards the achievement of the gender equality targets, due to the many other objectives and responsibilities of government, and the existence of competing objectives. However this holistic approach will help to grow the government's in-house knowledge about the gender-patterned effects of particular policy settings, and provide an overarching framework in which relative gains of competing policy goals, relative to gender equality targets, can be considered. The detection that a proposed policy has a negative effect on a given gender target might prompt a reworking of the policy design if the fallout is considered too important to be worth the gains of a competing objective.

In formulating this matrix approach, however, we would emphasise that focus should be placed on the process of assessing all proposed budget measures, including the ones that are independent of gender equality goals and those that seem gender-neutral. At this step of the GRB process too, caution should be taken to ensure that the starting point is *not* the target per se, whereby policy-makers might set a target and "work backwards" to craft the policy to fit the target, as this is likely to overlook the nuances and complexities in broader packages of policy settings that this part of the GRB process is designed to detect and shine a spotlight on.

Gender-assessed budgets are an important extension to the first step of gender-informed resource allocation, for ensuring that the benefits of gender responsive reporting materialize, in terms of stronger growth, reduced inequality and other macroeconomic and society-wide targets. The part of the analysis builds in ongoing accountability mechanisms for the government to meet its targets for gender equality, and helps ensure that the forecast improvements in outcomes come to fruition. As part of this reporting process, the government should also report on how it is tracking against its specified targets for gender equality. Canada's gender budgeting report exemplifies this practice,

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where the information is communicated in a clear and accessible way to the general public (Department of Finance Canada 2019).

Sweden, which is a self-described feminist government, has also implemented such a model (OECD 2017).

These gender equality assessments could be performed by an independent body to improve transparency and accountability, such as a Gender Budget Office. In Victoria, we invite the Government to consider the establishment of a new agency, dedicated to overseeing the production of a gender-assessed budget which could be released at the time of the Budget or at a later point in time. A commitment to the ongoing funding of this agency is essential.

Also to support this step, there is a need for the government to invest in data collection (addressed in more detail below) and to reexamine existing targets to ensure they are fit-for-purpose for this component of the GRB process.

The value of the Victorian Government investing in GRB would be enhanced if the government were to update wider governmental processes along a similar line. For example, base reviews of Government Departments should also include gender-based assessments to ensure that they are taking into account the extent to which government policies and programs are contributing towards gender equality goals.

### *5.3 Needs-based gender budgeting*

Building on gender-informed resource allocation and gender-assessed budget processes described above, the third component of a comprehensive GRB process would be the implementation of needs-based gender budgeting.

This would generate in-depth understanding of the extent to which gender inequities exist and detect which areas of policy those inequities are largest. This process would expand to a qualitative assessment, where the views of stakeholders are sought on the degree to which the government is meeting gender equality needs, with the objective of identifying priorities for policy.

In essence this process provides an avenue for consultation and feedback between the Government and the community to ensure that the Government is constantly aware of where the gaps are in its strategy, averts the risk of complacency, and can respond to changes in economic, demographic and societal circumstances (including potential policy shocks from outside of its jurisdictions such as changes in Federal policy settings). Establishing these consultative feedback loops will ensure that the Victorian Government continues to use budget allocations and policies strategically, effectively, fairly and responsibly to meet the needs of all cohorts of the population.

The Victorian Government could draw upon the existing strengths of groups or organizations like Women Victoria or Gen Vic to undertake this role, given their strong and credible relationships with the community on these issues. The information should also be used to feed into the setting of gender

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equality targets.

## **6. What practical capacities and infrastructure does Gender Responsive Budgeting require?**

In order to undertake GRB, the Government will need the resources and skills to deliver a gender-based assessment of new and existing government policies, on both the revenue-raising and expenditure sides of the budget ledger. The practical toolkit provided by the OECD to equip government with the capacity to undertake GRB in policy formation contains further details that will be of value to the Victorian Government, particularly with respect to the integration of GRB into all phases of the budget cycle<sup>10</sup>.

### **6.1 Data**

The biggest immediate issue will be the availability of data that allows disaggregation of impacts across gender. As a first step, we would recommend undertaking a thorough and comprehensive assessment of the available data, to identify any significant gaps and allow consideration and planning of how these gaps could be bridged over time.

The capacity for different data collection agencies to share available data will also need to be navigated.

### **6.2 Analytical capacity**

The analytical component of GRB will require sophisticated economic modeling capacity and specialised content-based and econometric knowledge, ideally across both microeconomic and macroeconomic realms. Simulation modeling will comprise a component on this analytical package.

Although the analytical capacity to undertake microeconomic analysis at the individual and household levels are likely to be well developed within Australia's existing academic and professional economic community, we highlight the emerging development of a methodology in the macroeconomic modeling space by Victorian academics that has particular relevance and value to a gender lensed approach. As mentioned above, the development of a Computable General Equilibrium (CGE) model, constructed with a gender lens by Dixon and Nassios, of the Centre of Policy Studies (CoPS) at Victoria University, would be well suited to this analytical task:

“The VUEF-G [Victoria University Employment Forecasts - Gender] model can help understand the differential impact of economic policy reforms on male and female workers, and also assist with gender budgeting in a systematic manner. CGE modelling has long been used to identify winners and losers from economic policy reforms, specifically in terms of industries, regions and occupations. With its many indirect linkages, CGE modelling often identifies inadvertent or unintended policy consequences, making it an ideal tool for gender

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<sup>10</sup> <http://www.oecd.org/gender/governance/toolkit/government/>

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budgeting. We hope that Australia may soon return to the international forefront in gender budgeting, and that VUEF-G may play a role in facilitating this. (Dixon and Nassios, 2019, p. 15)

Victoria is fortunate to have this Melbourne-based expertise, and it would be a leading investment for the Victorian Government to make use of this sophisticated methodology.

### ***6.3 Training and awareness-building***

For the GRB process to be fully supported and effectively implemented, we recommend sharing information within and across relevant government departments who will be involved in the process, to educate and enlighten all staff on the value of embarking on this initiative. Providing examples to staff of international best practices, including examples of where GRB detected gender biases in economic policy that was assumed to be gender neutral, and explanations of how this was acted on, could help in this training and awareness-building exercise.

One other potentially helpful piece of guidance that is sourced from international experiences is the value of supporting the in-house staff who are undertaking GRB as a new initiative. This will be applicable to Victorian Government staffers. Budlender *et al.* (2002) advise: "A research challenge is that most people feel intimidated when they embark on gender responsive budget analysis as the field is new and there are no set recipes. However, when the research is complete, these same researchers generally feel a sense of real achievement. For planning purposes, this means that a mechanism for support and encouragement should be built into the process." (Budlender *et al.* 2002, p. 107) This is where it will be valuable for the Victorian Government to draw upon the guidance of the Australian academics and policy practitioners who do possess the wisdom of experience of Australia's successful GRB practices of the 1980s.

### ***6.4 Intra- and inter-governmental coordination***

Given that an assessment of the gender-patterned effects of the economic policy will cut across multiple portfolios and government departments, planned coordination and the establishment of shared across these different parts of the Victorian Government will be essential to the success of the GRB process. Obviously the Victorian Office for Women will be pivotal to this process, and adequate funding and resourcing should be provided to ensure the office can deliver on these expectations and ultimate objectives.

Given Australia's Federal system, and the way in which the effects of policy will potentially also be dependent with Federal and Local Government policy settings, an awareness of these intergovernmental intersections will be essentials.

We encourage the Victorian Government Committee to engage with the Australian Government Office for Women, currently housed within the Department of Prime Minister and Cabinet, who under the leadership of First Assistant Secretary Trish Bergin, are also demonstrating interest in

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reinvigorating formal GRB processes within the Office for Women's portfolio.<sup>11</sup> Exchanging insights into the implementation of GRB processes at both Federal and State would be an extremely valuable path forward towards navigating a plan for GRB to be implemented simultaneously across jurisdictional boundaries, for optimal effectiveness.

While Victoria has the capacity to lead the country in reinvigorating GRB practices at point in time in Australia, ideally GRB will expand to become part of the everyday policymaking infrastructure in other jurisdictions and nationally. A collaborative national approach, which could be facilitated through the COAG platform and the formulation of a National Plan, should be strongly considered (similar to the existing *National Plan on the Reduction of Violence Against Women and their Children 2010-2022*).<sup>12</sup> This inter-jurisdictional national approach would optimize the effectiveness of the process by taking into account both State and Federal level policy settings, and allowing for shared learnings and synergetic collaboration across jurisdictions. It would require that the Australian Government provided adequate funding and resources to the national-level Office for Women given the key role it would play in coordinating these efforts, in addition to its many other important duties and projects.

In acknowledging that a national approach would be ideal, it is important to recognize the potential drawbacks of this approach for Victoria. As a national approach would necessitate national agreement on targets. National consistency may require weakening or narrowing of the stated gender equality goals that Victoria has currently articulated, though of course there should be nothing to stop Victoria from aspiring to surpass nationally agreed-upon targets. There may also be scope here to adopt of targets that are relative to a state-specific baseline, to account for existing differences between states in their current capacities and exacerbating factors.

Needs-based gender budgeting would be less resource intensive and the organisation charged with responsibility conducting this component of the GRB would be well placed to advise on how frequently these should be conducted for optimal effectiveness.

## **7. When should the Gender Responsive Budget be conducted and by whom?**

As noted above, ideally the GRB process would evolve into an ongoing procedure of assessment and action that takes place both before, during and following the budget process.

The first step would be to undertake a gender-informed resource allocation of budget measures before decisions are made or finalised. This analysis would occur at the departmental level and be incorporated into the budget process.

Gender assessment of the budget measures, post-budget, would be a much larger undertaking, and would require expert modelling skills. This could be undertaken by Treasury or an external body with

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<sup>11</sup> See Section 11 of this submission

<sup>12</sup> <https://www.dss.gov.au/women/programs-services/reducing-violence/the-national-plan-to-reduce-violence-against-women-and-their-children-2010-2022>

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the requisite skills. In the initial implementation of the GRB process, a comprehensive assessment should be sooner rather than later. However, given the resource intensity, it might not be feasible to continue to conduct an assessment of all components of the budget on an annual basis. One approach could be for the Government to commit to regular assessments at intermittent points across several years, such as occurs with the Intergenerational Report at the Federal level. This could be a sensible approach to follow, although we note that this carries the risk of the government lapsing in attention and performance during the years in which the assessment is not conducted, as well as the potential need for

As flagged above, gender-needs assessment is more qualitative in nature, and could be undertaken by an existing body such as Women Victoria to identify priorities and set goals.

The World Economic Forum notes that gender responsive budgeting is likely to be most successful when the effort is led by the finance ministry, but that other government ministries, parliaments, academia and the wider community also play a key role (Kolovich and Kahn 2019; Stotsky 2016). We therefore encourage the Victorian Government's Department of Treasury and Finance to take a core role while integrating these other key players.

## **8. Should the analytical results of the Gender Responsive Budget be publicly reported?**

A more transparent process would bring greater accountability. However, the gains of transparency in relation to the GRB will depend on which component of the process is being dealt with.

In relation to the first step outlined above, gender-informed resource allocation, it may not be appropriate that information which has been presented to Cabinet is made public. If it is known that this information is going to be made public, it could create a risk that it stifles a full and frank assessment of the impact of different policies, and some of the most sensitive policies might be excluded from the process. This would limit the overall contribution and value of GRB to the budget decision-making process. Consideration could be given to keeping this information confidential, as is currently the practice.

In relation to the second step outlined above, gender-assessed budget, this process would be enhanced by public transparency and accountability. That said, the ability of gender-assessment of the budget to perform its intended function, if it is not made public, would be significantly impaired. In formulating this recommendation, we note that such an assessment would not require the publication of Cabinet in Confidence materials. Publically sharing this assessment would not only encourage discussion in the community, but also serve an important broader role in educating and raising awareness about gender bias in society. It would ultimately contribute to ensuring that the Government is accountable to meeting its gender equity goals.

The third step of the process – the outcomes of gender-needs assessments – would ultimately culminate in the formulating of gender targets. While some material that is provided during the consultation process may need to be kept confidential or anonymous, to respect the privacy of

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contributors as with community consultation process, the ultimate outcomes need to be public in order to fulfil their function.

## **9. What are the implications of Gender Responsive Budget for the private sector?**

While GRB relates directly to government decision-making, it would have implications for the private sector.

The government will have policies in place for its interactions with private companies, and mechanisms to encourage and reward private firms for undertaking processes that are consistent with the goals of GRB would be useful for the Victorian Government to consider. However, the extent to which procurement decisions are changed, or procurement guidelines amended to include gender goals, may impose additional costs on private businesses. While such mechanisms are not without precedent, consideration is needed of competitive neutrality and the impact on small businesses. At the same time, because GRB ultimately delivers positive economic benefit to the whole of society by assisting economies transform, grow in prosperity, and become more equitable and efficient, in aggregate the private sector should be made aware of how they too benefit from investing in GRB and others initiatives that support gender equality goals.

Not-for-profit organisations that interact with or benefit from State Government funding, facilities and resources (such as recreational community groups and sporting clubs) could be encouraged to embark on a similar process of applying a 'gender lens' to their activities and reporting back on their findings. Incentives could be provided for identifying deficiencies and formulating a plan for redress. Provision of educational information and supportive practical resources to help equip these groups to properly undertake this type of analysis, even on a simple level as an awareness-building exercise, should be considered as part of the State Government's overall strategy.

## **10. Further considerations: Learning from history**

Australia should be proud that, at a Federal level, it was once recognised as a world leader in GRB practices. The pages of history show that this process became diluted over time as consequent governments placing less recognition on the importance of the gender equality issue (Sharp and Broomhill 2002, 2013).

Given this history, the Victorian Government is urged to consider ways in which it can build permanency into its GRB processes so that it will be continued to conducted and valued as a core machinery of government, reducing the risk of history repeating itself and for these dedicated efforts to be undone by future governments who might not possess the same commitment to gender equality as this current government. This could be done through legislation, garnering bi-partisan support, and in allocating of GBR responsibilities to departments and/or new independent agencies which are least risk of being overhauled in future changes of government. As an example of the use legislation to instill gender budgeting as a core practice of government, the World Economic Forum reports that Austria, Bolivia and Rwanda have mandated gender budgeting as part of their Constitutions (Kolovich and Kahn 2019). This would help to ensure continuity of the GBR processes within the Victorian Government, and strengthen the imprint that this current Victorian Government is making

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as a leader in the pursuit of gender equality goals.

## 11. Additional resources

The Women in Economics Network (WEN)<sup>13</sup> curated and hosted a Gender Lensing Masterclass as part of its Australian Gender Economics Workshop, held in Melbourne in February 2019. The overall aim of the workshop was to illustrate how economic tools can be used to understand and redress gender inequities in societal and economic outcomes. The specific aim of the Gender Lensing Masterclass was to bring a gender equity focus to the applied practice of policy design and evaluation (as per Gender Responsive Budgeting), and demonstrate some of the analytical approaches that can be used to undertake a gender-sensitive evaluation of policy settings.

The resources presented in the AGEW2019 Gender Lensing Masterclass may be informative to the Parliamentary Committee conducting this inquiry. This information is publicly available on the AGEW2019 website (with the permission from the presenters) and can be accessed via the links below too. We note that the Gender Lensing Masterclass was sponsored by the Centre for Policy Studies, Victoria University.

- **Gender budgeting: The role of civil society**

Professor Helen Hodgson (Curtin University; National Foundation for Australian Women) delivered valuable insights on Australia's history of gender budgeting and the gender analysis work being undertaken by the National Foundation for Australian Women.

Presentation slides available at: <https://sites.rmit.edu.au/agew2019/files/2019/02/AGEW2019-Gender-Lensing-Masterclass-Helen-Hodgson-Gender-Budgeting-The-role-of-civil-society-rswglr.pdf>

- **CGE modelling as a tool for gender lensing**

Associate Professor Janine Dixon (Centre for Policy Studies, Victoria University) provided analytical examples of the gender- patterned effects arising from various macroeconomic shocks, including a commodity boom, a productivity shock, and a company tax cut. Associate Professor Dixon illustrated how these shocks can have distinct effects on men and women's economic outcomes, through a transmission chain of wage and exchange rate adjustments, estimated with the use of Computational Generalised Equilibrium (CGE) modelling. These effects ripple through the economy to affect male- and female-dominated industries and occupations in different ways.

Presentation slides available at: <https://sites.rmit.edu.au/agew2019/files/2019/02/AGEW2019-Gender-Lensing-Masterclass-Janine-Dixon-CGE-modelling-as-a-tool-for-gender-lensing-2bxafmz.pdf>

- **The gender-patterned effects of the tax and transfer system**

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<sup>13</sup> <https://esawen.org.au>

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Professor Miranda Stewart (Tax and Transfer Policy Institute, Australian National University) explained how the bundle of tax and transfer policy settings – including income tax rates, tax surcharges, and the tapering of welfare benefits – generate effective marginal tax rates which, in combination with child care costs, can financially deter women's workforce participation as a secondary income earner within their household. Scrutinising tax data, Professor Stewart further explained how women's representation among top incomes, and the complex ways in which the tax and transfer can incentivise household income-splitting, with implications for efficiency and equity.

Presentation slides available at: <https://sites.rmit.edu.au/agew2019/files/2019/02/AGEW2019-Gender-Lensing-Masterclass-Miranda-Stewart-The-gender-patterned-effects-of-the-tax-and-transfer-system-sdd52m.pdf>

- **Gender analysis: Reflections on the experience of Australia and Canada**

Rachel Livingston (Assistant Secretary, Office for Women, Department of the Prime Minister and Cabinet) outlined the mechanisms that are in place for the Office for Women to inform the government's policy design, the lessons that can be learnt from the Canadian model of gender-budgeting, and the factors that Australia needs to consider in moving towards a gender lensing framework.

Presentation slides available at: <https://sites.rmit.edu.au/agew2019/files/2019/02/AGEW2019-Gender-Lensing-Masterclass-Rachel-Livingston-Gender-analysis-Reflections-on-the-experience-of-Australia-and-Canada-1sfrnu.pdf>

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## **Declaration**

We declare that, to the best of our knowledge, all content in this submission is accurate and correct. Below we have declared our affiliations with relevant organisations.

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*Please note that the views expressed in this submission are those of the individual authors, and not representative of their affiliated organisations.*