

Budget proposals with multiple initiatives, projects or programs

Gender Impact Assessment Guidance

October 2024



This guidance is intended to be general in nature.
For more specific advice, please reach out to your Treasury Relationship Lead to discuss how to approach the gender impact assessment.

Purpose of this guidance

When a budget proposal contains multiple initiatives, projects or programs, the process of completing a gender impact assessment can be more complex. This guidance provides advice on how to approach each question in the gender impact assessment template when the proposal is multifaceted.

Question 1: How does the issue you are seeking to address affect women, men or gender diverse people differently?

When the proposal contains multiple initiatives, use the **overall objective** of the proposal to answer Question 1 in the gender impact assessment template.

To identify the overall objective, think about:

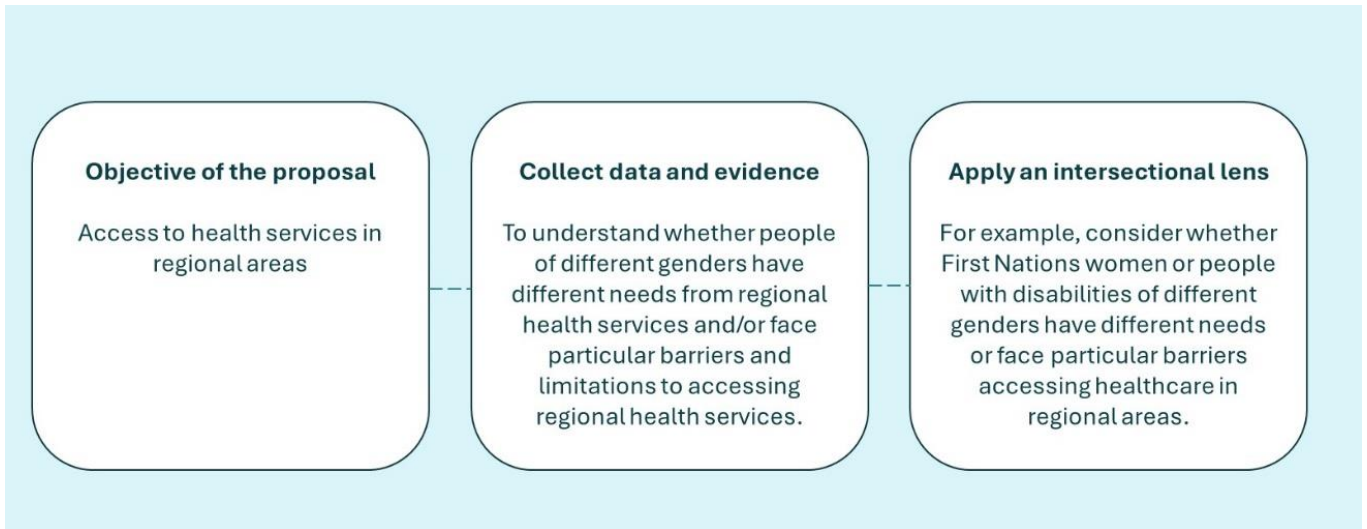
- Are all the initiatives aiming to solve a particular problem? For example, all the initiatives might aim to improve access to regional health services in New South Wales in different ways or they might involve funding different investment streams to support flood response and recovery.
- Are the initiatives all focused on a specific target cohort? For example, culturally and linguistically diverse communities or older Australians.

Tip

Some proposals may have objectives relating to an issue area and a target cohort. You can use multiple objectives to structure your answer to Question 1.

For example, a proposal may focus on domestic and family violence support (issue) for culturally and linguistically diverse communities (target cohort). Focusing on the overall objective(s) will enable you to better define the issues and structure your analysis.

Once you have identified the overall objective of the proposal, you will collect evidence and data to answer Question 1 in the gender impact assessment template. For example:



If the proposal is focused on a target cohort, you will follow the same process and collect evidence and data to understand how gender might affect the needs and experiences of people in this cohort.

Tip

You will find data sources and example gender impact assessments on the NSW Gender Impact Assessment Resource Hub.

Question 2: What are the expected positive impacts of the proposal on women, men or gender diverse people?

When the proposal contains multiple initiatives, we recommend adopting **one** of the following approaches to answer this question:

- Consider the positive impacts of **each initiative**. Use sub-headings or a series of tables to answer Question 2 and assess the positive impacts of each initiative one by one, using the data and evidence you have collected.
- Use the **pillars or program objectives** within the proposal to structure your response to Question 2. Assess the expected impacts of each pillar or program objective for women, men and gender diverse people. For example, if the proposal relates to a strategy with three pillars, assess the positive impacts of each of these.
- Group **similar initiatives** together. For example, if the proposal relates to an infrastructure fund, and a number of the initiatives relate to construction of new school infrastructure, group these initiatives together to answer Question 2.

Tip

If the proposal relates to a funding mechanism, such as a grant program, you may not yet know the details of the individual grants. You can conduct analysis at a higher level by considering the objective of each investment stream or the grant categories.

Question 3: How will you mitigate any risks, barriers or limitations of the proposal on women, men or gender diverse people?

We recommend structuring your response to this question in the same way you responded to Question 2.

So, you will be identifying any risks, barriers or limitations for each initiative, or for each program objective or pillar, or for each grouping of initiatives. For each risk or barrier, you will then identify a mitigating strategy or action. Some mitigating strategies might be able to be used for more than one initiative.

For some proposals containing multiple initiatives, such as those relating to a funding mechanism like a grant program, specific projects under the proposal may not be known at this stage. The table below sets out some tools that can assist with applying a gender lens as initiatives are designed and implemented 'downstream'.

Tool	Examples	When might this be useful?
Gender-related principles to apply across initiatives	Principles promoting gender equality in decision making, procurement, stakeholder engagement, and evaluation.	For proposals relating to grants, funding mechanisms, and projects with procurement processes.
Set targets	Targets on representation of gender diversity, including intersectional representation, in decision-making roles and leadership positions relating to the proposal.	When the proposal relates to a gender segregated industry and/or in situations where current decision-making mechanisms are dominated by one gender.
Gender inclusive consultation processes	Specifying inclusive representation in the terms of reference, setting up an advisory group with people from diverse backgrounds and/or reporting on diversity in consultation processes.	Where consultation is planned as part of the design and implementation of initiatives.

Tool	Examples	When might this be useful?
Requiring procurement measures to promote gender equality.	Gender responsive tender evaluation criteria and/or requiring suppliers to provide information on their gender equality performance.	When the multiple initiatives in a proposal all require procurement and you want to mandate a consistent approach across all initiatives.

Question 4: Does the proposal support any gender equality indicators?

Use the **overall objective** of the proposal to identify the most relevant indicators.

Question 5: What are the knowledge gaps about the gendered impacts of this issue?

Use the **overall objective** of the proposal to answer this question. Ask yourself: As you answered Question 1, were there any data or evidence gaps in relation to the specific problem or the target cohort the initiatives are focused on?

There may also be an opportunity for the proposal to test other ways to integrate a gender responsive approach across initiatives. Please note this in the response.

Question 6: How will you collect data to monitor and/or evaluate the gendered impacts of the proposal?

We recommend structuring your response to this question in the same way you responded to Question 2. So, you will be considering the monitoring and evaluation approach for each initiative, or for each program objective or pillar, or for each grouping of initiatives. This will allow you to tailor your monitoring approach. If you are taking different approaches to monitoring across initiatives, note this under 'other' in Question 6.

Summary of the gender impact assessment

The final step in the template asks you to summarise the outcomes of your gender impact assessment. We recommend you briefly outline the **overall objective** of the proposal at the start of the summary. You should then discuss the outcomes using the same structure you used in Questions 2 and 3. See the example gender impact assessments for further guidance on how to structure the summary.

Sydney NSW 2000

GPO Box 5469
Sydney NSW 2001

W: treasury.nsw.gov.au

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