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OVERVIEW: A GUIDE TO CSW68

Background on CSW

The Commission on the Status of Women (CSW) is a Commission of the United Nations Economic and Social Council (ECOSOC). It is the principal global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women. CSW is instrumental in promoting women's rights, documenting the reality of women's lives throughout the world, and shaping global standards on gender equality and the empowerment of women.

Each year, the United Nations (UN) hosts the annual two-week CSW session where representatives of UN Member States, civil society organisations and UN entities gather at the UN Headquarters in New York City to evaluate the progress made on gender equality, identify ongoing challenges, set global standards and formulate concrete policies designed to promote gender equality and women's empowerment worldwide. Representatives showcase local, national and regional programs and strategies to empower women and girls and to improve their economic and social status in society. Each session considers one priority theme based on the Beijing Declaration and Platform for Action and the outcome of the 23rd special session of the General Assembly and linkages to the 2030 Agenda for Sustainable Development. CSW themes are set by ECOSOC.

The first week of work is the Ministerial segment, where typically Ministerial representatives of nations attend. Heads of Delegation deliver a national statement in the UN General Assembly, engage in Ministerial roundtables, and high level information sharing events held by Member States and civil society organisations (CSOs). In the second week the focus shifts to Member States negotiating the Agreed Conclusions, the formal outcomes statement, negotiated by consensus with all Member States.

The Agreed Conclusions set international standards on policy issues relevant to achieving gender equality. The Agreed Conclusions is an important document in the UN system as it sets language that is then utilised in UN and other multilateral negotiations throughout the year. Prior to CSW, UN Women circulates several drafts of the Agreed Conclusions for Member State input. The final document is negotiated and agreed by all Member States in the second week of CSW. If you are interested in emerging themes in the early drafts of the Agreed Conclusions, please reach out the Office for Women.

The Office for Women, in the Department of Prime Minister and Cabinet, leads Australia's engagement in CSW, include the Agreed Conclusions negotiations, working closely with the Department of Foreign Affairs and Trade.

Membership of the Commission of Status of Women

All UN Member States, civil society organisations and UN entities are all invited to participation in the annual CSW session in New York.

The Commission itself is made up of 45 UN Member State representatives who are elected for a period of four years. The Commission consists of one representative from each of the 45 Member States and are elected by ECOSOC on the basis of equitable geographical distribution (13 members from Africa, 11 from Asia, 9 from Latin America and the Caribbean; 8 from Western Europe and other States; and 4 from Eastern Europe).

Australia served as a member of the Commission for the 2019-2023 term as a representative of the *Western Europe and other States Group* (to whom Australia belongs in the UN system). This elected membership reflects our longstanding commitment to women's empowerment and upholds our pledge to advance gender equality and the rights of women and girls.

The Bureau of the Commission plays a crucial role in facilitating the preparation for, and in ensuring the successful outcome of the annual sessions of the Commission. Bureau members serve for three years. Australia was last on the Bureau 2020-2023. We have nominated to be on the Bureau again from 2028-2032.

The CSW68 Bureau Chair is the Philippines and the Agreed Conclusions Facilitator is The Netherlands.

Australia's involvement at CSW

Australia was one of the 15 founding members of the Commission and has served as a member five times. The Australian Government sends a delegation to CSW each year to advance gender equality as a global good, prosecute Australia's priorities for gender equality both within Australia and across the globe and highlight best practice and practical solutions to some of the most pressing challenges to realising gender equality. Australia is active in negotiating the Agreed Conclusions to accelerate the implementation of the Beijing Declaration and Platform for Action and progress international commitments for gender equality.

Australia is traditionally represented at CSW by an official delegation. The delegation is typically led by the Minister for Women and consists of leaders in gender equality policy or individuals with relevant expertise to the priority theme of the CSW year.

The role of the official delegation is to demonstrate Australia's commitment to gender equality, showcase our leadership and expertise on gender policy and to bring relevant representatives to engage in a wide range of engagements such as

bilateral meetings, panel events and high level receptions in the first week of CSW. The delegation also undertakes side-meetings with respective counterparts, multilateral stakeholders and civil society representatives.

The Australian Government is proud to support national human rights institutions and civil society delegates as part of the official Australian delegation to the Commission. Our support of civil society participation in CSW is longstanding, as we recognise the important role women's rights organisations and advocates play to hold governments to account as well as elevate the voices of all women and girls to ensure they are represented on the international stage. Civil society representatives often participate through local discussions with their members to develop submissions to the Australian Government on the priority theme. The National Women's Alliances play a key role in providing training, information sharing and coordination of civil society input to the Agreed Conclusions. The Government relies on the expertise of civil society to share their knowledge and experiences to strengthen and shape language and themes within the Agreed Conclusions.

Events at CSW

In conjunction with the Annual Session, Member States and UN agencies in collaboration with CSOs hold hundreds of events on and off the UN's premises to share information, advocate and challenge perceptions – as well as influence policy dialogue – on gender equality. These include panels, interactive dialogues and information exchange, creating a space for the public to engage in open dialogue to discuss a range of women's rights topics and how to best advance them.

Overview of CSW68

CSW68 will be held in New York from 11 to 22 March 2024. A list of the official CSW68 Australian delegation can be found in [Attachment C](#).

Priority Theme

The priority theme for CSW68 is *'Accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective.'*

The priority theme sets the tone and structure for conversation throughout the two weeks. Key topics under the priority theme include:

- The impact of current economic, geo-political and environmental crises on women and girls and the need for reform of the international financial architecture to respond to multiple crises.

- Exploring alternative economic frameworks focus on human rights, addressing inequalities, redistribution of wealth and reprioritization of spending to address women's poverty and support regenerative economies, rather than economic growth.
- Mainstreaming gender equality across financial and institutional arrangements, policies and programs to address factors compounding women and girl's experiences of poverty.
- Strengthening accountability mechanisms by underscoring the importance of collective action by women living in poverty to hold state and non-state actors accountable.

Review Theme

At each session of CSW there is a review theme, which evaluates the progress in implementing Agreed Conclusions from a previous session.

The review theme for 2024 is: *'Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls'*. This year's review theme is linked to the Agreed Conclusions from CSW63 (2019). In 2019, it was agreed that each country would:

- Strengthen normative, legal and policy frameworks to ensure gender equality in social protection, public services and sustainable infrastructure.
- Improve women's and girls' access to social protection.
- Improve women's and girls' access to public services, including care services.
- Make infrastructure sustainable and benefit women and girls, including by reducing and redistributing unpaid care and domestic work.
- Significantly increase investment in social protection, public services and sustainable infrastructure.
- Strengthen women's participation and leadership in decision-making related to social protection, public services and sustainable infrastructure.
- Improve gender statistics and disaggregated data on social protection, public services and sustainable infrastructure.

Australian Events at CSW68

Australia's official side event at CSW68 is titled *Gender Equality as a core economic imperative: How government structures, processes and evidence can shift the dial on gender equality*. This event will bring together representatives from the Australian Government, other governments, industry and academia for a holistic discussion.

Priorities for CSW68

Through our engagement in CSW68 Australia will amplify gender equality on the international stage, elevating the importance of key areas for improvement domestically and globally through showcasing our best practice, and holding the line on areas where wind-back on women's rights and human rights is emerging. To achieve this we will focus our efforts on key thematic priorities:

- i. *Facilitating gender equality as a core economic imperative* – including through government structures and processes, the adoption of gender budgeting and the use of data and evidence to ensure policy solutions provide better outcomes for women and girls.
- ii. *Ensuring women are safe from violence* - Recognising the connection between women's experience of violence and the role of poverty in creating the conditions for and enabling the continuation of gender based violence.
- iii. *Recognising the global pushback on women's human rights* by building coalitions of support and strategically counter efforts to reverse hard fought gains on gender equality
- iv. *Elevating the voices and knowledge of First Nations women and girls*, with recognition that their experiences and skills are unique, and ensuring full partnership with First Nations people.
- v. *Actively promote and support Australian civil society* – including young people, human rights defenders and our national human rights institutions to participate alongside governments to influence and strengthen CSW outcomes.

Support at CSW68

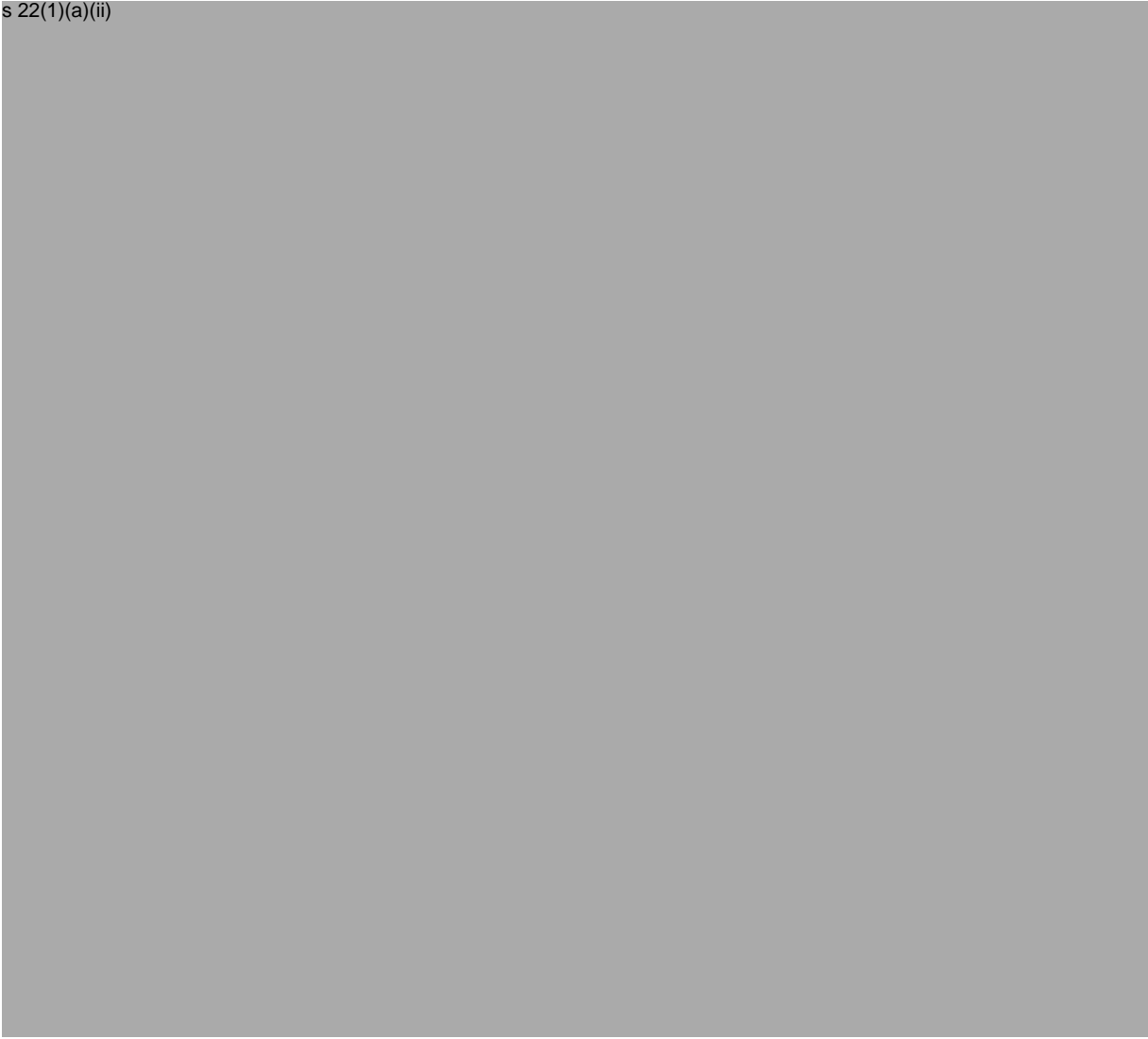
Staff from the Office for Women and the Australian Mission to the United Nations (DFAT New York Post) provide comprehensive logistical, political and policy support to the Minister for Women and Australia's delegation to maximise Australia's effective engagement in CSW68, both in the high level first week and in the second, negotiation focused week. New York Post staff lead the negotiation of the Agreed Conclusions, with instructions provided by the Office for Women.

**AUSTRALIAN GOVERNMENT
DELEGATION TO THE 68TH
SESSION OF THE UN
COMMISSION ON THE STATUS OF
WOMEN**

Senator the Hon Katy Gallagher

Australia's Minister for Women, Minister for Finance and Minister for the
Public Service


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Natasha Stott Despoja AO

Committee on the Elimination of Discrimination against Women Member:
2021 - Present

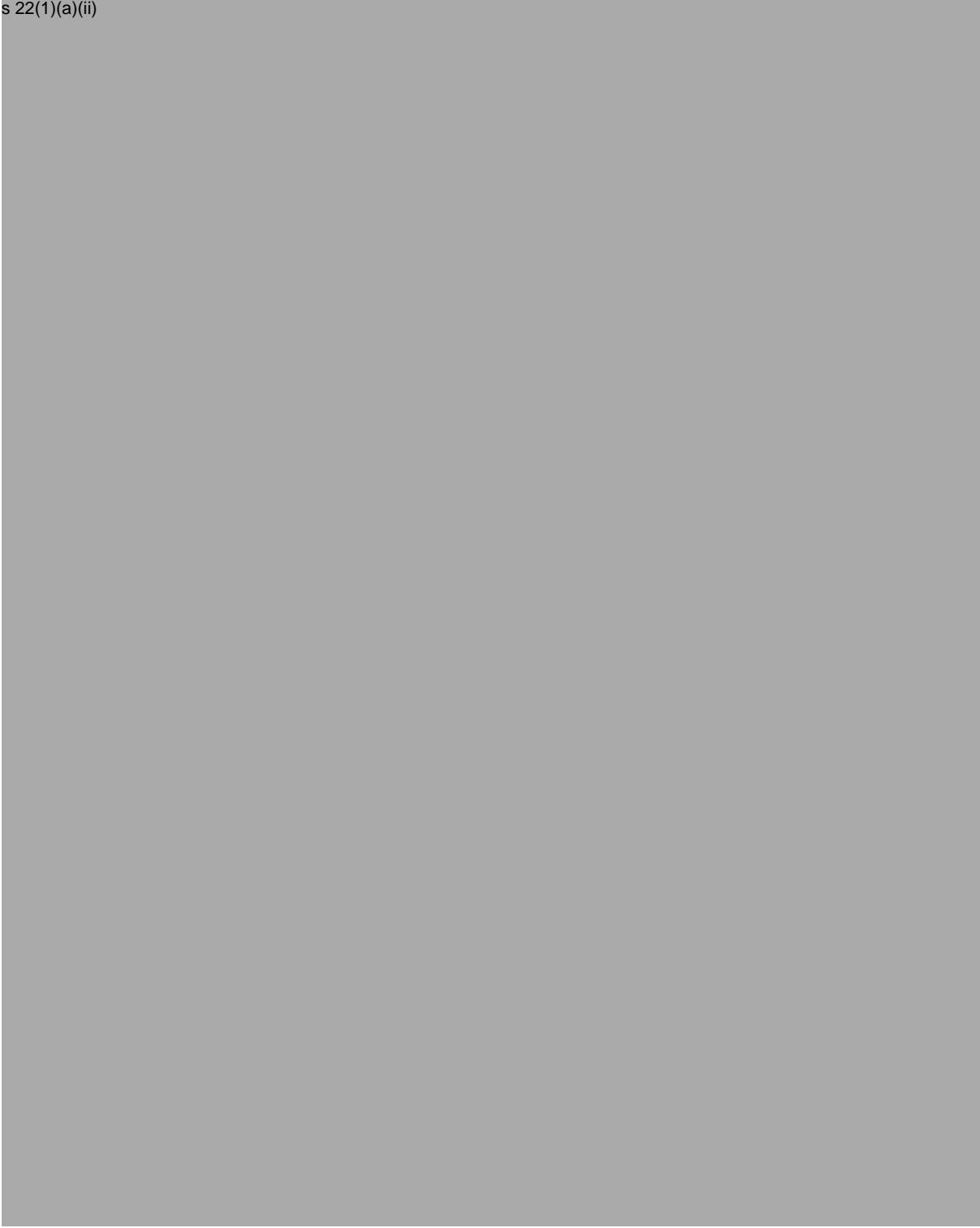
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Mary Wooldridge

Chief Executive Officer, Workplace Gender Equality Agency: 2021 – present


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Stephanie Copus Campbell AM

Ambassador for Gender Equality: February 2023 - present

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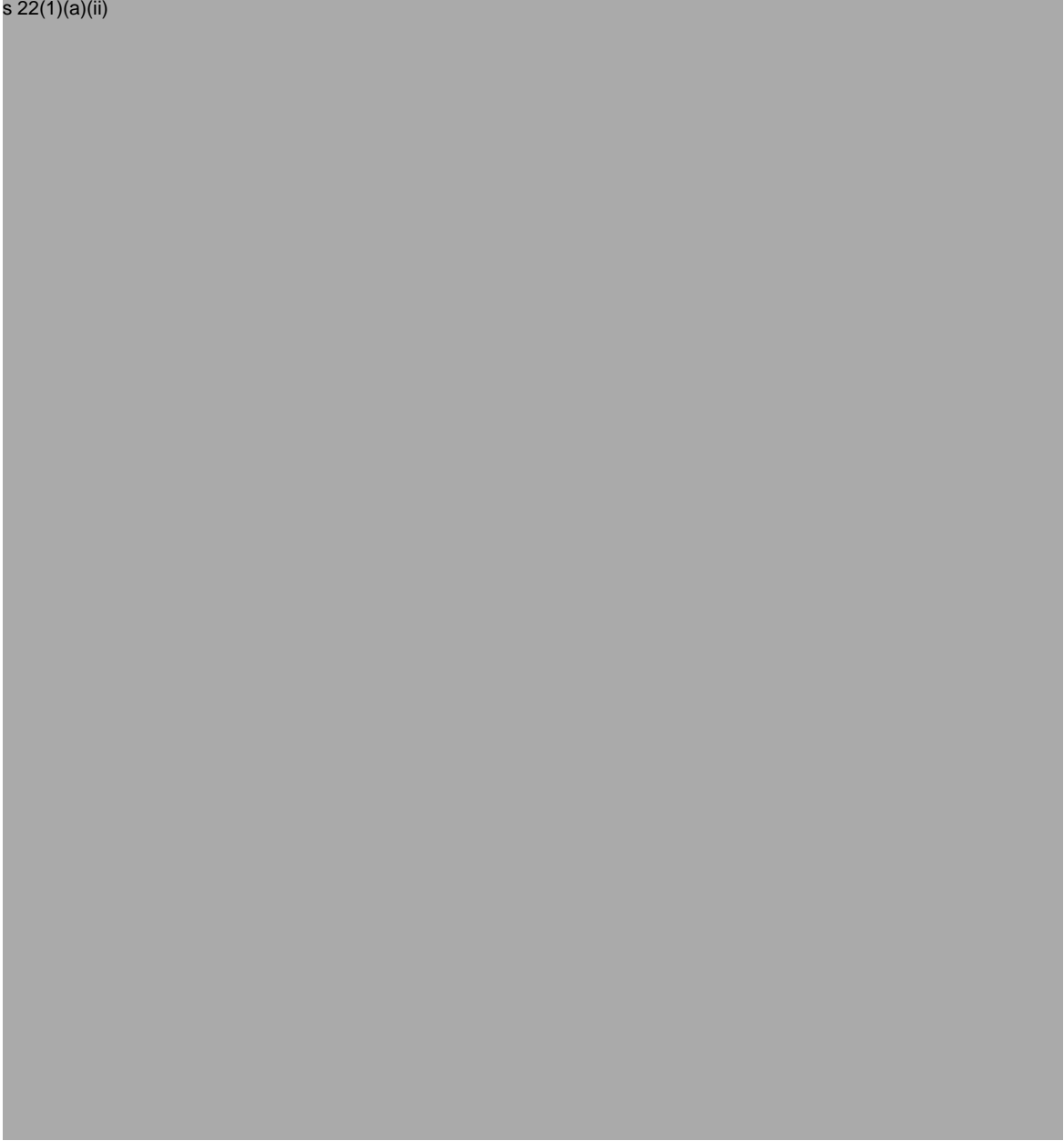
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Padma Raman

Executive Director, Office for Women: 2023 – Present

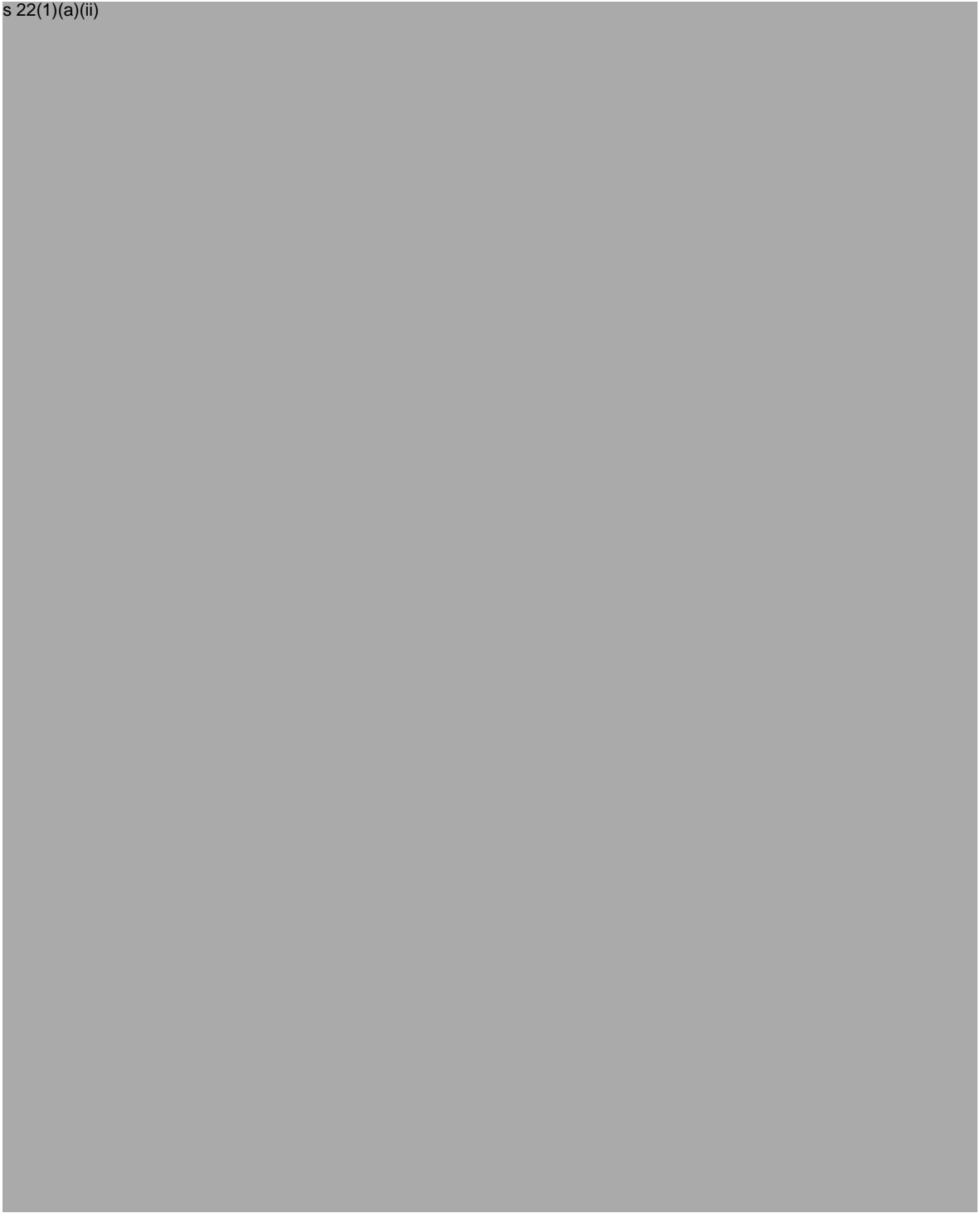
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Dr Anna Cody

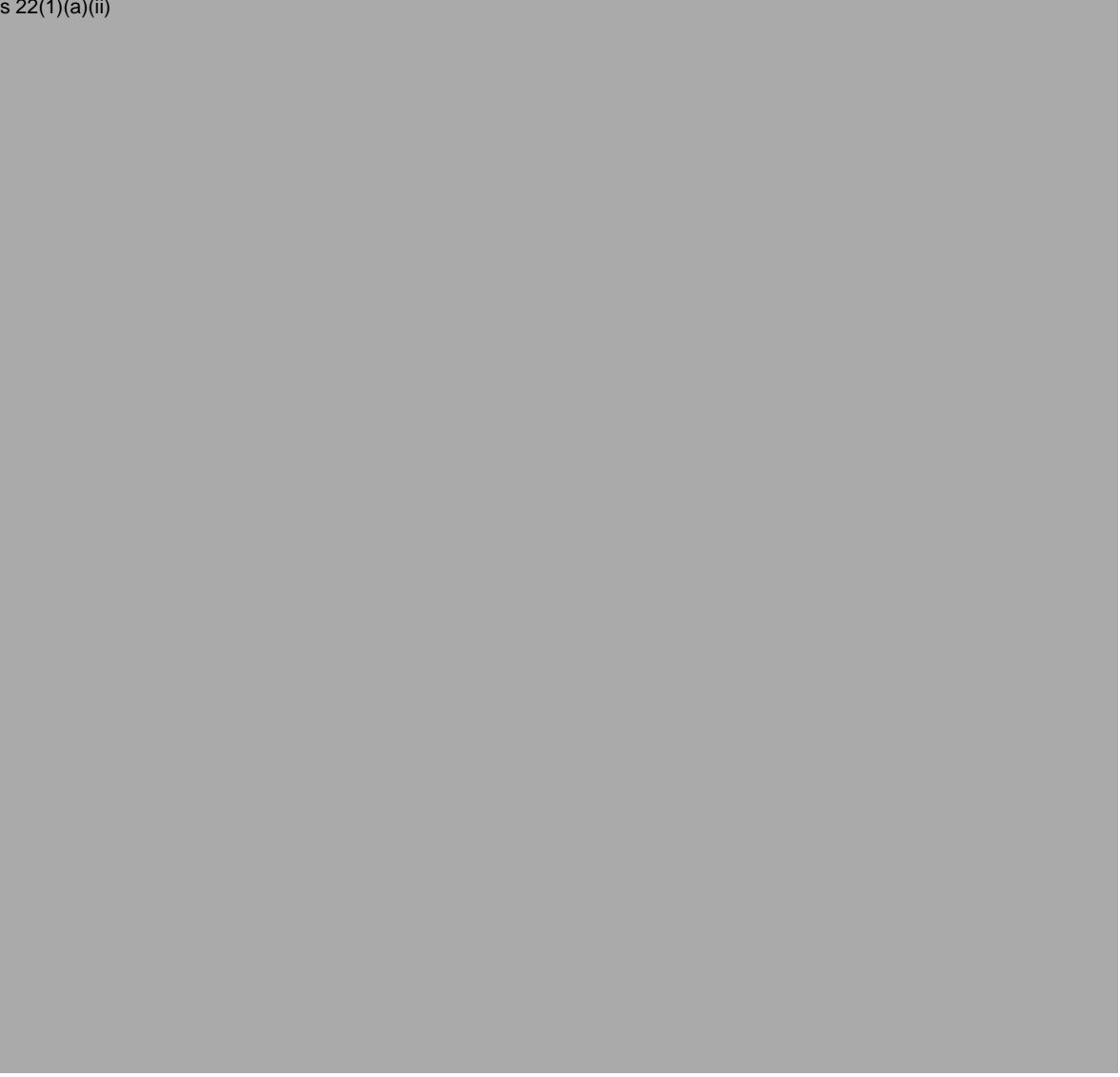
Sex Discrimination Commissioner: 2023 – present

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Khayshie Tilak Ramesh
Civil Society Delegate – Equality Rights Alliance

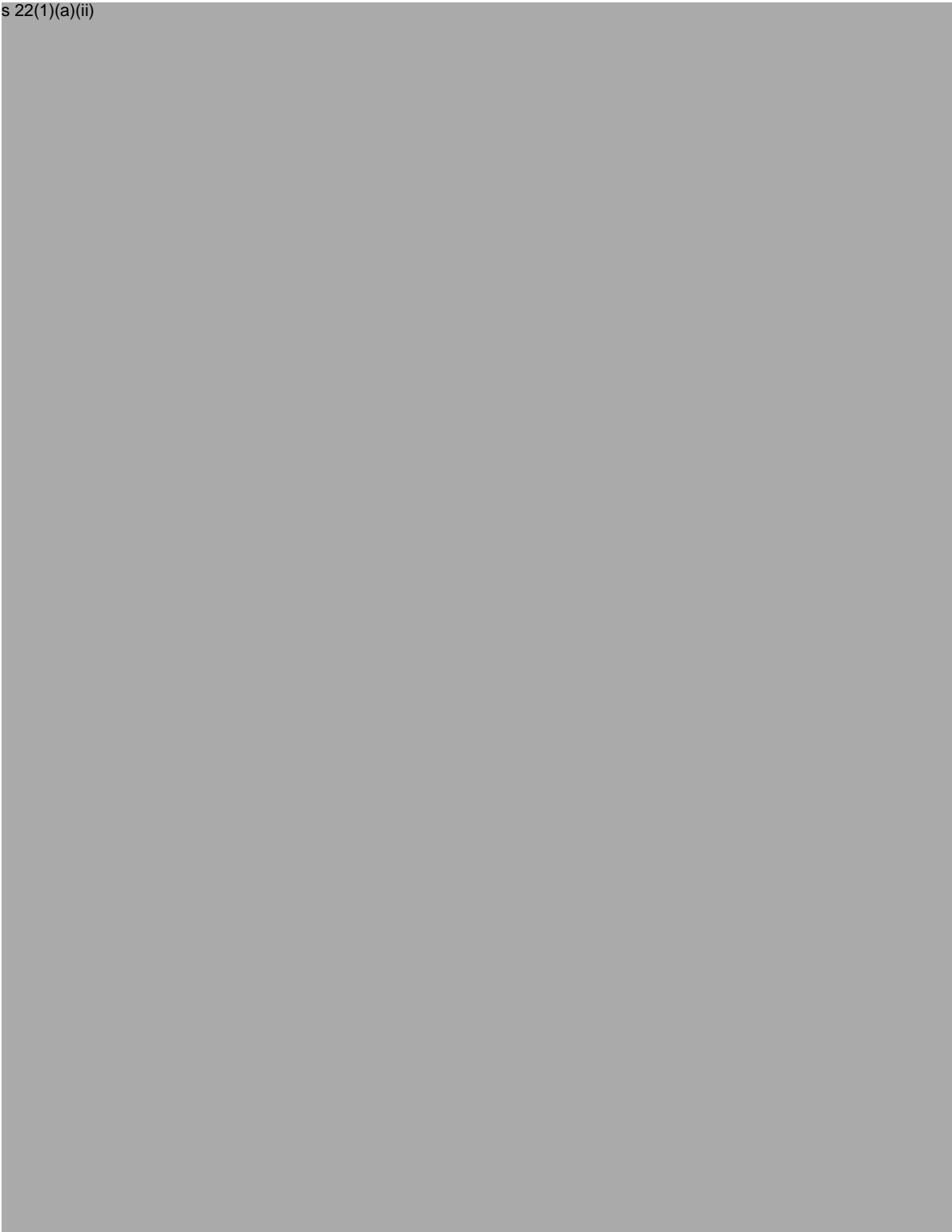
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Joslyn Eades-Tass

Civil Society Delegate – National Aboriginal and Torres Strait Islander
Women’s Alliance

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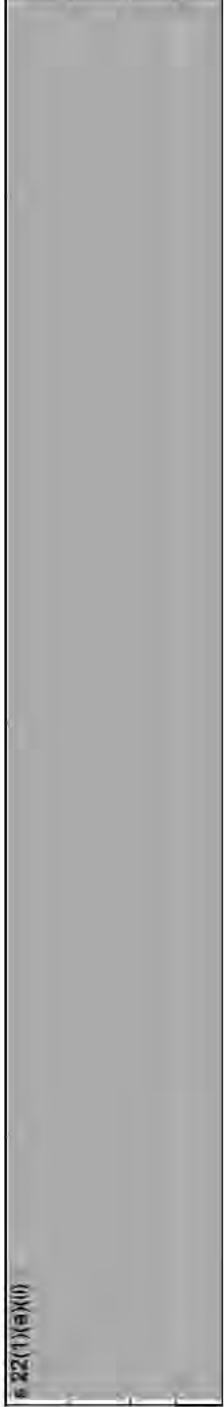


CSW68 delegation and staff information

Blue shading = official delegate

Name	Position	Email	Mobile phone number
Stephanie Copus Campbell	Ambassador for Gender Equality	s 22(1)(a)(ii)	s 22(1)(a)(ii)
Mary Wooldridge	Chief Executive Officer, Workplace Gender Equality Agency		
Dr Anna Cody	Sex Discrimination Commissioner		
Natasha Stott Despoja	Member of the UN Committee on the Elimination of Discrimination against Women		
Padma Raman	Executive Director, Australia's Office for Women		
Khayshie Tilak Ramesh	CSO delegate – Equality Rights Alliance		
Joslyn Tass	CSO delegate - NATSIWA		
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OFW staff			
s 22(1)(a)(ii)			
DFAT UN New York staff			

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CSW68 Priority Theme: Addressing poverty and strengthening institutions and financing with a gender perspective

Key Points

- Poverty is highly gendered in Australia, with more women impacted than men.
- Empowering women economically lifts individuals and families out of poverty and contributes to overall economic growth and social development.
- Recognising and addressing the intersections of poverty with gender-based violence and discrimination is crucial for creating pathways out of poverty for women and girls.
- Women experience homelessness differently to men, and often find themselves at risk of homelessness with children. The experience of homelessness has increased among older women, linked to their lower superannuation, lifetime earnings and savings.
- Australia is committed to strengthening institutions and reforming structures to ensure diverse voices inform policies, leading to more equitable outcomes and opportunities for all women.

Addressing Poverty

1. Australia's new **national strategy to achieve gender equality** outlines a framework for action to achieve gender equality over the next 10 years. The Strategy focuses on five priority areas that can drive poverty reduction for women – safety, care, economic equality, health, and leadership and representation.
2. The Australian Government is focussed on **supporting women facing disadvantage**, such as First Nations women, single parents and low-income workers across the care and support sector.
3. The Government is delivering **tax reforms** to provide more tax relief that will significantly benefit women on lower incomes. These new changes will allow women to work additional hours and keep a larger proportion of their pay, and is expected to increase women's workforce participation by 0.37 per cent.
4. Recent Government improvements to **income support payments** will benefit women, who make up the majority of recipients of these payments, and reduce their risk of financial insecurity and poverty:
 - a. The Government is permanently increasing the rate of eligible income support **payments for those seeking employment** [JobSeeker Payment] and extending the eligibility to higher rate of payment for single Australians aged over 55, of which women are the majority of recipients.
 - b. The Government is increasing **rent support payments** [Commonwealth Rent Assistance] to assist with the cost of housing and prevent homelessness for the significant number of women, particularly single women and older women, experiencing housing stress.
 - c. The Government is expanding eligibility for the income support **payment for single parents**

[Parenting Payment (Single)] to parents with dependent children aged under 14 (previously aged under 8), providing more support for single parents, 80 per cent of whom are women, to balance the need for childcare with paid employment.

- d. The Australian Government has increased the **Child Care Subsidy** rate, making early childhood education and care more affordable for families.
 - e. The Government is expanding **paid parental leave** to make it more flexible and accessible, signal that caring is valued and support men to take up a greater caring role, designed to support women's economic participation. Paid leave will increase to 26 weeks by 2026 that can be shared between parents or received entirely by single parents.
5. The Government is committed to valuing work in the **care and support economy**, where the majority of workers are women. The Government is funding an interim **increase to the wages of aged care workers**, whose work has been undervalued partly due to gender-based attitudes.
 6. The **National Plan to End Violence against Women and Children 2022-2032** allocates resources to address the intersection of poverty and gender-based violence, recognising the impact of violence on women's economic security.
 - a. The Government provides an **Escaping Violence payment** to support individuals leaving violent relationships to establish a home, recognising that financial insecurity prevents many women/individuals leaving a violent relationship.
 7. Recently introduced legislation will deliver Australia's biggest investment in affordable housing. The **Housing Australia Future Fund** will help deliver the Government's commitment of 30,000 new social and affordable rental homes in the fund's first five years. This includes 4,000 homes for women and children impacted by family and domestic violence and older women at risk of homelessness.

Strengthening Institutions

8. Gender-diverse institutions are more effective, innovative, and reflective of society's needs, ultimately leading to better outcomes for the broader community. The Australian Government is committed to driving progress on **women's representation in leadership** at all levels and is leading by example.
 - a. Australia has met and maintains the **gender diversity target** of 50 per cent women on Government Boards overall and at least 40 per cent representation of women at the individual board level.
 9. In Australia, the **Office for Women**, located centrally in the Department of the Prime Minister and Cabinet, drives whole-of-government reforms necessary to achieve gender equality.
 10. Australia's **Sex Discrimination Commissioner**, promotes and advances the rights of Australians by tackling discrimination on the grounds of sex, sexual orientation, gender identity, intersex status and all other protected attributes in the *Sex Discrimination Act 1984*.
 11. The **eSafety Commissioner** is Australia's national independent regulator for online safety and actively promotes gender equality by tackling technology-facilitated gender-based violence.
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12. Australia's **Domestic, Family, and Sexual Violence Commissioner** monitors progress of Australia's National Plan to End Violence against Women and Children 2022-2032, provides national leadership and coordination and amplifies the voices of people with lived experience of violence.
13. Australia established the **Workplace Gender Equality Agency (WGEA)**, a Government agency to monitor and advocate for gender equality in workplaces. WGEA requires employers with 100 or more employees to report annually against gender equality indicators and publishes these.
 - a. Publicly available data on the gender pay gaps and other gender equality indicators at an employer level is increasing accountability and helping women to make informed choices about their workforce participation and financial security over their lifetime.
14. The Australian Government has made **gender equality an object of the *Fair Work Act 2009***, legislation that sets out the rights and responsibilities of employees, employers and organisations. This change strengthens capability to order pay increases for workers in low paid, female-dominated industries and prohibits pay secrecy clauses to reduce the risk of gender pay discrimination.

Strengthening financing with a gender perspective

Government processes

15. Incorporating gender considerations into financial decisions promotes accountability and transparency, ensuring that government policies and expenditures contribute to gender equality and address disparities in access to resources and opportunities.
 16. Government procurement is a prime opportunity to boost women's economic equality. Through the ***Workplace Gender Equality Procurement Principles***, Australian businesses that employ 100 or more people must be compliant with the *Workplace Gender Equality Agency Act 2012* in order to be eligible to win Government work.
 - a. This includes reporting to the Workplace Gender Equality Agency on performance against Gender Equality Indicators, and communicating their performance to employees, shareholders and governing bodies.
 17. Australia is implementing **gender responsive budgeting** to ensure gender considerations are weaved through the budget process, as the Budget is a critical enabler to achieving greater gender equality.
 - a. Australia reinstated an annual **Women's Budget Statement**, a mechanism allowing the Australian Government to be transparent about its consideration of gender equality in budgetary decisions.
 - b. All Australian Government agencies are required to complete **gender analysis** for policy measures being considered by the Cabinet, and **Gender Impact Assessments** for items that meet set criteria. Information is available on the Department of the Prime Minister and Cabinet's website.
 18. Australia is committed to improving the collection, reporting and use of **disaggregated data and gender statistics** to enable evidence-based policy making that advances gender equality.
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Access to finance programs

19. The Australian Government has provided significant long standing support for people to access credit and financial services, including those who experience domestic and family violence.
 20. The Government provides funding to support **microfinance and microenterprise programs** that provide access to safe and affordable financial services and products, and financial literacy education to improve financial capacity and independence.
 21. The **No Interest Loan Scheme** provides access to fair and safe loans up to a certain amount with no interest or fees to financially vulnerable people and women who have experienced domestic violence.
 22. The **Crisis Payment** and **Escaping Violence Payment** (trial) are available to support those in extreme financial hardship and experiencing family and domestic violence.
 23. The Australian Government is working with the banking sector to prevent financial abuse and improve the way single parents and women leaving violence are considered when needing to access re-financing.
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CSW68 Review theme: Social protection, access to public services and sustainable infrastructure (CSW63 agreed conclusions)

Key Points

- The review theme for 2024 is linked to the CSW63 (2019) Agreed Conclusions. The purpose of the review theme is to evaluate the progress made in implementing the 2019 Agreed Conclusions.
- Australia's social protection system is made up of a variety of policy levers, such as employment services and income support, subsidised health care and education, and a retirement income system.
- Key social protection measures that target women include income support payments for single parents and financial support for people escaping family and domestic violence.
- Certain groups of women and girls in Australia face disadvantage and discrimination in accessing public services and infrastructure, including women and girls living in rural, regional and remote areas; Indigenous women; refugee and migrant women; women with disability; and older women.
- Government investments to improve income support payments and access to affordable and safe housing, health services and care services will particularly benefit disadvantaged cohorts of women.

Social Protection

1. Social protection is one of the key responses to reducing poverty and supporting inclusive economic growth. Social protection helps develop a prosperous economy resilient to economic fluctuations.
2. Social protection systems that address the different gendered risks over a person's lifecycle play a vital role in protecting women and men from poverty and insecurity. Well-designed social protection programs can support access to essential healthcare and education and mitigate economic stress.
3. Australia recognises **certain groups of people are more at risk of falling into poverty** and hardship, such as First Nations women, older women, single parents, those without secure employment, and women experiencing homelessness and intimate partner violence.
4. The Australian **tax-transfer system** plays a key role in distributing income among Australian households, through a targeted system of payments (including income support and family payments), in-kind support (such as subsidised health care and education) and a **progressive income tax system**.
5. The Australian Government has recently **increased support payments** for people renting, people seeking employment, and single parents. The majority of recipients of these payments are women.
6. The Australian Government has also increased **subsidies for early childhood education and care** and **expanded paid parental leave** to provide financial support to parents to balance childcare with work.

7. In Australia, the **retirement income system** aims to protect older Australians who have retired from formal employment. It includes three main aspects: compulsory superannuation employer contributions; voluntary employee contributions; and Australian Government Age Pension safety net.
8. Low workforce participation and low wages for women, along with unpaid care, more part-time work and the financial impacts of relationship breakdown significantly impact women's lifetime earnings, including retirement incomes, with considerable implications for older women.
 - a. For Australians approaching retirement (ages 60-64), women's superannuation balances were 25.1 per cent lower than men's.ⁱ

First Nations Australians

9. **First Nations Australians make up 5.6 per cent of all income support payments recipients** in Australia, representing around 48 per cent of the total population of Indigenous Australians aged over 16.ⁱⁱ
10. The Government is funding initiatives for First Nations people and communities in key areas of health, aged care, infrastructure, employment, justice, education, women's safety and housing to close the gap across a range of outcomes where they are falling behind other Australians.

Access to Public Services

11. Public services have an important role to play in creating the conditions necessary for gender equality and supporting social protection of vulnerable communities.
12. The Australian Government provides a **range of essential public services** that seek to provide for the different needs of different groups of Australians, including women: care services, universal health coverage, public education, public housing, electricity, gas, clean water and hygiene services, and a telecommunications network. For example:
 - a. The Australia Government subsidises **early childhood care and education** and provides recurrent funding for every student enrolled at a school.
 - b. The Government is ensuring women have access to **health services** under our universal health coverage and has introduced recent reforms including longer medical consultations, cheaper medicines and increases to the maximum dispensing quantities of medication.
13. In Australia, the formal care sector – including aged care, disability care and child care – enable workforce participation, particularly for women who would otherwise be unable to work due to caring responsibilities.
 - a. The Government is committed to a **sustainable and productive care and support economy** that delivers quality care and decent jobs.

Sustainable Infrastructure

14. Sustainable infrastructure is crucial for achieving gender equality as it can enhance access to essential services like clean water and transportation, and reduce the amount of unpaid domestic work shouldered by women, preventing their full participation in economic and social activities.
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15. The Australian Government is funding initiatives like establishing the Housing Australia Future Fund and *National Housing Infrastructure Facility* to improve access to affordable housing, benefitting women who are disproportionately affected by housing insecurity.
 16. The **Australian Infrastructure Plan** (2021) provides an investment roadmap for Australia over the next 15 years. The Plan is expected to deliver more equal, safe, sustainable, and affordable infrastructure services. The Australian Infrastructure Plan recognises the gender pay gap in the construction industry and outlines a target to increase women’s participation in the construction industry.
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ⁱ Australian Taxation Office, *Taxation statistics 2020-21, Table 5, Chart 12*. Released August 2023.

ⁱⁱ Australian Institute of Health and Welfare, *Income and finance of First Nations people*. Released 7 September 2023. Using data from July 2022.

Gender Equality Key Facts

Poverty

- Women are more likely to live in poverty than men, with 20 per cent of all women living in poverty compared to 17 per cent of all men. Women spend more years living in poverty compared to men.¹
 - The majority of recipients of most income support payments are women.²
- The gender gap in poverty is more pronounced for First Nations women, young women, women aged 55 and over, women experiencing family and domestic violence, and single mothers.
- Households whose main earner is a woman have a higher average poverty rate than households where the main income earner is a man (18 per cent compared to 10 per cent).³
- 20 per cent of young women moved into financial hardship if they experienced severe partner abuse in the past year, more than triple the rate for young women who were not in an abusive relationship.⁴
- First Nations women are over-represented in most of the lower weekly income brackets and under-represented in the highest income brackets.⁵
- More than a third of single mothers live in poverty compared to 18 per cent of single fathers.⁶
- Women who move from partnered to single experience a 16.7 per cent reduction in household income (compared to a 0.2 reduction for men),⁷ and mothers who move from partnered to single mother households experience a 20 per cent decline in household income.⁸

Labour Force, Workforce Participation and Employment

- Women's workforce participation rate is 62.6 per cent, compared to 71.1 per cent for men.⁹
- Closing the workforce participation gap between women and men would increase Australia's Gross Domestic Product (GDP) by 8.7 per cent or \$353 billion by 2050.¹⁰
- Women's unemployment rate is 3.8 per cent, compared to 3.9 per cent for men.¹¹
- Women's underemployment rate is 8 per cent compared to 5.4 per cent for men, and has been consistently higher than men's over the past two decades.¹
- Women are more likely than men to be employed casually or on fixed-term contracts.¹²
- Women make up 38.8 per cent of all full-time workers and 67.1 per cent of part-time workers. This trend has remained relatively unchanged over the last decade.¹³
- The rate of multiple job-holding is higher for women (7.9 per cent) than men (5.6 per cent).¹⁴
- The most common reason women were unavailable start work or work more was due to caring for children (35.9 per cent of women and 7.3 per cent of men), while for men it was due to long-term sickness or disability (36.8 per cent of men and 15.6 per cent of women).¹⁵
- In 2021, the workforce participation of over 900,000 people was impacted by caring responsibilities, 80 per cent of whom were women. Of these women, 45 per cent wanted to work but could not.¹⁶
- The proportion of Australian women working part-time is higher than most other developed economies: among the OECD, rates of part-time work for women are the 4th highest and rates of part-time work for men are 2nd highest, behind the Netherlands.¹⁷

Gender Pay Gap and Pay Equity

- The national gender pay gap is currently 12.0 per cent based on Australian Bureau of Statistics (ABS) full time average weekly ordinary earnings data, which excludes additional remuneration such as over-time and bonuses. This represents a full-time earnings gap of \$238.00 a week.¹⁸
 - This is the lowest gender pay gap on record for Australia.
 - The full-time private sector gender pay gap is at a record low of 14.8 per cent.
- The Workplace Gender Equality Agency calculates the gender pay gap at the employer level for organisations with 100 or more employees which includes overtime, bonuses, additional payments and the salaries of part-time and casual workers. This gender pay gap is 21.7 per cent.¹⁹
- Women working full-time can expect to earn \$1,741.90 per week, compared to \$1,981.30 for men.²⁰
- Women have to work 47 extra days, on average, to earn the equivalent annual salary to men.²¹
- In 2020-21 median taxable income was 25.0 per cent lower (\$44,547) for women than men.²²
- For people approaching retirement (ages 60-64), women's superannuation balances were 25.1 per cent lower than men's in the 2020-21 financial year.²³
- Unpaid care work, interrupted workforce participation and part-time employment contributed 33 per cent to the national gender pay gap in 2020.²⁴

Industry and Occupation Gender Segregation

- Out of the 19 industries in Australia, nine have gender-balanced workforces (at least 40 per cent women and 40 per cent men).²⁵
- Women are overrepresented in the Health Care and Social Assistance industry and the Education and Training industry, whereas men are overrepresented in Mining, Electricity, Gas, Water and Waste Services, Construction, and Manufacturing industries.
- The gender pay gap persists even in female-dominated industries. The gender pay gap for the Health Care and Social Assistance industry, made up of 76.4 per cent women,²⁶ is 20.6 per cent (\$451.10 per week).²⁷
- Women are less likely to be in management and technical roles and more likely to work as clerical or administration staff.
- 42 per cent of managers and 18.2 per cent of technicians and trade workers are women, compared to 72.4 per cent of clerical workers and 71 per cent of community and personal service workers.²⁸
- From 2012 to 2022, women in STEM-qualified occupations rose from approximately 147,000 to approximately 247,000 – about a 68 per cent increase.²⁹

Income support payments

- Of the 290,630 Parenting Payment (single) recipients, 94.2 per cent are women.³⁰
- In March 2023, there were 57,000 Single Principal Carers with a child aged 8 – 13,³¹ of which 91.1 per cent were women.³²
- Of the 58,210 people receiving Parenting Payment (partnered), 90.3 per cent are female.³³
- 46.5 per cent of JobSeeker recipients are women.³⁴

- There are 52,000 JobSeeker recipients aged 55-59 on JobSeeker for 9 or more continuous months, of which 55 per cent were women.³⁵
- In March 2023, within Commonwealth Rent Assistance recipients, 49 per cent were single women.³⁶

Housing

- Housing costs have risen the most over the last three decades for people on low incomes, disproportionately impacting women who are more likely to spend more of their income on private rental housing.³⁷
- Women are the largest proportion of public housing and community housing occupants³⁸ and Commonwealth Rent Assistance recipients.³⁹
- 55 per cent of social housing program tenants are women (45 per cent are men).⁴⁰

Homelessness

- Of those experiencing homelessness in 2021, 44.1 per cent were women (an increase of 10.1 per cent from 2016), and 55.9 per cent were men (an increase of 1.6 per cent from 2016).⁴¹
- Women accounted for 81.7 per cent of the 6,067 increase of people experiencing homelessness in 2021.⁴²
- Women aged 35-44 years were the fastest growing cohort experiencing homelessness between 2016 and 2021, increasing by 20 per cent.⁴³
- Family and domestic violence is the greatest cause of homelessness for women.⁴⁴
- Women who sleep rough report poorer health outcomes and greater problematic drug and/or alcohol use relative to both men sleeping rough and women experiencing other types of homelessness.⁴⁵

Women's safety

- 2 in 5 women (39 per cent) and 2 in 5 men (43 per cent) have experienced violence since the age of 15.⁴⁶
 - 1 in 5 women (22 per cent) and 1 in 16 men (6.1 per cent) experienced sexual violence.
 - 1 in 3 women (31 per cent) and 2 in 5 men (42 per cent) experienced physical violence.
 - 1 in 4 women (23 per cent) and 1 in 14 men (7.3 per cent) have experienced intimate partner violence.⁴⁷
- Men are more likely to experience physical assault by a stranger (57 per cent) in a location outside the home, like a pub, bar or in the street (74 per cent).⁴⁸ Women are more likely to experience physical assault by an intimate partner (63 per cent) with assaults most often occurring at home (70 per cent).⁴⁹
- In women's most recent sexual assault by a male, the perpetrator was most often an intimate partner (53 per cent) and most often occurred in a home (69 per cent).⁵⁰
- In the 12 months after an assault, two-thirds of women experienced anxiety or fear for their personal safety, and one in nine had to take time off work.⁵¹
- In 2022-23, one woman was killed every 11 days by a current or former intimate partner.⁵²
- 59.7 per cent of single mothers have experienced intimate partner violence.⁵³

- 25 per cent of women who wanted to leave a violent partner were unable to due to a lack of financial support,⁵⁴ and 15 per cent of women who returned to a violent partner did so because they had no money or nowhere else to go.⁵⁵
- In 2020-21, First Nations women were 33 times more likely to be hospitalised due to family violence related assaults than non-Indigenous women, with the figure even higher in remote areas of Australia.⁵⁶
- 72 per cent of women with psychological or intellectual disability have experienced violence or abuse since the age of 15.⁵⁷

Sexual harassment

- More than 1 in 2 women (53 per cent) and 1 in 4 men (25 per cent) have experienced sexual harassment in their lifetime.⁵⁸
- One in three workers experienced workplace sexual harassment in the last five years (41 per cent of women and 26 per cent of men).⁵⁹
- Women with disability experienced higher rates of sexual harassment in the workplace (54 per cent) than men with disability (38 per cent) in the past five years.⁶⁰
- First Nations people are more likely to have experienced sexual harassment (53 per cent) than non-Indigenous Australians compared to (32 per cent).⁶¹
- 46 per cent of surveyed migrant and refugee women had experienced at least one form of sexual harassment in the workplace in the last five years.⁶²

Leadership

- Women remain under-represented in all key decision-making roles across almost all industries in the Australian workforce, comprising only: 22 per cent of CEOs, 37 per cent of key management positions, 34 per cent of board members, and 19 per cent of board chairs.⁶³
- The percentage of women on the top 200 Australian Securities Exchange (ASX) listed company boards is 36.4 per cent and top 300 is 35.6 per cent⁶⁴
- 25 per cent of Boards are gender balanced (at least 40 per cent of men and women).⁶⁵
- Chief Executive Women's 2023 Senior Executive Census reported that:⁶⁶
 - 20 women were CEOs in the ASX200, up from 14 women in 2022.
 - 26 women were CEOs in the ASX300, up from 18 women in 2022.
 - 23 per cent of ASX300 companies have gender balanced executive leadership teams, an increase from 17 per cent in 2022.
- The percentage of women on Australian Government boards is 51.6 per cent.⁶⁷
- Seven of 17 Government portfolios did not meet the 50 per cent target for women's on boards.
- 42.3 per cent of Government Chair and Deputy Chair positions are held by women.⁶⁸
- There are 10 women in the Australian Cabinet (43.5 per cent), the largest number of women ever.⁶⁹
- There are 54 women in the Government (103 people). The proportion of women in the House of Representatives is 38.7 per cent and in the Senate is 56.6 per cent.

International rankings and leadership

- Australia ranks 26th (out of 146) in the World Economic Forum's Global Gender Gap Index 2023. This index is made up of 4 domains, where Australia ranks: ⁷⁰
 - 38th for economic participation and opportunity.
 - 29th for political empowerment,
 - 78th for educational attainment; and
 - 89th for health and survival.
- The 2014 G20 commitment to reduce the workforce participation gap by 25 per cent by 2025 was met by Australia in March 2020, with a participation gap of 9.1 percentage points.
 - There were subsequent monthly fluctuations and the gap widened due to the impact of COVID-19. Australia re-surpassed the target in February 2021.

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First Nations Women

Key Points

- Gender equality in Australia cannot be achieved without reconciliation and equality for First Nations women and girls.
- Australia is committed to recognising the self-determined strengths and aspirations of First Nations women and girls and working in genuine partnership to achieve life outcomes equal to all Australians.
- Australia recognises the distinct needs of First Nations women and girls, and is committed to achieving gender equality for First Nations women and improving their safety and economic security.

Australia's Commitments

1. There is a significant body of work under way – led by First Nations women – to address their unique experiences in relation to racism and gender inequality. This includes:
 - a. The ***National Agreement on Closing the Gap***. The Agreement is a commitment between governments and First Nations people to work in partnership to improve life outcomes for First Nations people, and recognises the needs of First Nations women and girls, particularly in shared decision-making.
 - b. The ***Wiyi Yani U Thangani (Women's Voices): Securing Our Rights, Securing Our Future Report*** and its Implementation Framework and Change Agenda. This work is underpinned by the principles outlined in the United Nations Declaration on the Rights of Indigenous People of self-determination, participation in decision-making, respect for and protection of culture, and equality and non-discrimination.
 - c. The dedicated ***Aboriginal and Torres Strait Islander Action Plan 2023-2025*** under the ***National Plan to End Violence against Women and Children 2022-2032*** is guiding immediate efforts on ending violence against Aboriginal and Torres Strait Islander women, and will provide a strong foundation for a standalone First Nations National Plan to keep women and families safe.
 - d. A **National Inquiry into Missing and murdered First Nations women and children** is due to report on due 30 June 2024. The Government has announced it will undertake an initial review to inform the development of a national standard for government data on lost, missing, or murdered First Nations women and children.
2. Australia's recently released **national strategy to achieve gender equality** integrates and compliments existing Government efforts in order to respond to the needs of First Nations women and girls, while holding space for and working alongside actions and frameworks for First Nations gender justice.
3. The Government remains committed to **working in partnership with First Nations people**, including First Nations women, to achieve better outcomes. This includes working with First Nations peoples as we take the necessary time to get truth-telling right.

Reporting on the Gender Pay Gap

Key Points

- The Government is leading a national push to close the gender pay gap by improving transparency and ensuring workplaces understand that progressing gender equality is a shared responsibility.
- Australia is driving action through changes to the Workplace Gender Equality Act 2012, which now mandates employers with 100 or more employees to publish their gender pay gap.
- Australia is one of few countries that has a regulatory agency for gender equality in the workplace.
- The Workplace Gender Equality Agency (WGEA) works with organisations to measure and report on gender equality indicators, including their gender pay gap.

Sensitivities

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1. 12.0 per cent is the current national gender pay gap, based on Australian Bureau of Statistics (ABS) full time average weekly ordinary earnings data – which excludes additional remuneration such as over-time and bonuses.ⁱ This is the lowest gender pay gap on record for Australia.
2. WGEA calculates the gender pay gap for organisations with 100 or more employees which includes overtime, bonuses and additional payments, and the salaries of part-time and casual workers. This gender pay gap is 21.7 per cent.ⁱⁱ
3. The Government has introduced key reforms to accelerate the closing of the gender pay gap through the *Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023* which will require WGEA to publish gender pay gaps at employer level.
4. For the first time on 27 February 2024, WGEA published employer level gender pay gaps of Australian employers with a workforce of 100 or more employees.
 - a. Publishing this information increases pay gap transparency, assists employees to make more informed choices about where they want to work, and encourages employers to take action to close gender pay gaps in their workforces.
 - b. Australia also publishes the gender pay gap at national, industry and occupational levels.
 - c. WGEA is expected to publish the first Commonwealth public sector gender pay gaps at the end of 2024 or early 2025.
5. Key findings that emerged from WGEA’s reporting include:ⁱⁱⁱ

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- a. In every industry in Australia, the median of what a woman is paid is less than the median of what a man is paid for both base salary and total remuneration. Industries with higher pay rates tend to have higher gender pay gaps.
 - b. Construction has the largest median total remuneration gender pay gap at 31.8 per cent and Accommodation and Food Services has the lowest at 1.9 per cent.
 - c. The largest individual employer-level reported gender pay gap in favour of men was 73.1 per cent.
 - d. Employers in female-dominated industries have smaller gender pay gaps.
 - e. The gender pay gap significantly increases in industries with the largest reliance on bonus payments and overtime.
 - f. In both Transport, Postal and Warehousing and Electricity, Gas, Water and Waste Services, the size of these payments more than doubles the gender pay gap.
6. The Australian Government has made gender equality an object of the *Fair Work Act 2009*, legislation that sets out the rights and responsibilities of employees, employers and organisations.
- a. This change strengthens the capability of the Fair Work Commission to order pay increases for workers in low paid, female-dominated industries; and prohibits pay secrecy clauses to improve pay transparency and reduce the risk of gender pay discrimination.

Key Data

- In November 2023, the national gender pay gap based on Australian Bureau of Statistics (ABS) full time average weekly ordinary earnings data was **12.0 per cent**, the lowest value on record.
 - This widens to 26.7 per cent when looking at total cash earnings (including over-time and salary sacrifice) for all employees (including full-time and part-time).
- On average, women working full-time can expect to earn **\$238** less per week than men.
 - This does not include over-time or bonuses.
 - As at 2022, the gender pay gap costs Australia's economy **\$51.8 billion** a year in lost income.
- Broad-based full-time wages growth for women across the private (up 3.2 per cent in the six month to November) and public (up 3.0 per cent) sectors has driven the reduction in the gender pay gap.
- The Workplace Gender Equality Agency (WGEA) calculates the gender pay gap for organisations with 100 or more employees which includes overtime, bonuses and additional payments, and the salaries of part-time and casual workers. As at November 2023, this gender pay gap is **21.7 per cent**.^{iv}
- In 2021, it was projected that it would take **26 years** to close Australia's gender pay gap.

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Gender attitudes & stereotypes

Key Points

- Attitudes and stereotypes are the foundation of gender inequality and limits opportunities for people of all gender identities. While most people in Australia reject attitudes that perpetuate gender inequality, negative attitudes toward women still exist.
- Australia is committed to challenging the stereotypes that limit how women and men are perceived, treated and behave at work, in relationships, in their homes, online and by their communities.
- Dismantling gender attitudes and stereotypes also has a positive impact on men as they underlie some of the issues where men face disadvantage, including mental health, life expectancy and access to paid parental leave and flexible work arrangements.

Australian Government Action

1. Australia recently released a **national strategy to achieve gender equality** outlining the Government's strong vision for gender equality in Australia through a framework for action over the next 10 years.
2. Challenging the harmful gender attitudes and stereotypes that limit how people behave and how people are treated is an overarching priority running throughout the Strategy and cutting across every priority area – safety, care, economic equality, health, and leadership and representation.
3. Changing attitudes and stereotypes is a complex process. While efforts in this area are spearheaded by the Australian Government, the community, civil society organisations, businesses and sporting organisations all have an important role to play in inciting change.
4. **Our Watch** is Australia's largest and longest standing investment into primary prevention and early intervention of gender-based violence at a whole-of society level, focused on producing frameworks, policies, and campaigns to prevent violence against women and their children in Australia.
 - a. **Change the Story** is Our Watch's evidence based framework that guides a coordinated and effective national approach to preventing violence against women. It focuses on individual behaviours to consider the broader social, political and economic factors that drive violence against women, and the social context of gender inequality in which this violence arises.
 - b. Our Watch has developed **Changing the landscape**, a national resource to prevent violence against women and girls with disabilities by offering a conceptual model explaining the underlying and intersecting drivers of violence. They have also developed **Changing the Picture**, a national framework containing a set of actions that are required to address the many drivers of violence against Aboriginal and Torres Strait Islander women.
5. The **Stop it at the Start campaign** aims to break the cycle of violence by encouraging adults to reflect on their attitudes and have conversations about respectful behaviours with young people aged 10-17. The campaign includes advertising, community engagement and corporate engagement.

6. The Australian Government is taking action to challenge gender stereotypes through reforms to **Paid Parental Leave** to encourage parents to more equally share caring responsibilities, and efforts to **reduce gender segregation** in industries and workplaces.
7. The Australian Government is working alongside educational institutions to shift how children understand stereotypes from an early age, because we understand the long term impacts changing the way boys and girls view themselves.
 - a. For example, the Government is investing in high quality, evidence-based, age-appropriate **consent and Respectful Relationships Education** in Australian primary and secondary schools, by providing funding to states and territories and non-government school systems to support their investment in delivering expert-developed Respectful Relationships Education.
 - b. Australia has a **strategy to advance women in STEM and programs** to raise awareness and challenge gender stereotypes around women’s and men’s careers, including through programs to co-fund university scholarships to women studying STEM projects.
 - c. Australia also has a **Women in STEM Ambassador**, who advocates for gender equity in STEM, increases awareness and makes women and girls in STEM more visible to combat negative stereotypes.
8. Certain industries have much larger roles to play in changing gender norms. For example:
 - a. The technology industry must be proactive in ensuring gender bias is not built into new technologies and adopt **Safety by Design** principles, including through guidance offered by the eSafety Commissioner.ⁱ
 - b. The media and entertainment industry plays a key role in reinforcing how people understand gender and should look closely at its depictions of women and men.

Key Data

- Modelling shows that more flexible ideas around gender could grow Australia’s economy by at least \$128 billion a year, on average.ⁱⁱ
- While most people in Australia reject attitudes that perpetuate gender inequality, negative attitudes toward women still exist.ⁱⁱⁱ
- 41 per cent of people believe that women often mistake innocent remarks as being sexist, 37 per cent mistrust women’s reports of violence, and 19 per cent believe women prefer men to be in charge in relationships.^{iv}
- 13 per cent of people believe consent is not always needed in relationships.^v

ⁱ eSafety Commissioner (2021) *Safety by Design*, esafety Commissioner website, accessed 5 January 2024.

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Women's Safety

Key Points

- Violence against women and children is an epidemic in Australia.
- The Australian Government is committed to ending gender-based violence by providing national leadership and record investments to women's safety.
- Australia's *National Plan to End Violence against Women and Children (2022-2032)* guides action across all levels of government to achieve the vision to end gender-based violence in one generation.

1. Australia's *National Plan to End Violence against Women and Children (2022-2032)* sets out a 10-year national framework for ending gender-based violence and will guide Government actions across the four key pillars of **prevention, early intervention, response, and recovery and healing** to help break the cycle of violence and support victim-survivors.
 - a. Practical actions to implement the National Plan are outlined in the five-year Action Plan and dedicated Aboriginal and Torres Strait Islander Action Plan.
 - b. The National Plan has ambitious and measurable targets set out in an Outcomes Framework that increases the Government's ability to monitor change over the life of the National Plan.
 - c. The Government is also developing a standalone First Nations National Plan to address the high rates of violence experienced by First Nations women and children.
2. The Government has recently established Australia's first **national Domestic, Family and Sexual Violence Commission** to amplify the voices of people with lived experience of violence, provide policy advice, and promote coordination and accountability for ending gender-based violence. Australia is only one of three countries in the world to have such a position.
3. To promote safer outcomes for victim-survivors of family and domestic violence and inform more effective and consistent responses, Australia has introduced *National Principles to Address Coercive Control in Family and Domestic Violence*, designed to be used by Government and non-government organisations involved in responding to violence.
4. Women's experiences of violence impacts their participation in the workforce, opportunities for career progression, lifetime earnings and economic security in retirement.
5. The Government introduced a range of legislative workplace relations reforms to improve women's safety and economic participation, including legislating 10 days of **paid family and domestic violence leave** and a **workplace duty** to protect employees from third party violence and harassment.
6. To create safer workplaces free from harassment and violence, the Government is also progressing all of the Australian Human Rights Commission's recommendations from the *Respect@Work Report*.
7. The **Australian Human Rights Commission** has powers to investigate and enforce compliance of the positive duty on organisations to eliminate sexual harassment in the workplace.
8. Women face disproportionate levels of online abuse. To respond to this, Australia established the **eSafety Commission**, Australia's **independent regulator for online safety** and the world's first government agency dedicated to keeping people safer online.
 - a. The eSafety Commission has substantial enforcement powers to protect all Australians, including powers requiring online service providers to remove harmful content.

Please refer to *Gender Equality Key Facts* for statistics.

The care and support economy

Key Points

- Australia is committed to a sustainable and productive care and support economy that delivers quality, affordable care and jobs.
- Valuing the care and support economy matters for gender equality, socio-economic equality, poverty reduction, inclusive growth and sustainable development.
- Australia's paid care sector has a high proportion of women. Women make up 86 per cent of the aged care workforce, 92 per cent of the Early Childhood Education and Care workforce, and 76 per cent of the healthcare and social assistance workforce.ⁱ
- The Australian Government is committed to a sustainable and productive care and support economy that delivers quality care and decent jobs, and recently provided an interim wage increase for many aged care workers and is increasing social protection supports for families with children in care.

1. The care and support economy has a two-fold impact on women's economic equality –
 - a. Women make up the majority of workers in these sectors, who are poorly paid due to the lower value given to the work done in feminised workforces in Australia
 - b. Women in Australia provide the majority of unpaid care work in the home, limiting women's ability to engage in paid work, resulting in lower wages and reduced economic outcomes.
2. The availability of formal care services are a key enabler of women's workforce participation, as unpaid care work is primarily done by women.
 - a. In 2021, caring responsibilities affected the labour force participation for over 900,000 Australians; over 80 per cent of whom were women and of that 45 per cent wanted to work but could not.ⁱⁱ

Australian Government initiatives

3. Australia is developing a ***National Strategy for the Care and Support Economy*** to set out policy goals and actions to achieve a productive care and support economy that delivers quality care with secure, safe jobs and decent wages. It focuses on improving the quality, accessibility and sustainability of aged care, disability support, veterans' care and early childhood education and care for both those accessing care and support and workers in the sector.
4. To address growing concerns about the quality of care for older people, Australia is implementing **reforms to improve the working conditions and wages of aged care workers**, while enhancing the quality of care provided to older people. The Australian Government recently provided an interim wage increase for many aged care workers on the award minimum wage.
5. The Government is making **early childhood education and care more affordable**, including by increasing Child Care Subsidy rates for 96 per cent of families with children in care. The Government is also investing in early childhood education and care workers to improve retention in the sector including through subsidies and exchanges designed to strengthen skills and professional experience.

6. The Government is expanding eligibility for the **income support payment for single parents** [Parenting Payment (Single)] to parents with dependent children aged under 14 (previously aged under 8). This will provide more support for single parents, 80 per cent of whom are women, to balance the need for childcare with paid employment.
 7. The Government is **expanding paid parental leave** through a range of reforms that aim to make the leave more accessible and flexible, encourage men to take leave, and provide more support for caring.
 - a. Paid parental leave will increase to 26 weeks by 2026 and can be shared between parents, with a proportion reserved for each parent on a use it or lose it basis. Single parents can receive the entire amount.
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ⁱ Australian Institute of Health and Welfare, 2020, [Department of Health 2020 Aged Care Workforce Census Survey](#)

ⁱⁱ PM&C analysis of ABS Participation, *Job Search and Mobility survey*, 2021 release on Tablebuilder.

Women's Economic Equality

Key Points

- Australia is committed to advancing women's economic equality, as fundamental to achieving gender equality and a fairer, more prosperous and resilient economy.
- On average, women in Australia have lower workforce participation than men, have lower earnings including in retirement, are overrepresented in health care and education industries, are underrepresented in management roles, and undertake more unpaid care and domestic work.
- Low workforce participation and low wages for women, along with unpaid care and more part-time work, significantly impact women's lifetime earnings, including retirement incomes, with considerable implications for older women.
- Australia recognises there is a strong relationship between economic insecurity and violence against women, with violence impacting women's participation in the workforce, opportunities for progression and lifetime earnings.

1. Deloitte Access Economics estimates by removing structural barriers and addressing social norms that limit women's workforce participation, the Australian economy would experience a \$128 billion per annum uplift. This translates to an additional \$12,000 per household per year in Australia generated by the larger economy. It would also result in an additional 461,000 people added to the labour force on a full time equivalent basis each year for the next 50 years.

Australia's Commitments

2. Australia's recently released **national strategy for gender equality** includes our commitment to women's economic equality as a priority theme.
3. The Government is **delivering tax reforms** that aim to incentivise women's workforce participation and deliver more tax relief to women, with a disproportionate positive impact on women with lower incomes. Recent changes will allow women to work additional hours and keep a larger proportion of their pay, expected to increase women's workforce participation by 0.37 per cent.
4. Australia is prioritising getting **more women into trades and other male dominated industries** through apprenticeship supports, offering fee-free vocational education places, creating gender targets for women in apprenticeships, and the development of a new National Skills Agreement with gender equality as a priority area.
5. The Australian Government has lifted **Child Care Subsidy rates** for families to improve affordability of early childhood education and care, which enables women to reduce the amount of time they spend caring for children and increase their workforce participation, according to their preferences.
6. Australia is expanding **Paid Parental Leave** by two weeks per year until it reaches 26 weeks by 2026. By 2026, a total of 4 weeks will be reserved for each parent, and both parents can take 4 weeks of

leave at the same time. These changes promote parenting as an equal partnership and encourage the sharing of care responsibilities to allow more flexibility for parents to work.

7. Australia has made a number of **reforms to the workplace relations system**. For example, changes to the *Fair Work Act 2009* include:
 - a. Making gender equality an objective of the Act and making breastfeeding a protected attribute.
 - b. Expressly prohibiting sexual harassment
 - c. Applying the right to request flexible working arrangements to employees experiencing family and domestic violence and employees who are pregnant;
 - d. Providing new obligations for employers before they can refuse a request for a flexible working arrangement;
 - e. Introducing paid domestic and family violence leave as an entitlement under the Act.
8. The Australian Parliament has recently passed the *Closing Loopholes* legislation, which enacts a wide range of measures to support workers most vulnerable to exploitation. Key changes include:
 - a. Strengthening discrimination protections for employers who have been, or are being, subjected to family and domestic violence;
 - b. Criminalising wage theft;
 - c. Allowing individuals and organisations to apply to the Fair Work Commission for orders for minimum standards in the gig economy using digital labour platforms, including on pay; and
 - d. Making it easier for casual employees to convert to full-time work if they choose.

Please refer to *Gender Equality Key Facts* for statistics on women's economic equality in Australia.

Women's Health and Sexual and Reproductive Health and Rights (SRHR)

Key Points

- Australia is committed to protecting and promoting the sexual and reproductive health and rights (SRHR) of all women and girls in Australia, including access to safe, affordable maternal health services, including child birth and pregnancy termination services.
- Women are negatively impacted by gender bias in the health system across research, diagnosis, treatment and outcomes. Gender attitudes and stereotypes create barriers for both women and men's access to health services, including for mental health.
- Access to healthcare is not equal amongst all women and girls, with some cohorts facing increased barriers to accessing services.

Sensitivity

- s 47E(d) [REDACTED]
1. Australia's ***National Women's Health Strategy 2020–2030*** (the Strategy) outlines a national approach to improving health outcomes for women and girls throughout their lives, including protecting and promoting universal access to sexual and reproductive health information, treatment and services.
 - a. The Strategy's five priority areas are maternal and sexual and reproductive health; healthy ageing; chronic conditions and preventive health; mental health; and the health impacts of violence against women and girls.
 2. The Government established the **National Women's Health Advisory Council** (the Council) to guide implementation of the Strategy and promote better health outcomes for all women and girls.
 - a. The Council has established subcommittees to look at gender bias in the health system across the areas of safety, research, empowerment and access, care and outcomes.
 - b. The Council conducted a national survey on experiences of gender bias in the health system. Results are expected in the first half of 2024.
 3. Australia is investing in women and girl's health outcomes through:
 - a. research and data collection activities that support women and girl's health outcomes;
 - b. a Medicare benefit item for gene profiling to assess a patient's recurrent breast cancer risk;
 - c. culturally appropriate alcohol and other drug treatment for First Nations women;
 - d. support for eating disorders;
 - e. continued investment in the Australian Contraception and Abortion Primary Care Practitioner Support Network for service delivery; and
 - f. implementation of the National Strategy for the Elimination of Cervical Cancer in Australia.
 4. **First Nations women** seeking termination of pregnancy, tubal ligation, and insertion of IUDs face barriers including lack of culturally safe services and lack of appropriately trained staff in rural and remote locations. They also experience sexual and reproductive health inequities, with higher prevalence of sexually transmissible infections, maternal mortality, and infant deaths.

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5. Women from **culturally and linguistically diverse backgrounds, including migrants, refugees** and their children, may experience language and cultural barriers in accessing health facilities, services and information. Lack of Medicare access for women on temporary visas, including international students, may also impact affordability of health care.
6. **Women and girls with disability** can experience exclusion or under-servicing from sexual and reproductive health services due to accessibility and attitudinal barriers. They can be at risk of forced or coerced sterilisation; forced contraception or limited/no contraceptive choices; menstrual suppression; poorly managed pregnancy and birth; and forced or coerced abortion.
 - a. Australian laws have been significantly reformed to provide better protection for people with disabilities, including in relation to sterilisation over the past two decades.

Termination services in Australia

7. Australia's health system provides for **safe and legal termination of pregnancies** in all states and territories. Early termination (up to 14 weeks gestation) is available Australia-wide and later term terminations are available in most states and territories.
 - a. Relevant laws are a matter for individual states and territories.
8. The Government acknowledges that geographic location and high out of pocket costs can affect access to pregnancy termination services.
9. Up to nine weeks gestation, women in regional, rural and remote areas may access a medical termination of pregnancy prescription via telehealth, under certain conditions, by having medication posted to them and accessing phone after-care.
10. The Government removed a number of restrictions for health professionals prescribing and dispensing MS 2-Step (mifepristone and misoprostol) for medical abortion up to 9 weeks gestation.
 - a. These changes mean that any health practitioner with the appropriate qualifications and training can prescribe MS 2-Step, allowing greater access to medical abortion across Australia.

Senate inquiries

11. A **Senate inquiry into universal access to reproductive healthcare** in Australia outlined 36 recommendations, including in relation to accessibility and quality of services for contraception, termination of pregnancy, and maternity care, as well as workforce training and scope of practice.
 - a. The Government is preparing a response to the inquiry's report, *Ending the postcode lottery: addressing barriers to sexual, maternity and reproductive healthcare in Australia*.
12. A **Senate inquiry into issues related to menopause and perimenopause** is underway, due to report by 10 September 2024. The focus of the inquiry is to understand:
 - a. The economic, social, physical and mental health impacts of menopause;
 - b. Cultural and societal attitudes towards menopause;
 - c. Awareness and support amongst the medical workforce and employers; and
 - d. Domestic and international policies and programs to address impacts of menopause.

Progress towards gender equality

Key Points

- Australia is committed to being a global leader on gender equality and is putting gender equality at the heart of policy and decision-making.
- Australia has made remarkable progress to achieve gender equality over the last 40 years. However, distinct challenges continue to impede women's equality across their lives.
- Australia's overall ranking on the World Economic Forum's Global Gender Gap Index improved from 43rd in 2022 to 26th in 2023.
- Australia's gender pay gap has fallen to 12.0 per cent in November 2023, the lowest level on record.

Australia's gender equality institutions and structures

1. The **Office for Women**, located centrally in the Department of the Prime Minister and Cabinet, is responsible for driving whole-of-government reforms necessary to achieve gender equality. The Office for Women works across government to place women and gender equality at the centre of policy and provide quality gender advice to the Minister for Women and the Prime Minister.
2. Australia's **Workplace Gender Equality Agency (WGEA)** delivers Australia's gender equality reporting and data collection program, and supports employers to remove barriers to women's participation in the workforce. WGEA requires non-public sector employers with 100 or more employees to report annually against gender equality indicators. WGEA publishes employer gender pay gaps and performance online and releases a yearly Gender Equality Scorecard looking at the state of gender equality in Australia.
3. The **Ambassador for Gender Equality**, is the lead advocate for Australia's work on gender equality and the human rights of women and girls internationally. The Ambassador engages in international advocacy, public diplomacy, and outreach in support of Australian Government policies and programs to promote gender equality.
4. Australia's **Sex Discrimination Commissioner**, promotes and advances the rights of Australians by tackling discrimination on the grounds of sex, sexual orientation, gender identity, intersex status and all other protected attributes in the *Sex Discrimination Act 1984*.
5. Australia's **eSafety Commissioner** is the **world's first government agency dedicated to keeping people safer online**. The eSafety Commissioner acts as Australia's national independent regulator for online safety and actively promotes gender equality by tackling technology-facilitated gender-based violence, focused on prevention, protection, and proactive and systemic change.
6. Australia is one of three countries to have a national **Domestic, Family, and Sexual Violence Commissioner**. The Commissioner is responsible for monitoring progress of Australia's National Plan to End Violence against Women and Children 2022-2032, providing national leadership and coordination across levels of Government and amplifying the voices of people with lived experience.

7. Australia's **national strategy for gender equality** outlines the Government's strong vision for gender equality in Australia through a framework for action over the next 10 years. The Strategy focuses on five priority areas – safety, care, economic equality, health, and leadership and representation.
 8. Australia is expanding and improving our **gender responsive budgeting system**, which weaves consideration of gender impact through the budget process and is a key way that governments can identify and fund measures that close gender gaps. Key elements of the gender responsive budgeting system in Australia include:
 - a. Establishing an overarching strategic framework (national strategy);
 - b. Designing and implementing tools to support gender analysis (gender impact assessments) and incorporating this analysis in a Women's Budget Statement;
 - c. Creating an enabling environment through better collection of gender-disaggregated data, and building capacity of civil servants.
 9. Australia was the first country in the world to develop a women's budget statement in 1984 to ensure budget decisions would be made with full knowledge of their impact on women. Australia reinstated an **annual Women's Budget Statement** in 2021. As an official Budget document, the Women's Budget Statement forms an important mechanism through which the Australian Government can be transparent about its consideration of gender equality in making budgetary decisions.
 10. Australian Government Departments are required to complete gender analysis for all new measures appearing before the Cabinet, and comprehensive **Gender Impact Assessments** for items that meet set criteria. The criteria takes into account the financial value, target cohorts, workforce gender split, partnerships, and the overall impact the policy will have on gender equality.
 11. The **Women's Economic Equality Taskforce** was established in September 2022 and provided independent expert advice to Government on a wide range of women's economic equality issues. The Taskforce provided its final report to the Government in October 2023 and has now concluded. The Taskforce was comprised of eminent women selected based on their wide-ranging skills and lived experiences to ensure women's voices are at the centre of policy and decision-making.
 12. Australia collaborates with six **National Women's Alliances**, which play a key role in understanding the experiences affecting women, and elevating diverse voices to inform policy development and decision-making. The six alliances work in the following priority areas: Women's safety; Women's economic security and leadership; Women from culturally and linguistically diverse backgrounds; Aboriginal and Torres Strait Islander women; Women living in rural, regional and remote areas of Australia; and Women with disability.
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Data snapshot - Rural, Regional and Remote Women

Key Issue

- Women living in rural, regional and remote areas in Australia experience worse outcomes in employment, pay equity, and health and safety compared to women living in major cities.

Workforce Participation and Pay Equity

- Women in regions outside greater capital cities have lower workforce participation rates (59.7 per cent) compared with women in greater capital cities (64.9 per cent).¹
 - Men in regions outside greater capital cities have a higher participation rate at 67.5 per cent.
- Women's workforce participation is the lowest for women living in remote and very remote areas, at 43.6 per cent.²
 - For men living in remote and very remote areas, this is 46.9 per cent.
- The gender pay gap is 29.3 per cent for women working in very remote areas and 28.2 per cent in remote areas.³
 - In comparison, the gender pay gap for women working in major Australian cities is around 19 per cent.⁴

Health

- The median age at death for women is 79 years in remote areas and 69 years in very remote areas.⁵
 - This compares to women in major cities (85 years), inner regional areas (84 years) and outer regional areas (83 years).
- Women in regional, rural and remote areas experience a range of poorer outcomes, including heart disease, type 2 diabetes, chronic kidney disease, lung conditions, suicide, and self-inflicted injuries.⁶
- Women living in regional and remote areas are more likely to engage in risky behaviours, such as smoking and consuming alcohol at levels that put them at risk of harm, compared with women living in major cities.⁷

Safety

- Women living outside major cities are 1.5 times more likely to experience partner violence than women living in major cities (23 per cent compared to 15 per cent).⁸
- Rates of teenage pregnancy increase with geographic distance from urban areas.⁹

¹ Australian Bureau of Statistics (ABS), *Labour Force, Australia, Detailed, December 2023*, Table RM1 - Labour force status by age, labour market region (ASGS) and sex, released 25 January 2024.

² ABS, *2021 Census of Population and Housing [TableBuilder]*, accessed 7 February 2024.

³ Workplace Gender Equality Agency, *Gender Equity Insights 2022: The State of Inequality in Australia*, BCEC|WGEA Gender Equity Series, Issue #7, October 2022.

⁴ Workplace Gender Equality Agency, *Gender Equity Insights 2022: The State of Inequality in Australia*, BCEC|WGEA Gender Equity Series, Issue #7, October 2022.

⁵ Australian Institute of Health and Welfare (AIHW), *Rural and remote health*, Table 1: Median age at death, mortality rate, and rate ratio, by sex and remoteness area, 2021, updated 11 September 2023.

⁶ AIHW, *Rural and remote health*, Health status and outcomes, updated 11 September 2023.

⁷ AIHW, *Rural and remote health*, Figure 3 Prevalence of risk factors by remoteness, 2017-18, updated 11 September 2023.

⁸ AIHW, *Rural and remote health*, Health risk factors, Family, domestic and sexual violence (AIHW 2019), updated 11 September 2023;

⁹ AIHW, *Australia's children*, released 2020.

Data snapshot - Culturally and Linguistically Diverse Women

Key Issue

- Australian women who are culturally and linguistically diverse are likely to work less, earn less money and hold fewer leadership positions than their counterparts.
- While there is a lack comprehensive data on the experiences of safety among this population, available data indicates that this group experience high levels of violence and sexual harassment.¹

Workforce participation, education, skills and employment

- In December 2023, the participation rate for women who arrived in Australia from all countries was 61.9 per cent,¹ slightly lower than the overall women's participation rate of 62.6 per cent.²
- The unemployment rate for women from countries that are *not mainly English-speaking* was 4.2 per cent. This compares to the overall women's unemployment rate of 3.8 per cent,³ and 2.6 per cent for women from *mainly English-speaking countries*.⁴
- Almost half (46 per cent) of overseas born women in Australia have attained a bachelor's degree or above, compared to one-third (30 per cent) of Australian-born women.⁵

Pay equity

- At the 2021 Census, 86 per cent of women who spoke English *not well* or *not at all*, reported a total weekly personal income of \$799 or below.⁶
 - In comparison, 51 per cent of women who spoke English only and 49 per cent of women who spoke English *well* or *very well* reported a weekly personal income below \$799.⁷
- In 2020-21, the median income per job held by female migrants was \$21,730, compared to \$39,783 for all women.⁸

Health

- Although women migrating to Australia are generally of good health due to the 'healthy migrant effect' (i.e. health requirements and eligibility criteria ensuring that generally those in good health migrate to Australia),⁹ they experience barriers to accessing health care once in Australia.
- A 2023 summary of evidence by the Centre for Health Equity at the University of Melbourne found that migrant women when accessing maternity care faced issues regarding language challenges, interpreters, access to care, experiences with health workers, trust in healthcare, cultural preferences for care and conflicts between traditional and Western medical practices.¹⁰

¹ There is no single way to define what it means to be from a culturally and linguistically diverse background. Data in this brief is focused on women from migrant and refugee backgrounds (without distinguishing first or second-generation migrant women). Where no direct data is available, data about women born in mainly non-English speaking countries, women born overseas, proficiency in English, is used as a proxy.

Safety

- The following studies provide insights into the safety experiences of the surveyed women. However, they are not statistically representative of the migrant and refugee women population in Australia.
- A 2021 study by Monash University of migrant and refugee women's experiences of safety and security in Australia found that 91 per cent had experienced controlling behaviours, 47 per cent had experienced or witnessed violence towards others and/or property, and 42 per cent had experienced physical or sexual violence.¹¹
- A 2023 survey by Australia's National Research Organisation for Women's Safety found that 46 per cent of surveyed migrant and refugee women had experienced at least one form of sexual harassment in the workplace in the last five years.¹²
- The Australian Human Rights Commission's 2022 survey on sexual harassment in Australian workplaces found a very slight difference in experiences of workplace sexual harassment in the last five years between women whose main language spoken at home was not English (40 per cent), and women whose main language was English (41 per cent).¹³

Leadership

- Diversity Council Australia (DCA) and Deakin University research showed that, in 2015, of all directors of companies on the Australian Stock Exchange:
 - 2.5 per cent were culturally diverse women.
 - 5.7 per cent were non-culturally diverse women.
 - 27.8 per cent were culturally diverse men.
 - 64 per cent were non-culturally diverse men.¹⁴
- As at 30 June 2023, there were 1,711 women in the Senior Executive Service in the Australian Public Service, of which 7 per cent identified as being from a Non-English speaking background.¹⁵
- The DCA 2023 report 'Culturally and Racially Marginalised (CARM) Women in Leadership' found:
 - 65 per cent of the women surveyed agreed CARM women employees received fewer opportunities for career advancements than other women.
 - 75 per cent reported that others assumed they worked in a lower status job than they did and treated them as such.
 - 65 per cent felt they were ignored or not taken seriously by their managers because of being a CARM woman.¹⁶

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- ¹ Australian Bureau of Statistics (ABS), *Labour Force, Australia, Detailed, December 2023*, LM7, released 25 January 2024.
- ² ABS, *Labour Force, Australia, December 2023*, Released 18 January 2024.
- ³ ABS, *Labour Force, Australia, December 2023*, Released 18 January 2024.
- ⁴ ABS, *Labour Force, Australia, Detailed, December 2023*, LM7, released 25 January 2024.
- ⁵ ABS, *Education and Work May 2023*, [TableBuilder] released 1 November 2023.
- ⁶ ABS, *2021 Census of Population and Housing*, [TableBuilder], accessed 4 October 2023.
- ⁷ ABS, *2021 Census of Population and Housing*, [TableBuilder], accessed 4 October 2023.
- ⁸ ABS, *Jobs in Australia 2020-21*, Table 18, released 6 December 2023.
- ⁹ ABS, *Long-term health conditions 2021*, released 30 August 2022
- ¹⁰ Billett, H., Vazquez Corona, M. and Bohren, M.A. (2021), *Women from migrant and refugee backgrounds' perceptions and experiences of the continuum of maternity care in Australia: A qualitative evidence synthesis*, *Women and Birth*, 35(4).
- ¹¹ Segrave, M. Wickes, R, and Keel, C. (2021) *Migrant and Refugee Women in Australia: The Safety and Security Survey*, Monash University, page 31. Note: Harmony Alliance partnered with Monash on this study.
- ¹² Australia's National Research Organisation for Women's Safety (ANROWS) (2023) *Migrant and refugee women in Australia - A study of sexual harassment in the workplace, page 6*
- ¹³ Australian Human Rights Commission (2022) *Time for respect: Fifth national survey on sexual harassment in Australian workplaces*, page 54.
- ¹⁴ Diversity Council Australia (2017) *Capitalising on Culture and Gender in ASX leadership*.
- ¹⁵ Australian Public Service Commission, *APS Employment Data 30 June 2023*, Table 83, released 15 September 2023.
- ¹⁶ Diversity Council Australia (2023) *Culturally and Racially Marginalised Women in Leadership*, page 20. Note: survey had relatively small sample size - 370 culturally and racially marginalised (CARM) women.

Data Snapshot – First Nations Women

Key Issue

- First Nations women in Australia experience worse outcomes in employment, pay equity, health and safety, and leadership than non-Indigenous women in Australia.¹
- First Nations women and children experience high rates of violence, discrimination and disadvantage.

Workforce Participation, Skills and Employment

- The workforce participation rate for First Nations women aged 15-64 years is 51.3 per cent, compared to 71.9 per cent for non-Indigenous Australian women.¹
- 51.7 per cent of First Nations women aged 15-64 work full-time.²
- The employment rate is highest for Indigenous women with a bachelor's degree or above (85.6 per cent), and is lowest for Indigenous women whose highest level of educational attainment is secondary year 9 or below (19.0 per cent).³
- Almost one-in-ten (9.7 per cent) First Nations women aged 15-64 have completed a bachelor's degree or higher, lower than the 35.3 per cent for non-Indigenous Australian women.⁴
- Indigenous-focused job postings are highly concentrated in three Industry divisions (public administration and safety; health care and social assistance; and education and training), and one major occupation group (community and personal service workers).⁵
- One in four First Nations women said they feel supported when they experienced racism at work.⁶

Pay Equity

- Of the First Nations women who reported income in the 2021 Census:⁷
 - Three quarters (74.1 per cent) reported weekly income of less than \$1,000 compared with 61.8 per cent of non-Indigenous Australian women.
 - 4.7 per cent reported weekly income of more than \$2,000 compared with 10.0 per cent of non-Indigenous Australian women.
- On average First Nations women earn less than First Nations men. The median personal income for First Nations women is \$500-\$649 per week, compared to \$650-\$799 for First Nations men.⁸

¹ When engaging with international stakeholders, we encourage you to use 'Indigenous', which will be more readily understood. 'First Nations' may require some more explanation with some delegates.

Health

- Aboriginal and Torres Strait Islander women born between 2020 and 2022 are expected to live to 75.6 years compared to 83.8 years for non-Indigenous women, a gap in life expectancy of 8.1 years.⁹
- Life expectancy for Aboriginal and Torres Strait Islander women is lower in remote and very remote areas (71.3 years) compared with major cities (76.5 years).

Safety

- In 2020-21, First Nations women were 33 times more likely to be hospitalised due to family violence-related assaults than non-Indigenous women. The figure even higher in remote areas of Australia.¹⁰

Leadership

- In 2021, First Nations women accounted for 1.6 per cent of all female managers aged 15-64 compared with 1.2 per cent for First Nations men.¹¹
- First Nations women are vastly underrepresented on boards across the Government, national sporting organisations, cooperative research centres, research and development corporations, and universities, accounting for 1.6 per cent of board members across these five sectors.¹²
- At June 2023, First Nations women accounted for 4.0 per cent of all women in the Australian Public Service and 68.2 per cent of all First Nations employees.

¹ Australian Bureau of Statistics (ABS), [2021 Census of Population and Housing \[TableBuilder\]](#), accessed 4 October 2023.

² ABS, [2021 Census of Population and Housing \[TableBuilder\]](#), accessed 4 October 2023.

³ Australian Institute of Health and Welfare (AIHW), [Employment of First Nations people](#), Figure 2, Proportion of employed people aged 15-64 by employment type, sex, Indigenous status and highest level of education, 2021.

⁴ ABS, [2021 Census of Population and Housing \[TableBuilder\]](#), accessed 11 October 2023.

⁵ Mason, Claire M., et al., ["Employers' Job Advertisements: Are They Addressing or Entrenching Indigenous Labour Market Segmentation?"](#), SocArXiv, released 24 July 2023.

⁶ WGEA, [Gari Yala \(Speak the Truth\): Gendered Insights](#), 2021.

⁷ ABS, [2021 Census of Population and Housing \[TableBuilder\]](#), accessed 4 October 2023.

⁸ ABS, [2021 Census of Population and Housing \[TableBuilder\]](#), accessed 4 October 2023

⁹ ABS, [Aboriginal and Torres Strait Islander life expectancy, 2020-2022](#), released 29 November 2023, accessed 11 January 2024,

¹⁰ AIHW (2022), [Family, domestic and sexual violence data in Australia](#), accessed 17 January 2024.

¹¹ ABS, [2021 Census of Population and Housing](#).

¹² Women on Boards, [Truth Be Told: Cultural Diversity on Australian Boards](#), page 15.

Data Snapshot - LGBTQI+ People

Key Issue

- Available data indicates that LGBTQI+ cohorts in Australia experience disproportionately worse outcomes in health and safety, and leadership measures compared with non-LGBTQI+ cohorts.
- Quality and consistent data collection on LGBTQI+ people is limited across many areas, however the Australian Government is seeking to address these data gaps.

Workforce Participation, Skills and Employment

- Employment for same-sex couples living together was 80 per cent, which was substantially higher than employment status of all couples living together (66.9 per cent).¹

Health

- The rate of mental health conditions reported by people in same-sex couples (16 per cent) was double the rate reported for the total population of all people in a couple relationship (8.2 per cent).²
- Transgender, gender diverse and non-binary people experience significant mental health disparities. A 2021 study found 73 per cent report lifetime diagnosis of depression; 67 per cent report anxiety; 63 per cent report previous self-harm and 43 per cent report they had attempted suicide.³
- A 2019 survey highlighted ongoing challenges faced by transgender people in Australia in accessing health care. Almost one quarter of participants (23 per cent) had been refused gender affirming care and 1 in 5 (21 per cent) have been refused general health care.⁴

Safety

- The Private Lives survey (2019) found that of transgender and non-binary survey respondents:⁵
 - 1 in 2 (49 per cent) had experienced sexual assault.
 - 3 in 5 (61 per cent) had experienced violence from an intimate partner.
 - 8 in 10 (81 per cent) with severe disability had ever experienced family violence.
- LGBTQIA+ people with disability experience higher rates of violence and abuse linked with their gender or sexual orientation. For young LGBTQIA+ people with disability (aged 14-21) over a 12-month period:⁶
 - 52 per cent experienced verbal harassment or abuse due to their sexuality or gender identity.
 - 15 per cent experienced physical harassment due to their gender or sexual identity.
 - 31 per cent experienced sexual harassment or assault.

Leadership

- In 2023, 1 per cent of LGBTQI+ public servants held senior leadership positions in the Australian Public Service, compared the 2 per cent of non-LGBTQI+ public servants.⁷
- Latest figures, as at 2022, show there were 29 LGBTQI+ Members of the Australian Parliament (3.5 per cent of all national, state and territory parliamentarians).⁸

Workplace Gender Equality Agency (WGEA) approach to data collection and dissemination

- Recommendation 7.2 of the Review of the Workplace Gender Equality Act 2012 is to ‘Amend the Workplace Gender Equality Act and associated legislative instruments, in line with the ABS 2020 Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables, to enable WGEA to collect data on non-binary people’.⁹
 - The Government has committed to implementing the Review recommendations. Work to legislate the collection of non-binary data is in progress.
- In 2021, for the first time, WGEA collected data on employees who identify as non-binary on a voluntary basis. 0.1 per cent of employees covered by the WGEA dataset were reported as non-binary.¹⁰

¹ ABS (2022) *Same-sex couples living together in Australia*, accessed 7 February 2024.

² ABS (2022) *Same-sex couples living together in Australia*, accessed 7 February 2024.

³ Bretherton I, Thrower E, Zwickl S, Wong A, Chetcuti D, Grossmann M, Zajac J and Cheung A (2021) *The Health and Well-Being of Transgender Australians: A National Community Survey. LGBT Health, 2021*, accessed 7 February 2024.

⁴ Kerr L, Fisher C and Jones T (2019) *TRANScending discrimination in health & cancer care: A study of trans & gender diverse Australians*, accessed 7 February 2024.

⁵ Australian Institute of Health and Welfare (AIHW) (2023), *LGBTIQ+ people*, accessed 9 February 2024.

⁶ Hill A, Bourne A, McNair R, Carman M and Lyons A, *The health and wellbeing of LGBTQ people in Victoria: Victoria summary report. ARCSHS Monograph Series No. 130. Melbourne, Australia: Australian Research Centre in Sex, Health and Society*, accessed 7 February 2024.

⁷ Australian Public Service Commission (APSC), *Employees who identify as LGBTI+ in the Australian Public Service*, accessed 9 February 2024.

⁸ Parliament of Australia (2022), *LGBTIQ+ parliamentarians in Australian parliaments: a quick guide*, accessed 7 February 2024.

⁹ Department of the Prime Minister and Cabinet (PM&C) (2021) *WGEA Review Report. Review of the Workplace Gender Equality Act 2012*, accessed 7 February 2024.

¹⁰ Workplace Gender Equality Agency (WGEA) (2023), *Gender Equality Scorecard 2022*, accessed 7 February 2024.

Data Snapshot - Older Women and Retirement

Key Issue

- Older women in Australia experience disproportionately worse outcomes in employment, pay equity, health and safety, and leadership compared to older men and younger people.¹
- Older women experience elder abuse and unique forms of discrimination and violence, including: intimate partner violence, economic abuse and control perpetrated by family members, and violence that occurs in non-family or domestic settings.
- Many of the financial issues older women face are a cumulative result of a lifetime of lower incomes, less access to financial assets (like superannuation), relationship breakdown, and the consequences of family and domestic violence.

Workforce Participation, Education, Skills and Employment

- Older women's (55+ years) workforce participation rate is 32.2 per cent, compared to 42.3 per cent for older men.¹
 - Older women's unemployment rate is 2.8 per cent, while older men's is 2.2 per cent.²
 - Older women's underemployment rate is 5.9 per cent, while older men's is 3.3 per cent.³
- In 2021, 27.5 per cent of employed women aged 55 years and older were working in the health care and social assistance industry, compared to 7.3 per cent of employed men aged 55 years and older.⁴
- In 2021, 66.3 per cent of people over 55 years old who provided unpaid care for children other than their own children were women, and 33.7 per cent were men.⁵

Pay Equity

- The national gender pay gap increases with age. In June 2022, the gender pay gap was:
 - 31.9 per cent for employees aged 55-64.
 - 25.3 per cent for employees 65 years and older.
 - 2.5 per cent for employees under 24 years old.⁶
- Women approaching retirement (ages 60-64) retire with 25.1 per cent less superannuation than men.⁷
- In 2020-21, 34 per cent of retired women relied on their partner's income to meet their living costs at retirement (compared to 7 per cent of retired men).⁸
 - 55.5 per cent of Age Pension recipients (67+ years) are women.⁹

¹ "Older women" refers to women 55 years and over where possible in line general definitions of mature age employment in labour market data analysis. Alternatively some data sources define "older women" as women over 65 years old; this definition is used where data for women aged 55 years and over is not available.

Health

- In 2021, over half (53 per cent) of older Australians (aged 65 and over) were women.¹⁰
- Most women reach menopause between 45-55 years of age, though the average age for women in Australia is 51-52 years.¹¹
 - Menopause can be a significant cause of ill health for women, which can lead to long-term absences from work or force them into early retirement.
 - The Office for Women is working across government to better understand this issue, including the level of data and evidence available.

Safety and Housing

- In 2021, older women had a homelessness rate of 19 per 10,000, down from 20 per 10,000 in 2016.¹² However, in comparison to men of the same age, older women were:
 - 16.9 per cent more likely to be in supported accommodation for the homeless.
 - 26.7 per cent more likely to be staying temporarily in another household.
 - 30.5 per cent more likely to be living in a severely crowded dwelling.¹³

Leadership

- The gender managerial gap widens with age. In 2021, of all employees aged 55 years and over, 5.6 per cent were female managers, while 11.4 per cent were male managers.
 - Of all employed 15-24 year olds, 1.8 per cent were female managers and 1.8 per cent were male managers.¹⁴
- This is in part due to low female representation in CEO pipeline roles and decreased flexibility of management roles.¹⁵
 - For CEO management positions, most pipeline roles are held by men (82 per cent in 2023).¹⁶
 - In 2021, most (77.9 per cent) managers worked full-time. 50.5 per cent of full-time managers were male and 27.4 per cent were female.¹⁷

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- ¹ Australian Bureau of Statistics (ABS), *Labour Force, Australia, Detailed, December 2023*, Table 1, released 25 January 2024.
- ² ABS, *Labour Force, Australia, Detailed, December 2023*, Table 22, released 25 January 2024.
- ³ ABS, *Labour Force, Australia, Detailed, December 2023*, Table 22, released 25 January 2024.
- ⁴ ABS, *2021 Census of Population and Housing [TableBuilder]*, accessed 2 October 2023.
- ⁵ ABS, *2021 Census of Population and Housing [TableBuilder]*, accessed 2 October 2023.
- ⁶ Workplace Gender Equality Agency (WGEA), *Wages and Ages: Mapping the Gender Pay Gap by Age*, released 27 June 2022, accessed 2 October 2023.
- ⁷ Australian Taxation Office (ATO), *Taxation statistics 2020-21, Snapshot Table 5, Chart 12*, accessed 24 August 2023.
- ⁸ ABS, *Retirement and Retirement Intentions, Australia, 2020-21*, accessed 2 October 2023.
- ⁹ Department of Social Services (DSS), *Expanded DSS Benefit and Payment Recipient Demographics – September 2023*, accessed 21 December 2023.
- ¹⁰ ABS, *2021 Census of Population and Housing [TableBuilder]*, accessed 11 January 2024.
- ¹¹ Jean Hailes for Women’s Health (2019), *Understanding menopause*, accessed 11 October 2023.
- ¹² ABS, *Census of Population and Housing: Estimating Homelessness, 2021*, accessed 3 October 2023.
- ¹³ ABS, *Census of Population and Housing: Estimating Homelessness, 2021*, accessed 21 December 2023.
- ¹⁴ ABS, *2021 Census of Population and Housing [TableBuilder]*, accessed 2 October 2023.
- ¹⁵ Workplace Gender Equality Agency (WGEA), *Wages and Ages: Mapping the Gender Pay Gap by Age*, released 27 June 2022, accessed 2 October 2023.
- ¹⁶ Chief Executive Women (CEW), *2023 Senior Executive Census*, released 6 September 2023, accessed 11 October 2023.
- ¹⁷ ABS, *2021 Census of Population and Housing [TableBuilder]*, accessed 11 October 2023.

Data Snapshot - Women with Disability

Key Issue

- Women with disability in Australia experience disproportionately worse outcomes in employment, pay equity, health and safety, and leadership compared to women without disability.
- Women with disability experience disproportionately high levels of all forms of violence and discrimination when compared to women without disability.

Workforce Participation, Skills and Employment

- Women with disability are less likely to work, with 50.7 per cent of women with disability aged 15-64 years participating in the workforce, compared to 79.7 per cent of women without disability.¹
- Women with disability work less hours, with 46 per cent of working-age (15-64 years) women with disability working full-time, compared to 72 per cent of working-age men with disability.²
 - 54 per cent of working-age women with disability worked part-time, compared with 28 per cent of working-age men with disability.³
- 25.6 per cent of female school students who attend regular classes in mainstream schools have an unmet need for support.⁴

Pay equity (most recent data as of 2018)

- The median weekly income gap between men and women aged 15-64 with disability was 4.8 per cent (\$25 per week) - \$500 for women with disability and \$525 for men with disability.⁵
- The median weekly income gap between women aged 15-64 with and without disability was 42.1 per cent (\$363) – \$500 for women with disability and \$863 for women without disability.⁶

Health

- Women with disability are more likely to rate their health as poorer than women without disability.
 - The most recent data from 2017-18 shows that women with disability are around 7 times more likely than women without disability to assess their health as fair or poor.⁷
- Chronic conditions are the leading cause of illness, disability and death in Australia. 41.3 per cent of women with 1 of 8 selected chronic health conditions (including coronary heart disease, diabetes and asthma) have disability, compared with 37.6 per cent of men.⁸
- Women with disability (32 per cent) are almost 3 times more likely to experience high or very high levels of psychological distress as women without disability (9.2 per cent).
 - Men with disability (31 per cent) are almost 5 times more likely to experience high or very high levels of psychological distress as men without disability (6.8 per cent).⁹

Safety

- Women with disability are more likely to have experienced violence since the age of 15 (46 per cent) than women without disability (33 per cent).¹⁰
- In 2021-22, women with disability were more likely to have experienced sexual violence in the last two years (4 per cent) compared to women without disability (2.5 per cent).¹¹
 - From the age of 15, 46 per cent of women with cognitive disability and 50 per cent of women with psychological disability have experienced sexual violence, compared to 16 per cent of women without disability.¹²
- Women with disability are more likely to experience specific forms of violence such as abuse in institutional and service settings,¹³ forced sterilisation,¹⁴ and restrictive practices.¹⁵

Leadership (as of 2021)

- 2.9 per cent of all managers aged 15-64 years were females with a disability and 4.1 per cent were males with a disability.¹⁶
 - Women without disability made up 35 per cent of all managers aged 15-64 years.¹⁷

¹ Australian Bureau of Statistics (ABS), *Disability, Ageing and Carers, Australia: Disability and the Labour Force 2018*, Table 1.3, released 24 July 2020, accessed 13 December 2023.

² Australian Institute of Health and Welfare (AIHW), *People with disability in Australia, Employment rate and type*, accessed 13 December 2023.

³ AIHW, *People with disability in Australia*, released 5 July 2022, accessed 13 December 2023.

⁴ AIHW, *People with disability in Australia, Education participation needs and challenges supplementary data tables 2018*, Table PTPN22, released 5 July 2022, accessed 13 December 2023.

⁵ AIHW, *Australia's Disability Strategy 2021-2031 Outcomes Framework, Employment and Financial Security, Median gross income gap*, released 30 November 2022, accessed 13 December 2023.

⁶ AIHW, *Australia's Disability Strategy 2021-2031 Outcomes Framework, Employment and Financial Security, Median gross income gap*, released 30 November 2022, accessed 13 December 2023.

⁷ AIHW, *People with disability in Australia, General Health, Figure 1*, last updated 5 July 2022, accessed 13 December 2023.

⁸ AIHW, *People with disability in Australia, Chronic conditions and disability, Figure 1*, last updated 5 July 2022, accessed 13 December 2023.

⁹ AIHW, *People with disability in Australia, Mental health, Figure 2*, last updated 5 July 2022, accessed 13 December 2023.

¹⁰ AIHW calculations using ABS data, *Experience of violence - Safety, rights and justice*, Sex and gender, last updated 30 November 2022, accessed 13 December 2023.

¹¹ ABS, *Sexual violence*, released 23 August 2023, accessed 13 December 2023

¹² Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, *Nature and extent of violence, abuse, neglect and exploitation against people with disability in Australia, Centre of Research Excellence in Disability and Health*, March 2021.

¹³ Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, *Final Report Volume 3: Nature and extent of violence, abuse, neglect and exploitation*, September 2023.

¹⁴ Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, *Final Report Volume 6: enabling autonomy and access*, September 2023.

¹⁵ Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, *Restrictive practices: A pathway to elimination*, September 2023.

¹⁶ ABS, *Disability, Ageing, and Carers, 2018* [TableBuilder], released 24 October 2019, accessed 3 October 2023.

¹⁷ ABS, *Disability, Ageing, and Carers, 2018* [TableBuilder], released 24 October 2019, accessed 3 October 2023.

Data Snapshot - Young Women

Key Issue

- Young women in Australia experience disproportionately worse outcomes in pay equity and health and safety compared to young men.

Workforce Participation, Skills and Employment

- In December 2023, the workforce participation rate for women aged 15-24 was 70.3 per cent, compared to 70.1 per cent for male counterparts.¹
 - The workforce participation rate for women aged 15-19 was 59.2 per cent.
 - The workforce participation rate for men aged 15-19 was 55.6 per cent.

Pay Equity

- For women under 25 years, there is a 2.5 per cent gender pay gap in favour of men, with women earning on average \$1,413 less per year.²
 - The gender pay gap increases for workers aged 25-34 to 12.5 per cent gender pay gap in favour of men, with women earning on average \$11,548 less per year.³
- The median undergraduate starting salary for women is 2.9 per cent less than men despite women graduating in greater numbers from university courses.⁴

Health

- 45.5 per cent of young women aged 16-24 years had a 12-month mental health disorder, compared to 32.4 per cent of young men.⁵
- Rates of teenage pregnancy increase with geographic distance from urban areas.⁶

Safety

- More than half of Australian women in their 20s (51 per cent) have experienced sexual violence.⁷
- People aged 18 -29 also experience higher rates of online sexual harassment compared to other age groups, with two-fifths of 18-29 year-olds having experienced sexual harassment online or via some form of technology.⁸
- Girls and women aged 10-20 are more likely to self-harm than males; and are more likely to have restricted movement outside the home due to fears of violence and harassment.⁹

Leadership

- According to the Equal Power Now: Girls, Young Women and Political Participation report, from Plan International, 72 per cent of young Australian women don't feel politics is an equal or inclusive space for them, with just 1 in 10 believing Parliament was a safe workplace.¹⁰

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- ¹ Australian Bureau of Statistics (ABS), *Labour Force December 2023*, released January 2024.
- ² Workplace Gender Equality Agency (WGEA), *Australia's Gender Pay Gap Statistics*, February 2022.
- ³ WGEA, *Australia's Gender Pay Gap Statistics*, February 2022.
- ⁴ Quality Indicators for Learning and Teaching (QILT), *2022 Graduate Outcomes Survey*, released February 2023.
- ⁵ ABS, *National Study of Mental Health and Wellbeing, 2020-22*, released October 2023.
- ⁶ Australian Institute of Health and Welfare (AIHW), *Australia's children*, released 2020.
- ⁷ ANROWS, *A life course approach to determining the prevalence and impact of sexual violence in Australia: Findings from the Australian Longitudinal Study on Women's Health*, released August 2022.
- ⁸ Australian Human Rights Commission, *Everyone's business: Fourth national survey on sexual harassment in Australian workplaces*, released 2018.
- ⁹ Australian Institute of Family Studies (AIFS), *Growing up unequal: Young women's health and wellbeing*, released April 2018.
- ¹⁰ Plan International Australia, *Three quarters of young women voting for first time in the federal election do not believe Australian politics is an equal space for women and people of colour*, released 2022.

CEDAW Campaign

Key Points

- The Australian Government has endorsed Natasha Stott Despoja AO for re-election to the Committee on the Elimination of Discrimination against Women (Committee) for the term 2025-2028.
- Ms Stott Despoja was first elected to the Committee for the term 2021-24 and is the first Australian to serve on the Committee in almost 30 years, and only the second Australian to serve.
- Australia is supporting Ms Stott Despoja's re-election to the Committee as a visible and meaningful way for Australia to help safeguard global standards on gender equality, and demonstrate our domestic and global commitment to achieving gender equality.

Handling note: s 47E(d)

Talking

Points are at **Attachment A**.

1. The Committee is the body of 23 independent experts on women's human rights that monitors implementation of the **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**.
2. State Parties to CEDAW (i.e. countries that have ratified CEDAW) vote to elect Committee members. All States have ratified CEDAW except the Holy See, Iran, Niue, Palau, Sudan, Tonga and the USA.
3. For the 2025-28 term, the vote will take place in June 2024. Eleven of the 23 seats are up for election, including the seat held by Ms Stott Despoja. State Parties each have 11 votes available because there are 11 vacant seats. The remaining 12 seats on the Committee will be up for election in 2026.
4. Ms Stott Despoja was selected through a public and competitive process to be Australia's candidate for election to the Committee for the term 2021-24. Following her strong contribution to the Committee, the Australian Government will support Ms Stott Despoja's campaign for a second term.
5. Ms Stott Despoja is a globally-recognised leader on gender equality, and a prolific and influential contributor to advancing the human rights of women and girls worldwide.
 - a. At 26 years old, Ms Stott Despoja was the youngest woman to enter the Australian Parliament. In this role, she introduced Australia's first paid maternity leave bill and advocated for Australia's ratification of the Optional Protocol to CEDAW.
 - b. She served as Australia's Global Ambassador for Women and Girls and was the Founding Chair of the Australian organisation Our Watch, which is a global leader in driving solutions to end violence against women and their children.
6. A key focus of her work in her first term has been turning CEDAW's attention towards underserved regions around the world. This includes advocating to bring an Extraordinary Session of the Committee to the Pacific in 2025.

Attachment A: s 47E(d)

s 47E(d)



Regional Talking Points

s 47E(d)



s 47E(d)



Latin America and the Caribbean

- Australia values our growing engagement and collaboration with our Latin American and/or Caribbean partners on shared gender equality priorities, which include:
 - Climate change and gender
 - Women in trade
 - Women, peace and security agenda
 - Women’s economic empowerment
 - Indigenous women and girls

s 47E(d)



Pacific

- Australia values our deep partnerships and collaboration with Pacific Island Countries, and work to achieve our shared gender equality priorities, which include:
 - Climate change and gender
 - Eliminating violence against women and girls
 - Advancing women’s workforce participation and leadership in social and public life
 - Women’s economic empowerment
 - Rural women and girls.

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Western European and Others, and Eastern Europe Group

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UN Security Council Campaign

Key Points

- Australia's candidacy for a non-permanent seat on the UN Security Council (UNSC) for the 2029-2030 term reflects our continued commitment to the UN system and to international peace and security.
- When last on the UNSC (2013-2014), Australia engaged fairly and practically on matters that made a difference, including the Women, Peace and Security agenda.

1. Australia is running for one of two Western European and Other States Group (WEOG) non-permanent UNSC seats for 2029-2030, with elections scheduled for June 2028 in New York. Currently, Australia is unopposed, as Finland is the only other WEOG candidate to date.
2. Our UNSC candidacy reflects our continued commitment to the UN system, international peace and security and to giving a voice to all states, big and small. Australia is committed to working with other countries to create a world that is stable, peaceful, prosperous and respectful of sovereignty, where the fate of smaller countries is not determined by the actions of a larger country.
3. When we last sat on the UNSC, Australia worked closely with the UK to strengthen implementation of the Women, Peace and Security agenda through the adoption of UNSC Resolution 2122. We will build on this legacy and be a constructive and determined UNSC member in 2029-2030.
4. Australia has served on the UNSC five times: 1946-1947, 1956-1957, 1973-1974, 1985-1986, and 2013-2014. We unsuccessfully bid for a seat for the 1997-1998 term, losing at elections in 1996 (to Portugal and Sweden).

Key Data

- Australia is in the top 10 Government donors to UN Women.
- Australia is the 11th largest contributor to the UN's regular budget.
- Australia is the 12th largest donor to the UN's peacekeeping budget.
- Australia is a top 10 donor to the UN Secretary General's Peacebuilding Fund.
- Australia is a top 15 donor to the UN Office on Drugs and Crime.

Australia's International Gender Equality efforts

Key Points

- Australia's forthcoming international gender equality strategy reaffirms the centrality of gender equality to our foreign policy, international development, humanitarian action, trade and security.
- Through Australia's International Development Policy, we promote gender equality as a key commitment and core issue for action.
 - Australia reinstated the target that 80 per cent of overseas development investments effectively address gender equality, and introduced a requirement that all new investments over AU\$3 million have a gender equality objective.
 - Australia has a dedicated Gender Equality Fund to support country, regional and multilateral gender equality investments.
- Australia is responding to global efforts to pushback on gender equality gains, which is putting universal human rights and the lives of women and girls at risk.
- Australia's international advocacy and action focuses on sexual and reproductive health rights, sexual and gender-based violence, women's leadership and decision-making, women's economic empowerment and gender equality in trade, and upholding international norms.

1. Australia's interconnected and mutually reinforcing gender equality priorities include:
 - a. enhancing women's decision-making and leadership;
 - b. promoting women's economic empowerment;
 - c. ending sexual and gender-based violence;
 - d. improving access to and influence on essential services, particularly health and education;
 - e. supporting sexual and reproductive health and rights; and
 - f. implementing the Women, Peace and Security agenda.
2. Australia's efforts on gender equality intersect with other cross-cutting priorities, including disability inclusion and First Nations.
3. § 47E(d)
4. The new Strategy will open opportunities to work with our partners in the areas that matter to them:
 - a. responding to and eliminating sexual and gender-based violence;

- b. taking gender-responsive climate action;
 - c. supporting women's voice, mobilisation, and leadership;
 - d. advancing women's economic equality and inclusive trade;
 - e. integrating gender equality into peace and security efforts; and
 - f. delivering equitable educational and health outcome for all.
5. Australia's Official Development Assistance (ODA) program supports gender equality and women's and girls' empowerment through a twin-track approach:
- a. making specific investments to address gender inequalities (targeted investments); and
 - b. making efforts across the broader program to effectively address gender equality regardless of sector (gender mainstreaming).
6. The Department of Foreign Affairs and Trade (DFAT) is implementing strategies to improve development program performance on gender equality, including:
- a. strengthening messaging and regular engagement on gender equality for implementing partners, including non-government organisations and contractors;
 - b. delivering training on gender equality to DFAT staff to build internal capability;
 - c. providing guidance materials for staff and partners, including Good Practice Notes on integration of gender equality throughout the investment program cycle; and
 - d. providing specialist gender technical expertise for advice and support on program design, review, and evaluation.
7. As an example, the Investing in Women program provides funding to private sector partners to accelerate women's economic empowerment and improve women's opportunities as employees and as entrepreneurs in Indonesia, the Philippines, Vietnam and select activities in Myanmar.
- a. Activities support local actors to promote positive gender norms around women in work, and to support policy makers advance regulatory change.
 - b. Investing in Women has been extended to build on lessons to further advance outcomes in workplace gender equality, building the case for access to quality childcare and quality jobs for women in emerging industries, and gender lens investing.
8. Australia engages in a range of multilateral forums to defend and champion international norms and standards on gender equality. In the United Nations, this includes the Security Council, General Assembly, Human Rights Council (HRC), and Commission on the Status of Women (CSW). Australia also advocates for gender equality with the Asia-Pacific Economic Cooperation, ASEAN, the Commonwealth, East Asia Summit, G20, OECD and the World Trade Organization.
- a. Australia prioritises engagement in the multilateral forums that are most likely to achieve the greatest impacts and where we have the most influence. We deliver national statements, joint group statements, contribute to negotiations on outcome documents, and cosponsor resolutions.

Women, Peace and Security

Key Points

- Australia is a committed global champion of the Women, Peace and Security (WPS) agenda and continues to protect and promote the human rights of women and girls in fragile and conflict-affected contexts.
- Implementation of the WPS agenda is part of Australia's broader priority of advancing gender equality and women and girls' human rights, and the achievement of sustainable peace, security and stability.
- *Australia's National Action Plan on Women, Peace and Security 2021-31* (second National Action Plan) is a whole of government strategy that holds Australia accountable for demonstrating impact against the four pillars of the WPS agenda; participation, protection, prevention and relief and recovery.
- Each implementing agency has its own implementation plan which aligns with the second National Action Plan's four outcome areas.
- Australia's WPS implementation includes engagement on other intersecting peace and security issues including climate, cyber, space and Antarctic security.
- Australia's WPS activities are reported through the UN Secretary General's Annual Report on Women, Peace and Security and the second National Action Plan progress reports and interim reviews.

1. United Nations Security Council (UNSC) Resolution 1325 (2000) reaffirmed the importance of women's full and equal participation and leadership in all efforts to promote peace and security, including in the prevention and resolution of conflicts, peace negotiations, peace-building, peacekeeping, humanitarian response and in post-conflict reconstruction.
 - Contemporary issues that intersect with WPS include climate change, First Nations, cyber and critical technology, trafficking and modern slavery and outer space.
2. Australia advocates for WPS in regional and international forums and engagements, including the United Nations Human Rights Council, Security Council, General Assembly and as a member of the global WPS Focal Points Network. Australia delivers national statements and joins group statements at the UN Security Council Open Debates on WPS and on Sexual Violence in Conflict, and at both regular and special sessions of the Human Rights Council.
3. Australia is progressing our second National Action Plan goals through whole of government engagement. Each implementing partner – the Department of Foreign Affairs and Trade, Department of Defence, Department of Home Affairs, the Australian Federal Police and the Australian Civil-Military Centre – has its own implementation plan which aligns with the second National Action Plan's four outcome areas:
 - supporting women's meaningful participation and needs in peace processes;

- reducing sexual and gender-based violence;
 - supporting resilience, women and girls during crisis, security, and law and justice efforts to meet the needs and rights of all women and girls; and
 - demonstrating leadership and accountability for WPS.
4. The Australian Government values the expertise, insights, and experiences of civil society, including women's rights organisations and women's human rights defenders, and recognises their roles in implementing the Women, Peace and Security agenda. The Framework for Civil Society-Government Engagement establishes civil society and government collaboration in Australia's efforts to advance the WPS agenda, including through implementation of Australia's National Action Plan on Women, Peace and Security 2021-2031.
5. Australia is a founding member of the International Alliance on Preventing Sexual Violence Initiative; the Call to Action on Protection from Gender-Based Violence in Emergencies; has joined the WPS and Humanitarian Action Compact; and encourages use of the Murad Code. As Co-Chair, with Indonesia, of the Global Counterterrorism Forum's Countering Violent Extremism (CVE) Working Group (until 2026), Australia encourages dissemination and use of the Gender Policy Toolkit and engagement on other initiatives of the CVE Working Group.

DFAT WPS Expenditure – Financial Year 2022-2027 Total = AU\$25 million (AU\$5 million per financial year)	
UN Women (Asia-Pacific) – \$10.5 million	This partnership supports the implementation of the <i>Regional Framework Towards Peaceful, Equal Societies: Advancing the Women, Peace and Security Agenda and Inclusive Governance in the Asia-Pacific Region</i> . Activities include technical assistance to governments in the region to develop, implement and review National Action Plans and the ASEAN Regional Plan of Action on WPS.
Women, Peace and Humanitarian Fund (WPFH) – \$7.5 million	The WPFH is a UN multi-partner trust fund and responsive financing tool which supports local women's civil society organizations and women human rights defenders in conflict-affected settings with rapid, flexible funding and direct logistical support.
ActionAid Australia – \$3.36 million	This partnership has supported the establishment of the Pacific Women Mediator's Network, strengthening the influence and leadership of diverse Pacific women in conflict prevention and peace building. It also strengthens civil society engagement on WPS among women peacebuilders in Asia, the Pacific and the Great Lakes region of Africa.
Legal Action Worldwide – \$2.54 million	This investment is supporting the establishment of an innovative, international Gender Justice Practitioner Hub that will respond to the wider gendered impacts of armed conflict and facilitate access to justice mechanisms.
Centre for Peace and Conflict Studies – \$1.1 million	This partnership supports the Southeast Asia Women Peace Mediators (SEAWPM) to undertake mediation and negotiation practice to support the work for sustainable peace, facilitating and engaging in efforts aimed at preventing or resolving the escalation of violent conflicts.

Conflict-Related Sexual Violence

Key Points

- Australia's commitment to prevent sexual violence in conflict is a longstanding priority and is consistent with Australia's international engagement on human rights, gender equality and the Women, Peace and Security (WPS) agenda.
- Australia advocates for the elimination of sexual violence in conflict in regional and international forums and engagements, including the United Nations Human Rights Council (HRC), Security Council, General Assembly and as a member of the global WPS Focal Points Network.
- Acts of sexual violence against women and girls in conflict-affected contexts violate human rights and compound insecurity and instability.

1. Australia's commitment to prevent sexual violence in conflict is being actioned under our second National Action Plan on Women, Peace and Security 2021 to 2031.
2. Australia demonstrates its commitment to preventing sexual violence in conflict as a founding member of the International Alliance on Preventing Sexual Violence in Conflict. Australia attended the 2022 Ministerial Conference, delivered a national statement and joined the Political Declaration.
 - a. Australia is also a member of the Call to Action on Protection from Gender-Based Violence in Emergencies; the International Atrocity Prevention Working Group; and the WPS and Humanitarian Action Compact.
3. Australia provides funding to the Women, Peace and Humanitarian Fund; women mediator networks; women's and girls' human rights organisations; and mechanisms delivering gender justice to support the prevention of sexual violence in conflict.
4. Australia encourages the use of the Murad Code, a global voluntary code of conduct for centring the needs of survivors of conflict-related sexual violence when collecting information about their experiences.
5. Australia proactively engages with regional and global partners to drive change and promote accountability so that all humanitarian efforts are built upon mechanisms to mitigate gender-based violence risks and to provide services to those directly impacted.
6. Australia delivers national statements and joins group statements at the UN Security Council Open Debates on WPS and on Sexual Violence in Conflict, and during HRC.
7. Australia's Human Rights Autonomous Thematic Sanctions framework, related to serious human rights violations and abuses, is considering sanctions for conflict-related sexual violence in Ukraine.

International Conference on Population and Development

Key Points

- In 2024, the International Conference on Population and Development and its Program of Action (ICPD PoA) will celebrate 30 years of ICPD achievements and a growing understanding of the importance and significance of human-centred sustainable development, setting the stage for a recommitment to the ICPD agenda and the post-2030 population and development agenda.
- Australia will attend CPD in 2024 at official level (Department of Foreign Affairs and Trade) and will deliver a national statement. Australia's priorities are expected to include:
 - the universality of sexual and reproductive health and rights (SRHR) including bodily autonomy, and the high economic rate of return on investing in SRHR,
 - the success of the Seventh Asian and Pacific Population ICPD conference (November 2023) underscoring broad commitment to sexual and reproductive health rights, and

Sensitivities

- This brief is included to provide background and context on SRHR in the international context.

1. The 1994 ICDP PoA is the global anchor for rights based SRHR and is foundational to the 1995 Beijing Declaration Platform for Action (BD PoA).
 - a. ICPD PoA and the BD PoA are referred to together in UN Sustainable Development Goal (SDG) 5.6 'Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the ICPD and the Beijing Platform for Action and the outcome documents of their review conferences'
2. The ICPD PoA underpinned the movement away from a government focus on using population policies as a tool of control, towards a rights based agenda centred on the choices of individuals to make their own informed reproductive decisions, free from coercion.
3. Implementation of the ICPD PoA agenda is guided by the Commission on Population and Development (CPD) which is usually held one month after the Commission on the Status of Women in New York. CPD in 2024 will make the 30th anniversary of the ICPD PoA.
4. The CPD has faced increasing challenges in recent years, reflecting growing opposition to SRHR – it has failed on numerous occasions to adopt a (consensus) outcome document since 2016.

The Seventh Asian and Pacific Population Conference – November 2023

5. Members and Associate Members from the Pacific region reaffirmed their commitment to the ICPD through their notable 'Group Statements' focusing largely on SRHR.



OFFICIAL VISITOR

WELCOME GUIDE NEW YORK

AUSTRALIAN CONSULATE-GENERAL
&
AUSTRALIA'S PERMANENT MISSION TO
THE UNITED NATIONS

Welcome Guide to New York City for Official Visitors



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s 22(1)(a)(ii)

Welcome

On behalf of everyone at the Permanent Mission of Australia to the United Nations and the Australian Consulate-General, a big welcome to New York! We hope you have a pleasant and safe journey to and from New York. The Consulate and Mission staff are looking forward to hosting your visit to New York and to meeting you in person.

Important information such as contact details, security, US customs and places of interest are provided in the following pages.

For up-to-date security, economic and political information please read the [DFAT travel advice](#) and [country profile](#) for the United States.

If there is anything that the Consulate or Mission can help with during your stay in New York, please don't hesitate to ask.

Kind Regards

James and Heather

James Larsen
*Ambassador and Permanent
Representative of Australia to the
United Nations*

Heather Ridout AO
*Australian Consul-General,
New York*



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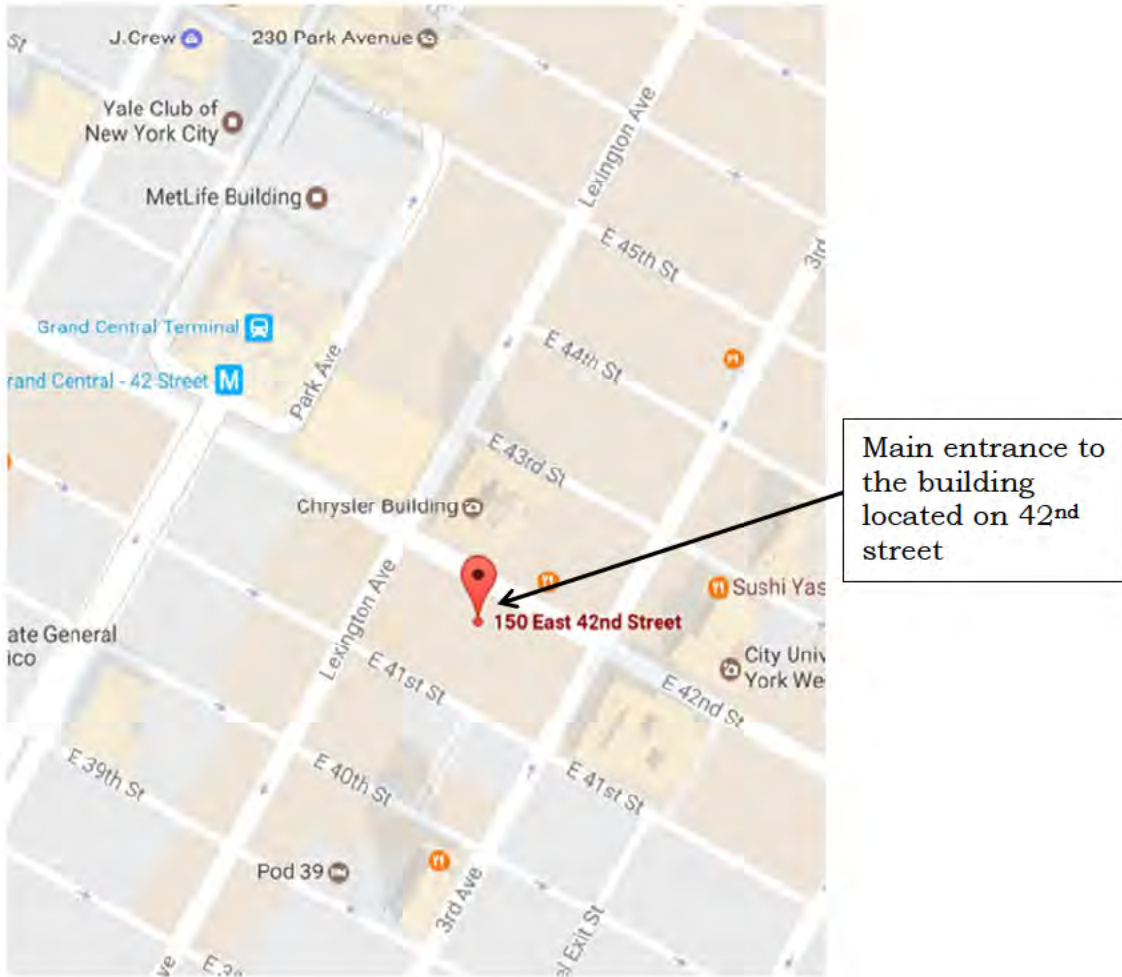
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AUSTRALIAN MISSION & CONSULATE LOCATION

The Permanent Mission of Australia to the United Nations and Australian Consulate-General are in the Midtown area of Manhattan, on 42nd street between Lexington and 3rd Avenues.

Address is:
150 E 42nd Street, Floor 33 (Mission) & Floor 34 (Consulate)
New York NY USA 10017





USEFUL PHONE NUMBERS

Emergency Services (Police, Fire, Ambulance) 911

24 Hour Pharmacy

Duane Reade +1 212 682 5338
485 Lexington Avenue (at 47th Street)

Doctor and Dentist

Most New York Doctors do not make house calls. The hotel concierge will have the names and numbers of doctors used by the hotel, or will direct you to the nearest hospital.

Directory Service:

Manhattan and the Bronx 411
Brooklyn, Queens, Staten Island +1 718 555 1212

New York Visitors' Bureau +1 212 484 1222

Better Business Bureau +1 212 533 6200

(complaints about retailers & services)
(95 cents a minute)

or file a complaint in writing to: www.bbb.org

International Prefix 011



USING US TELEPHONE SYSTEMS

How to make local and regional calls:

Dialling direct

1 is to be dialled before the area code for all long distance and local calls:
i.e. dial 1 + Area Code + 7-digit number.

(This includes calls to 212, 646, 347 and 718 area codes).

Dialling to Australia

011 is the United States exit code and should be dialled first when
calling internationally

i.e. dial 011 + 61 + Local Number

TIME ZONES

There are four time zones in the United States -
Eastern (EST), Central (CST), Mountains (MST) and Pacific (PST).

New York is in the Eastern Time Zone which is:

- a) 1 hour ahead of the Central time zone
- b) 2 hours ahead of the Mountain time zone
- c) 3 hours ahead of the Pacific time zone

The time difference between New York and the east coast of Australia
(Brisbane, Sydney, Canberra, Melbourne and Hobart) is:

- a) During Australian Eastern Standard Time (AEST) and New York
(Eastern) standard time: 15 hours behind Australia.
- b) During AEST and New York summer time (daylight savings: last
Sunday in April to last Sunday in October: 14 hours behind
Australia.
- c) During Australian summer time (daylight savings: last Sunday in
September to last Sunday in March) and New York standard time:
16 hours behind Australia.



WEATHER

New York City has a humid subtropical climate, with cold winters and hot, moist summers.

Winters (December to February) are not as cold as inland cities on the same latitude and daytime temperatures generally stay above freezing point, but average lows drop to -3C. Snow is common in winter, but the amount varies, and winter rain (often freezing rain) is common.

Spring (March to May) is pleasantly warm and the weather heats up to high temperatures of around 25C by mid-May.

Summers (June to August) are generally sweltering hot and humid, with average highs of around 29C.

Autumn (September to November) is a popular time for visitors to New York. Temperatures are mild, days are sunny and humidity is not too high. Average high temperatures for autumn are between 18C-8C from September to November respectively.

DRESS

Business attire is appropriate for all official meetings/functions unless otherwise specified.

During the winter months (December to February) beanies, scarves, gloves and winter jackets may be required. Packing items of clothing that can be layered is advisable. Weather during these months can be unpredictable – warm one day and freezing or snowy the next.



CURRENCY

The unit of currency in the United States is the United States Dollar (USD). Notes come in denominations of \$1, \$2 (not commonly used), \$5, \$10, \$20, \$50, \$100. Coin values are 1c (penny), 5c (nickel), 10c (dime), 25c (quarter). There are also 50c (half dollar) and \$1 coins which are not commonly used. There is currently a coin shortage in the United States.



1c – Penny	
5c – Nickel <i>Note: Nickel is actually bigger than a dime</i>	
10c – Dime <i>Note: Dime is smaller than a Nickel</i>	
25c – Quarter	
50c – Half Dollar (uncommon)	
\$1- Dollar (uncommon)	



SALES TAXES

Sales taxes are levied on most goods and services.

Taxes are levied at the point of sale and not included in the displayed price. Taxes in New York City are usually 8.875% and 14.75% for hotel accommodation, plus \$3 per day room occupancy tax.

TIPPING

Tipping in New York is customary, with workers dependant on tips as their primary income.

Representative rates are:-

Airport Porters	\$1-2 per bag, on arrival; \$1 or \$1.50 on departure, if doing a curb side check-in.
Taxi Drivers	20% of fare
Hotel Doormen	\$1.00
Hotel Porters	\$1-2 per bag
Bellhops	\$1-2 per bag

Restaurants/Bars:

[Waiters](#) [15 – 20% of the bill. Rule of thumb: tip double the tax amount.](#)

Wine Waiters	\$2 per bottle; not less than \$3 in total if they have been really helpful.
Coat Check	\$2 per coat/jacket
Bartenders	\$1-2 per drink (\$2-3 for a cocktail)

Services:

Barbers	15% of the bill.
Hairdressers	20% plus \$3-5 for the junior who washes your hair.
Shoeshine	Varies: never less than 15%, but according to cost either round up to the next dollar, or 50-60 cents.



ELECTRICITY

The electricity supply in New York is 110 volts, 60 cycles.

Australia is 240 volts, 50 cycles. Please check with your hotel to ensure compatibility before using an Australian electrical appliance.



Note: one prong is slightly wider than the other.



AIRLINES

American Airlines	1 800 433 7300
British Airways	1 800 247 9297
Delta Airlines	1 800 221 1212
Emirates	1 800 777 3999
Qantas Airways	1 800 227 4500
United Airlines	1 800 864 8331
Virgin Australia	1 855 253 8021
Singapore Airlines	1 800 742 3333

AIRPORTS

Ensure you have sufficient time to get to the airport. Streets and expressways are congested during rush hours and adverse weather conditions can cause significant delays.

Below are the average distances and travelling times to/from midtown Manhattan:

JFK Airport	18 miles/29km	Approximately one hour
La Guardia Airport (Domestic flights only)	10 miles/16km	Approximately 35 minutes
Newark Airport	17.5 miles/28km	Approximately one hour

Please note: while JFK Airport is the furthest away from Manhattan it is the easiest to get to and from. There are multiple ways to get to and from JFK Airport in the event of traffic delays, roadworks and accidents including multiple rail options.

Post strongly suggests that all incoming and outgoing international flights are booked via JFK Airport.



TRANSPORT TO AND FROM AIRPORTS

There are various ways to get to/from the airports in New York. Below are a couple of different options:

Chauffeur driven hired vehicles

There are a variety of chauffeur driven hire vehicle companies in New York and service will differ from booking to booking. Most often, you will have to call/message the driver on arrival and they will likely be in holding and will drive forward to pick you up curb-side once they know you have your bags. Occasionally, a driver will meet you at/after baggage claim, but this is more uncommon these days.

If you want a chauffeur driven vehicle, Post suggests *Carey New York*. Carey New York are not the cheapest hire company but they provide a great service and have proved reliable with pickups across the US. The driver will usually message you on arrival and move forward to collect you once you say have your luggage.

Carey New York can be booked online at www.carey.com

Approximate rates for an executive sedan are below. Rates include all taxes, tolls and gratuities:

JFK Airport to/from midtown Manhattan	\$170USD
Newark Airport to/from midtown Manhattan	\$170USD
La Guardia to/from Midtown Manhattan	\$150USD

Taxi

All New York airports have taxi ranks (often multiple ranks) at each terminal. There is an endless supply of taxis and very rarely is there a wait.

In New York taxis charge a \$2.50 flag fall. Fares begin at \$2.50 and then \$0.50 for each additional 1/5 mile or 60 seconds in slow/stopped traffic. Passengers cover any tolls, plus \$1-\$2 in additional surcharges depending on the time of day. The conventional tip amount is 20% of the fare.

You can also use ride services such as Uber and Lyft, and Uber has a chauffeur like service as well now. An Australian Uber account will work in the US.

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Approximate fares to/from airports are below:

JFK Airport to/from midtown Manhattan	\$52USD plus gratuities and tolls to be paid (approximate total \$70USD) During peak hours (4-8pm weekdays), there is a \$4.50 surcharge.
Newark Airport to/from midtown Manhattan	\$50USD plus gratuities, tolls (approx. \$20USD tolls) and \$17.50USD Newark Airport surcharge (approximate total is \$100+)
La Guardia to/from Midtown Manhattan	\$40USD plus gratuities and tolls (approximate total is \$60)

NOTE: From JFK only, there is a set taxi fare to/from Manhattan of \$52USD plus tolls and tip to be paid by passenger. Fares to/from La Guardia and Newark are metered, with the above amounts an estimate only.

Bus Airport Shuttles

The *Grayline Go Airlink Shuttle* operates a shared mini-bus service from 5am to 11pm, stopping at many of the city's hotels, with fares varying depending on the airport. Set one-way fares from the airport to/from Manhattan are:

JFK Airport to/from midtown Manhattan	\$20USD
Newark Airport to/from midtown Manhattan	\$20USD
La Guardia to/from Midtown Manhattan	\$18USD

Bookings for the Grayline Air Shuttle can be made online at www.grayline.com or over the phone on Monday-Friday between 7:00am-3:00pm New York time at 1 800 472 9546.

There are a variety of other shuttle bus companies to/from New York airports. The Visit Officer at Post can be contact if you want advice regarding other bus airport shuttle options.

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Public transport

The only reliable and visitor friendly public transport options are for travel to/from JFK. There are two rail options - the E (blue) subway line and Long Island Rail Road which connect to the Airtrain. Travel is very reliable and frequent and the journey from Midtown East to JFK is usually 65-85 mins.

Airport and Transportation Safety Tip

Ignore offers of transportation from drivers soliciting in the terminal. Soliciting of ground transportation is illegal and many illegal solicitors are unlicensed and uninsured. To obtain ground transportation information visit the welcome centres located in the arrivals area of each terminal, where uniformed staff will be happy to assist you. Alternatively, you may head directly to the taxi ranks located outside each terminal for safe and legitimate transportation. Ignore non-uniformed people offering to assist with luggage. Seek out uniformed porters or airline employees for baggage assistance.



GETTING ABOUT

Taxi and bus transport to and from airports can be found in the "Airports" section.

Taxis are vacant when the cab's license number is illuminated in the centre section of the roof sign.



You can either hail yellow cabs on the street (from the curb or out beyond parked cars by an upraised arm) or by using the 'Curb' app. Yellow cab rates are uniform and posted on the door, and cabs must have meters in working order - if not, do not use them. The meter charge is for the cab ride, not a "per person" fee.

When hailing a cab, to avoid complications use only medallioned cabs licensed by the Taxi and Limousine Commission which are painted a distinctive chrome yellow. People are discouraged from using "gypsy" cabs.

Occasionally cabs requested using the 'Curb' app, will be plain cars like UBERs but they will have the appropriate signage on the windscreen and generally the licence plate will start with 'T'. The details of this car will be listed in your 'Curb' app, so you can verify.

Gratuities should be 20-25% of the meter amount, the higher amount when bags are carried in the trunk (boot).

The easiest method of payment is via credit card. Use the touch screen TV in the back of the taxi to select your payment method and add the gratuity. You can also 'pair and pay' a streetside hailed taxi using the 'Curb' app.

In case of a complaint or lost property, telephone 311.

Taxis are identified by the driver's license number displayed in the passenger's section.

Most hotels have an official or unofficial cab rank at their entrance. If you are staying at a hotel and choose to use a private car service or limousine, please ensure they are recommended by hotel personnel.



PUBLIC TRANSPORT

The subway fare is \$2.90 if you have MetroCard or tap a credit, otherwise \$3.25 if you purchase a single ticket from a vending machine (uncommon). It is recommended that riders use a tap and go method of payment called OMNY, by either tapping a credit/debit card or their phone connected with Google/Apple pay. You can also use this on most public buses.

A MetroCard costs \$1 but must have a minimum of \$5.50 added to the card balance.

Provided you use the same credit card/metro card for payment on all journeys, transfers from subway to bus and from bus to bus within two hours (restrictions apply) are included in the one fare. If you use the subway more than 12 times in one week (Monday to Sunday) any additional trips will be free provided you use the same payment method for each trip.

Subway and bus system maps are displayed at all stations and in some subway carriages, and can be found online at <http://www.mta.info/>. Google Maps will often have updated information on delays for transport but apps like Citymapper or Transit are also helpful in finding more detail about the subway/bus running schedules.

PERSONAL SAFETY

Random acts of violent crime, in addition to regular petty crime, continue to occur and are extensively reported in the media. Visitors should remain vigilant and be aware of their surroundings.

Theft is common in New York, therefore personal property should be watched in public places, especially at restaurants, airports and hotel lobbies. Women are advised to take particular care of their handbags and not to leave them unattended at any time. When dining in restaurants, it is not advisable to leave the handbag on the floor or on the back of the chair: keep it in your lap or hooked over your leg.

Don't open doors to strangers either at home or in hotel rooms. Identify all callers. Residences and motor vehicles should be locked when left unattended. If leaving a car parked in the street, ensure that all personal clothing, briefcases, shopping bags, tools, etc are put out of sight and secured in the boot.

At hotels, valuables such as passports and airline tickets should be deposited in safes provided by the management. Hotel keys should always be handed to a desk clerk and never left on the reception counter.

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For a more detailed Security briefing or clarification on any of the points raised please speak to § 22(1)(a)(ii)



GENERAL SECURITY TIPS

1. If possible, carry your handbag by the clasp. If not, make sure it has a strong shoulder strap
2. Place your wallet, valuables, keys, etc., in a safe pocket
3. If you think you are being followed, change direction as often as possible. Head for well-lit areas where there are people. If the person continues to follow you, seek help by stepping into a shop, restaurant or getting the attention of a passer-by.
4. Try to notice people who pass you. Muggers often pass their victim, then turn and grab them from behind
5. On subways, try to avoid riding in the last car. When there are few passengers, it is best to remain in sight of the booth attendant, particularly at night
6. Have MetroCards or keys ready before use
7. Don't carry illegal weapons
8. Keep a shrill whistle attached to your key chain
9. Don't take short cuts through tunnels, deserted buildings, etc.
10. Don't carry large amounts of cash
11. Be especially vigilant for pickpockets in crowded areas.

Greater safety lies not in getting out of trouble, but in avoiding trouble in the first place. Self-protection means taking all necessary precautions in order to eliminate your chances of becoming the victim of a crime.







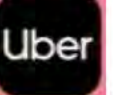

Never provoke an attack. If it is apparent that it is only your money at stake, give it up and try to remember what the perpetrator looks like so you can give an accurate description to the police. The individual's height, weight, age, complexion, dress, speech, and movements should be noted. Compare their physical proportions and age with someone you know. Remember the direction they took and, if a car was used, the colour, make, license plates, etc.



NYC APPLICATIONS

Below is a list of useful New York City applications for mobile devices. By providing this information, DFAT is not endorsing any of the applications named in the list and do not accept any responsibility for their quality.








Transport

	<p>New York Subway MTA Map A free and simple scrollable/zoom-able (no internet connection needed) subway map of the New York City subway system. It shows all of the subway lines, stops, and connections at a glance.</p>
	<p>CityMapper Real time departures, transit maps, line status and real time disruption alerts. Uber integration and bike routing</p>
	<p>MTA Subway Time Subway timetable.</p>
	<p>Citi Bike A simple and easy-to-use app that helps you locate the closest Citi Bike docking station. With one tap you can find the closest Citi Bike station, how far away it is and in which direction, and how many available bikes and docks it currently has.</p>
	<p>Curb A simple and easy-to-use app that helps you easily request and facilitates contactless pay for taxi rides</p>
	<p>ZipCar Signup for on demand rental cars, book by the hour (around \$12). Accepts foreign license. Unlock the car door with your membership card. Gas is free.</p>
	<p>Uber Ride sharing</p>
	<p>Lyft Ride sharing</p>

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Food and Dining

	Seamless An online food ordering service that allows you to order food for delivery and takeout from restaurants. You must have a US issued Credit Card to use this service.
	Uber Eats An online food ordering service that allows you to order food for delivery and takeout from restaurants. This can connect to your existing Uber account if you have one, so international credit cards are usually accepted.
	Yelp A free app to search for nearby restaurants, bars, businesses and stores, recommendations, social networking features and discounts.
	Fresh Direct Home delivery of fresh groceries.
	PeaPod PeaPod delivers hand-selected groceries right to your door
	ABC Eats Before you eat, inspect the restaurant! All NYC restaurants on a map, color-coded to reveal the grade provided by the health department. (Green is good; red is bad.)
	Ritual Order your food or coffee ahead and skip the wait. Ritual will let you know when to leave for pick-up.




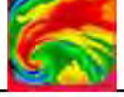
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Things to do

	<p>StubHub StubHub is an online marketplace owned by eBay, which provides services for buyers and sellers of tickets for sports, concerts, theatre and other live entertainment events.</p>
	<p>TodayTix Simplifies and streamlines the purchasing of Broadway and Off-Broadway shows</p>
	<p>Fandango Browse movies and theatres, check out timetables and purchase tickets</p>
	<p>Broadway.org Get tickets at all price points to every current and upcoming show direct from the theatres' official ticketing offices. The app also provides up-to-date show and theatre information</p>
	<p>Song Kick Instantly create a personalised concert calendar based on your bands and your location by scanning your music library.</p>

Weather

	<p>Weatherbug Weather and lightning forecasts, fast alerts, maps and rain radar.</p>
	<p>The Weather Channel Weather forecasts, fast alerts and maps.</p>
	<p>Weather Underground</p>
	<p>NOAA Weather Radar</p>



INTERACTIVE MAPS

Conveniences and Points of Interest

https://www.google.com.au/maps/d/edit?mid=1aLBKC_G3yDmaCgBvE_zacRFaFkvHObfM&ll=40.75251401701286%2C-73.98948244170305&z=18



Government Offices, Transportation and Business

<https://www.google.com.au/maps/d/u/0/viewer?mid=1np9Xf8TskqEJqegm5tQ4uoQQGc01dbHz&ll=40.72525712547905%2C-73.98429694999999&z=12>



Australian businesses in New York

<https://www.google.com/maps/placelists/list/hJzOeZgVPp-HIsmisMA8y5oQoC7llg>





RESTAURANTS & CAFÉS

BEDFORD AND CO	\$\$\$	American	118 East 40 th Street (inside Renwick Hotel) (between 39 th and 40 th Streets) +1 212 634 4040 www.bedfordandco.com
THE SMITH	\$\$	American	956 2 nd Ave – at 51 st Street +1 212 644 2700 https://thesmithrestaurant.com/location/midtown/
TOSCANA 49	\$\$	Italian	143 East 49 th St (between Lexington and 3 rd) +1 212 256-0190 http://www.toscana49.com/
OLE & STEEN	\$\$	Bakery	518 Lexington Ave (In the Intercontinental Hotel) +1 929 209-1544 https://oleandsteen.us/menu
SHAKE SHACK	\$	American burgers/ quick/takeaway	600 Third Avenue (between 39 th and 40 th Streets) www.shakeshack.com
GYU-KAKU BBQ	\$\$	Japanese BBQ	805 3 rd Ave 2 nd Floor (Corner of 50 th and 3 rd Ave) +1 212 702-8816 https://www.gyu-kaku.com/
CAPITAL GRILLE	\$\$\$\$	American/Fine dining	155 East 42 nd Street (between Third Avenue and Lexington Avenue) + 1 212 953 2000 www.thecapitalgrille.com
BLUESTONE LANE	\$\$	Australian Coffee	805 3 rd Avenue (between 49 th and 50 th Streets) www.bluestonelane.com
CAFÉ GRUMPY	\$\$	Australian Style Coffee	Grand Central Terminal, Lexington Avenue entrance (opposite 43rd Street) www.cafegrumpy.com

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PENNYLANE COFFEE	\$\$	Australian Style Coffee	305 East 45 th Street (between 1 st and 2 nd Ave) +1 917 797 5133
MONA KITCHEN AND MARKET	\$\$	Casual cafe	310 East 44 th Street (between 1 st and 2 nd Aves) +1 212) 599 0999
PICKLER & CO CRAFT DELI	\$	Casual cafe	216 East 45 th Street (between 2 nd and 3 rd Aves) info@picklernyc.com http://www.picklernyc.com/
NAYA	\$	Casual/Healthy Mediterranean	658 Third Avenue (between 43 rd and 44 th Streets) +1 212 557 0007 https://eatnaya.com/
STARBUCKS	\$\$	Coffee	150 East 42 nd Street (between Lexington and 3 rd Avenue) www.starbucks.com
INDIAN ACCENT	\$\$\$\$	Indian	123 West 56 th Street (between 6 th and 7 th Avenues) +1 212 842 8070 www.indianaccent.com
OSTERIA LAGUNA –	\$\$	Italian	209 East 42 nd Street – between 3 rd and 2 nd Aves +1 212 557 0001 http://www.osterialagunayc.com/
HATSUHANA	\$\$\$	Japanese	17 East 48 th Street (between Madison and Fifth Avenues) +1 212) 355-3345 www.hatsuhana.com
ZUMA	\$\$\$\$	Japanese	261 Madison Avenue (between 39 th and 38 th Streets) +1 212 544-9862 www.zumarestaurant.com
SINIGUAL	\$\$	Mexican	640 Third Avenue at 41 st Street +1 212 286 0250 www.sinigualrestaurants.com
DOS TOROS TAQUERIA	\$	Mexican/Takeaway	465 Lexington Avenue (between 45 th and 46 th Streets) www.dosoros.com

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URBANS SPACE AT 570 LEXINGTON	\$\$	Permanent food hall	570 Lexington Ave (corner East 51 st Street +1 917 388 9564 https://www.urbanspacenyc.com/570-lexington
ESS-A-BAGEL *best in mid- town	\$	Quick/ Takeaway	831 3 rd Ave (between 50 th and 51 st Streets) https://www.ess-a-bagel.com/
GRAND CENTRAL MARKET	\$\$	Quick/ Takeaway *Fresh produce	Grand Central Terminal Lexington Avenue entrance (Opposite 43 rd Street) www.grandcentralterminal.com
AVRA MADISON ESTATORIO	\$\$\$\$	Seafood	14 East 60 th Street (between 59 th and 60 th streets) +1 212 937-0100 www.avrany.com
CRAVE FISH BAR	\$\$	Seafood	945 2 nd Ave, just after 50 th Street +1 646 895 9585 https://cravefishbar.com/
DOCKS OYSTER BAR	\$\$\$	Seafood	633 Third Avenue – at 40 th Street +1 212 986 8080 www.docksoysterbar.com
LUKE'S LOBSTER	\$\$	Seafood	207 East 43 rd Street (between 2 nd and 3 rd Avenues) +1 646 657 0066 www.lukeslobster.com
SMITH AND WOLLENSKY	\$\$\$\$	Steakhouse	97 Third Avenue, New York, NY 10017 (at 49 th Street- between 3 rd and 2 nd Avenue) +1 212 753-1530 www.smithandwollenskynyc.com
BENJAMIN STEAKHOUSE	\$\$\$\$	Steakhouse/ Seafood	52 East 41 st Street, New York, NY 10017 (between Park and Madison Avenues) +1 212 297-9177 www.benjaminsteakhouse.com
KATAGIRI JAPANESE GROCERY	\$\$	Sushi/takeaway	370 Lexington Avenue (at 41 st Street) www.katagiri.com
TAO	\$\$\$	Asian Fusion	42 East 58 th Street

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			(between Park and Madison Avenues) +1 212 888-2288 www.taorestaurant.com
LITTLE COLLINS	\$\$	Australian Coffee	667 Lexington Ave (between 55 th and 56 th Street) +1 212 308-1969 www.littlecollinsnyc.com
CHINESE TUXEDO	\$\$\$	Chinese in a former opera house	5 Doyers Street +1 646 895-9301 www.chinesetuxedo.com
JOJO	\$\$\$	French	160 E 64th St, New York, NY 10065 (between Lexington and 3 rd Avenue) +1 212 223-5656 www.jojorestaurant.com
LA GRENOUILLE	\$\$\$\$	French	1 Little West 12 th Street, New York, NY 10014 +1 212 488-2110 www.la-grenouille.com
DANIEL	\$\$\$\$	French fine dining	60 East 65th St, New York, NY 10065 (between Madison and Park) +1 212 288-0033 www.daniel.nyc
AVENA	\$\$\$	Italian	260 6 th Avenue (between W Houston and Bleecker Streets) +1 212 505 9252

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AMALI	\$\$\$	Italian	115 E 60th St, New York, NY, 10022 (between Park and Lexington Avenue) Telephone +1 212-339-8363 www.amalinc.com
SCALINATELLA	\$\$\$ \$	Italian	201 E 61st St, New York, NY 10065 (between 3 rd and 2 nd Avenue) +1 212) 207-8280
MAREA	\$\$\$ \$	Italian/seafood	240 Central Park S, New York, NY 10019 (between 8 th and 7 th Avenue) Telephone # (212) 582-5100 – www.marea-nyc.com



SUGGESTED NEW YORK CITY LEISURE ACTIVITIES

BROADWAY SHOWS

Tickets can be purchased through various means. It is recommended where possible to book directly from the theatre, <https://www.broadway.com/broadway/tickets>, or through Ticketmaster (<https://in.ticketmaster.com/broadway/>). If you do not book ahead, you can go directly to the theater's box office. For most shows, you can get information and tickets by calling Telecharge (212-239-6200) or Ticketmaster (212-307-4100 or 800-755-4000). Service charges may be added to the price of your tickets.

CENTRAL PARK

Stretches from 59th Street to 110th Street and from Fifth Avenue to Central Park West. It is a beautiful place to exercise, explore, or have a picnic.

CIRCLE LINE SIGHTSEEING CRUISES

Tour-guided cruise (2 or 3 hours) around Manhattan Depart from Pier 83, West 43rd Street & Twelfth Avenue.

THE HIGH LINE

A public park built on a 1.45-mile-long elevated rail structure running from Gansevoort St. to 34th St. on Manhattan's West Side.

HUDSON YARDS

New York's newest neighbourhood and home to more than 100 diverse shops and culinary experiences, significant public art including the iconic Vessel and dynamic cultural institutions including The Shed, 14 acres of public plazas, gardens and groves.

NEW YORK PUBLIC LIBRARY & BRYANT PARK

With nearly 53 million items and 92 locations, the New York Public Library is the second largest public library in the United States and the fourth largest in the world.
476 5th Avenue (Bryant Park)

ONE WORLD TRADE CENTER

One World Trade Center is the main building of the rebuilt World Trade Center complex in Lower Manhattan 285 Fulton Street.

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STATUE OF LIBERTY

America's favorite symbol of freedom. Grounds open for strolls and viewing the statue. Pedestal and museum open for tours only. Tickets required. Statue of Liberty ferry departs from Castle Clinton, Battery Park in Downtown Manhattan.

OBSERVATION DECKS

THE EDGE

30 Hudson Yards

EMPIRE STATE BUILDING

350 Fifth Avenue (between 33rd & 34th Streets)

ROCKEFELLER CENTRE "TOP OF THE ROCK"

30 Rockefeller Plaza (49th Street between Fifth & Avenue of the Americas {Sixth Avenue})

SUMMIT ONE VANDERBILT

45 E 42nd Street

ONE WORLD OBSERVATORY

117 West Street (World Trade Center)

MUSEUMS

AMERICAN MUSEUM OF NATURAL HISTORY

More than 40 permanent halls plus IMAX films, space shows and temporary special exhibitions explore the universe and the diversity of life on Earth. Tickets are timed entry to limit capacity. Please reserve here: <https://www.amnh.org/plan-your-visit>.
Central Park West at 79th Street
Open Wednesday–Sunday, 10 am–5:30 pm.

ELLIS ISLAND IMMIGRATION MUSEUM

America's famous immigrant gateway from 1892 to 1954. Audio tours, café and gift shop. Ellis Island Ferry departs from Castle Clinton, Battery Park in Downtown Manhattan. Get ferry tickets here: <https://www.statueofliberty.org/visit/>. Contact: at (212) 561-4588 or contactus@libertyellisfoundation.org. No tickets required for museum itself.

*Open daily, hours change seasonally (see website for more information)

Welcome Guide to New York City for Official Visitors



THE GUGGENHEIM

Frank Lloyd Wright landmark. Renowned collection of modern and contemporary art plus important changing exhibitions. Reserve tickets here: <https://www.guggenheim.org/plan-your-visit>.

1071 Fifth Avenue at 89th Street

Open Sunday–Monday, 11 am–6 pm, Wednesday–Friday 11 am–6 pm, Saturday 11 am–8 pm

Closed Tuesday

METROPOLITAN MUSEUM OF ART (THE MET)

Containing more than two million works of art ranging from medieval armor to Greco-Roman architecture and sculptures to European paintings. Book tickets here or buy in person:

<https://www.metmuseum.org/visit/plan-your-visit>.

Fifth Avenue at 82nd Street

Open Sun/Tues + Thu: 10 am–5 pm, Fri/Sat: 10 am–9 pm, Closed Wednesday

THE MORGAN LIBRARY & MUSEUM

A museum and independent research library located in the heart of New York City. The main building is a New York City designated landmark and a National Historic Landmark.

225 Madison Avenue at 36th Street, New York, NY, 10016

Entry to the Museum is by timed ticket. Advance timed tickets are suggested for best availability. Go to <https://www.themorgan.org/visit>.

Open Tuesday, Wednesday, Thursday, Saturday, and Sunday from 10:30 am to 5 pm, and Friday from 10:30 am to 7pm.

MUSEUM OF MODERN ART (THE MOMA)

Paintings, sculpture, drawings, prints, architecture, photography, films and industrial and graphic design from 1880s to present. Reserve tickets here: <https://www.moma.org/visit/>.

11 West 53rd Street between Fifth and Sixth Avenues

Open Sun- Fri, 10:30 a.m.–5:30 p.m, Sat, 10:30 a.m.–7:00 p.m.

THE WHITNEY MUSEUM

The Whitney Museum houses one of the world's foremost collections of twentieth-century American art. The Permanent Collection of some 12,000 works encompasses paintings, sculptures, multimedia installations, drawings, prints, and photographs. Advance tickets are recommended for best availability. Book here: <https://whitney.org/visit>.

9 Gansevoort Street

Open Monday, Wednesday, Thursday, Friday 10:30am-6pm, Saturday and Sunday 11am-6pm, [Closed Tuesday]



SHOPPING

BLOOMINGDALE'S

A New-York-famous department store that sells high end products across a range of different departments, including cosmetics, shoes, clothes, kitchen supplies and furniture.

East 59th Street between Lexington & Third Avenue

MACY'S

One of the nation's premier retailers also famous for throwing the annual Macy's Thanksgiving Day Parade in New York City.

151 West 34th Street between Broadway & 7th Avenues

BERGDORF GOODMAN

A luxury department store that has been a New York landmark since 1901.

745 Fifth Avenue at 58th Street

SAKS FIFTH AVENUE

Saks Fifth Avenue is an American luxury department store chain with its flagship store based in New York.

611 Fifth Avenue at 49th Street

APPLE FIFTH AVENUE

New York's most famous Apple Inc. store known for its cubic glass exterior and modern underground interior.

Concourse Level, 767 Fifth Avenue at 58th Street

DYLAN'S CANDY BAR

A famous, colorful candy store.

20 Hudson Yards

FAO SCHWARZ

The oldest toy store in the United States, famous for its high-end toys, life-sized stuffed animals, interactive experiences, brand integrations, and games.

30 Rockefeller Plaza

YANKEES CLUBHOUSE

The official store of the New York Yankees.

393 5th Avenue #Sp1 (Near the Morgan Library & Museum)



COVID-19: TESTING AND LOCAL REQUIREMENTS

The Federal Public Health Emergency ended on 11 May 2023.

Departure/Arrival information: New York

- Visitors are not required to show a negative COVID-19 viral test or documentation of recovery from COVID-19 to enter the United States.
- No self-quarantine or COVID-19 testing is required following arrival in the United States.
- Domestic travel in the United States does not require pre-departure or on arrival testing, nor self-quarantine after travel.
- This advice is accurate as of 9 January 2024. Please verify latest information [here](#).

Current COVID-19 levels in New York

- New York City Health authorities acknowledge COVID-19 is still present in the city, although not a public emergency.
- Mask-wearing is still commonplace, and from time to time will be a requirement in places such as hospitals and nursing homes.

COVID testing

Rapid tests are readily available for purchase at most pharmacies for around USD20 or can be ordered online for delivery to your hotel. You may also consider bringing a supply of rapid tests from Australia.



OFFICIAL VISITOR

WELCOME GUIDE NEW YORK

**Welcome Guide to New York City for
Official Visitors**



24 Hour In-House Doctor		24 Hour Dentist	
§ 22(1)(a)(ii)		§ 22(1)(a)(ii)	
*24 hour availability and makes house calls			
24 Hour Pharmacies			
Upper East Side		Upper West Side	
CVS Pharmacy 1396 2nd Avenue (at 72nd Street) New York, NY 10021 ☎+1 (212) 249-5699	Duane Reade 1279 3rd Avenue (at 74th Street) New York, NY 10021 ☎+1 (212) 744-2668	CVS Pharmacy 200 West End Ave (at 70th Street) New York, NY 10023 ☎+1 (212) 496-4198	Duane Reade 2069 Broadway (btw 71st & 72nd) New York, NY 10023 ☎+1 (212) 799-1067
Midtown East		Midtown West	
CVS Pharmacy 150 E 42nd Street (at 3rd Ave) New York 10017 ☎+1 (212) 661-8139	Duane Reade 866 3rd Ave (at 53rd Street) New York 10022 ☎+1 (212) 759-9412	CVS Pharmacy 800 10th Avenue (at 54th Street) New York, NY 10019 ☎+1 (212) 258-2904	Duane Reade 771 8th Avenue (at 47th Street) New York, NY 10036 ☎+1 (212) 974-6013
Lower East Side		Lower Manhattan	
CVS Pharmacy 253 1st Avenue (at E 14th Street) New York, NY 10003 ☎+1 (212) 254-1454	Duane Reade 245 1st Avenue (at E 14th Street) New York, NY 10003 ☎+1 (212) 529-0091	CVS Pharmacy 129 Fulton Street New York, NY 10038 ☎+1 (212) 233-5023	Duane Reade 100 Broadway New York, NY 10005 ☎+1 (212) 227-5148



Covid testing locations



OFFICIAL VISITOR

WELCOME GUIDE

NEW YORK

**Welcome Guide to New York City for
Official Visitors**



Name	Location	Contact details
Sameday Health	159 W 23 rd St, New York, NY 10011. <i>Note:</i> Various official visitors have previously used Sameday Health for COVID-19 testing. Service has been quick and can be expedited in emergencies	(310) 697-8126 Website here . Open 7 Days 8AM-12:30pm; 1PM – 6PM
Free Department of Health Testing DH Chelsea C19 Test Clinic	303 Ninth Avenue New York NY 10001. 15 minutes by car from the Mission and hotel district	COVID-19: Express Testing (nyc.gov)
ClearMD, Chelsea	600 6th Ave, New York, 10012. 15 minutes by car from the Mission and hotel district	(646) 449-8724 ClearMD - Fast & Accurate PCR Testing 2007 Broadway, NY (clearmdhealth.com) Monday – Sunday, 8am – 7pm
Walk-in Clinic NYC – Midtown	274 Madison Ave Suite 705, New York, NY 10016. Less than 10 minutes' walk from the Mission	(212) 696-5900 Schedule Your Doctor Appointment Online WalkIn Clinic NY (walk-in-clinic-nyc.com) Opens 10AM-7PM (M-F), 12PM-3PM (Sat), Closed Sundays
CityMD	944 2nd Avenue (at 50th Street), Midtown East. Less than 10 minutes by car from the Mission and hotel district	+1 (212) 271-4864 https://www.citymd.com 9am – 9pm Mon-Fri 9am – 5pm Sat-Sun

**Welcome Guide to New York City for
Official Visitors**



New York City Hospitals		
Upper East Side		Upper West Side
<p>Mount Sinai Hospital 5th Avenue (at 98th Street) New York, NY 10029 ☎+1 (212) 241-6500 (General) ☎+1 (212) 241-6639 (Emergency)</p>	<p>Lenox Hill Hospital 100 E 77th Street (at Park Ave) New York 10075 ☎+1 (212) 434-2000 (General) ☎+1 (212) 434-3030 (Emergency)</p>	<p>Mount Sinai St Luke's Hospital 1111 Amsterdam Ave (113rd St) New York, NY 10025 ☎+1 (212) 857-9990 (General) ☎+1 (212) 523-4000 (Emergency)</p> <p>New York Presbyterian/Columbia University Medical Center 630 W 168th Street (at Broadway) New York, NY 10032 ☎+1 (212) 305-2500</p>
Midtown East		Midtown West
<p>Bellevue Hospital Center 462 First Ave (at 27th Street) New York 10016 ☎+1 (212) 562-4141 (General) ☎+1 (212) 562-3015 (Emergency)</p>	<p>NYU Langone Medical Center 570 First Avenue (at 33rd Street) New York 10016 ☎+1 (212) 263-5800 (General) ☎+1 (212) 262-5550 (Emergency)</p>	<p>Mount Sinai West 1000 10th Avenue (at 58th Street) New York, NY 10019 ☎+1 (212) 857-9990 (General) ☎+1 (212) 523-4000 (Emergency)</p>

**Welcome Guide to New York City for
Official Visitors**



Lower Eastside		Lower Manhattan	
<p>Mount Sinai Beth Israel 10 Nathan D Perlman Pl New York, NY 10003 ☎+1 (212) 420-2000</p>		<p>New York Presbyterian/Lower Manhattan Hospital 170 William Street New York, NY 10038 ☎+1 (212) 312-5000</p>	
CityMD Walk-In Urgent Care Clinics			
Upper East Side		Upper West Side	
<p>CityMD 336 E 86th St (btw 1st & 2nd Aves) New York, NY 10028 ☎+1 (212) 772-3627</p>	<p>CityMD 1150 3rd Avenue (at 67th Street) New York, NY 10065 ☎+1 (212) 933-0007</p>	<p>General Practitioner Manhattan Family Practise 911 Park Avenue (at 80th street) New York, NY, 10075 ☎ +1 (212)-288-7193</p>	<p>CityMD 2025 Broadway (at 69th Street) New York, NY 10023 ☎+1 (212) 390-8812</p>
Midtown East		Midtown West	
<p>CityMD 944 2nd Avenue (at 50th Street) New York, NY 10022 ☎+1 (212) 271-4864</p>	<p>CityMD 561 3rd Avenue (at 37th Street) New York, NY 10016 ☎+1 (212) 729-4668</p>	<p>CityMD 315 W 57th St (btw 8th & 9th Ave) New York, NY 10019 ☎+1 (212) 315-2330</p>	<p>CityMD 345 W 42nd Street (at 9th Avenue) New York, NY 10036 ☎+1 (646) 518-0159</p>
Lower Eastside		Lower Manhattan	
<p>CityMD 212 E 23rd Street (at 3rd Avenue) New York, NY 10010 ☎+1 (646) 518-0163</p>	<p>CityMD 216 E 14th Street (at 3rd Avenue) New York, NY 10003 ☎+1 (212) 256-1049</p>	<p>CityMD 87 Chambers Street New York, NY 10007 ☎+1 (212) 335-0594</p>	<p>CityMD 138 Fulton Street New York, NY 10038 ☎+1 (212) 271-4896</p>



68th Session of the United Nations Commission on the Status of Women

National Women's Alliances Submission re Australia's position on priority theme: *Accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective.*

Introduction

National Women's Alliances welcomes the opportunity to provide this submission to government ahead of the 68th session of the United Nations Commission on the Status of Women (CSW68). We acknowledge the substantial contributions of the International Women's Development Agency and Hannah Robinson to this submission.

The importance of this year's theme has never been more apparent. COVID-19 has highlighted existing social and economic fault-lines and exacerbated inequality, poverty and marginalization. This backsliding on progress has occurred in a context where the effects of human-induced climate change and environmental degradation are highlighting present, and future risks. In addition, multiple and intersecting factors shape people's needs, opportunities and outcomes, including interdependent social, economic and environmental considerations. Together, these factors have transformed the landscape of social protection needs and demonstrated the importance of social protection for securing a minimum standard of living for the physical, economic and mental wellbeing of citizens.

Women's organisations, human rights organisations, feminist organisations (collectively 'CSOs') and academic institutions play a critical role in driving change and ensuring accountability for gender equality. In recent years, the space for meaningful CSO engagement in UN environments has shrunk significantly. Australia has advocated for the role of CSOs in the CSW in the past and we urge Australia to continue to advocate for an active, meaningful, and clearly defined role for CSOs at CSW. We also call on Australia to advocate for States to take measures to protect women human rights defenders and support and fund specialist women's services and feminist CSOs and networks.

We congratulate the Australian government on its history of strong support for CSO engagement in CSW and acknowledge the increase in civil society delegation nominations to three positions as a sign of the government's commitment to engaging directly with CSOs to protect women's human rights.

Priority focus for CSW68

National Women's Alliances submit that Australia's priorities at CSW68 should include the following:

1. An emphasis on making visible the multiple and intersecting experiences of discrimination, including how these shape experiences of poverty. We support Australia's strong history of advocacy in this area. We urge the Australian government in discussions and in the text of the Agreed Conclusions to:
 - a. Continue to advocate for an acknowledgment of the role of sexual orientation, gender identity, gender expression and sex characteristics (SOGIESC) on individual experiences of discrimination and human rights abuses. The Australian government should support language relating to gender and avoid language which refers to sex characteristics only, except where the subject matter purely relates to biological characteristics.
 - b. Highlight, where relevant, the ongoing legacy of colonialism and its impact on individual experiences of discrimination,
 - c. Advocate for the recognition of the experiences of migrant and refugee women,
 - d. Argue for the use and retention of the phrase 'women and girls in all their diversity' in preference to any incomplete listing of various groups of women and girls,
 - e. Advocate for the inclusion of 'girls' and 'women and girls with disability' in the Agreed Conclusions, particularly in relation to text dealing with leadership and meaningful involvement in decision-making about the lives of girls and of women and girls with disability, and
 - f. Advocate for the use of the phrase 'multiple and intersecting forms of discrimination' in the text of the Agreed Conclusions.

2. An emphasis on the need for accessible gender and sex disaggregated poverty data at both the state and international level, noting the importance of intersectional, lived-experience knowledge for effective policy development. Data collection should be multidimensional (i.e.: not merely focused on income/assets, but include a range of potential areas of deprivation across social, economic and environmental dimensions) and include a focus on the following areas:
 - a. Women, older women, young women, and girls' experiences of poverty within households,
 - b. Refugee and migrant women's experiences of poverty within country,
 - c. The experiences of women and girls in rural, regional, and remote areas,
 - d. The interaction of vulnerable women and girls with financial systems, including both private financial institutions (such as banks) and social protection systems.

We urge Australia to support discussions about 'data sovereignty', particularly in the context of data relating to Indigenous women and girls.

We urge Australia's support for the strengthening of national and regional statistics offices to be resourced to collect and share this data, and for the prioritisation of this support through Official Development Assistance (ODA).

We also urge Australia to advocate for the specific inclusion of 'gender' as a descriptor in any language on data collection, noting that specifying 'sex' alone can be understood as a purposeful exclusion of people with diverse gender identities, expressions, and sex characteristics. We encourage the Australian government to be particularly mindful of this language considering the ongoing discrimination faced by people with diverse gender identities (see point 6 below), and to take a 'do no harm' approach to data collection on the specific experience of people of diverse SOGIESC.

In advocating for this data collection, Australia should emphasise that *gender* disaggregated data is required to adequately capture trends related to gendered cultural practices and norms.

3. A focus on the interaction between poverty and gendered violence, noting particularly the role of poverty in creating the conditions for (and enabling the continuation of) domestic, family, and intimate partner violence ('gender-based violence'). We recommend Australia emphasise the intersectional nature of gender-based violence, including the experiences of:
 - a. Indigenous women and girls,
 - b. Women and girls with disabilities,
 - c. Refugee and migrant women and girls,
 - d. Women and girls from regional, rural, and remote areas.
4. An emphasis on global and domestic care economies, including the role of women's unpaid care work in maintaining economic inequities. Australia should strongly advocate for policies which economically uplift and support women and girls with caring responsibilities, noting that this care load will only increase in the face of the climate emergency. Australia should advocate for the recognition, reduction, and redistribution of unpaid care and domestic work, while emphasising the need for adequate social infrastructure and social protections to enable caring by everyone.
5. An emphasis on the ongoing importance of human security issues, noting the lack of women, peace, and security as a theme in the CSW68 expert papers. Australia should particularly emphasise the importance of:
 - a. Women and girls' health in humanitarian crises, including sexual and reproductive health,
 - b. Human rights abuses in crises and conflict zones, including preventing and addressing conflict-related sexual violence,
 - c. The interrelated and compounding effects of economic, climate, and humanitarian crises on women and girls' security.
6. A strong focus on the global backlash against women's human rights and feminism in both politics and civil society. This focus should include an acknowledgement of pressure to withdraw social and legal protections from people with diverse gender identities, expressions, and sex characteristics, as well as ongoing threats to women and girls' sexual and reproductive rights.
7. Advocacy for the language of '*families*' rather than '*the family*,' to emphasise that social protections and freedoms should also apply to all families.

8. A focus on the importance of sexual and reproductive rights in reducing poverty globally, by allowing diverse women full autonomy over their bodies, including the decision of whether and when to become pregnant. We urge the Australian government to emphasise the role of comprehensive sexuality education to young women and girl's economic security, noting the need for this education to include information relevant to people with diverse gender identities, expressions, and sex characteristics.

Australia should emphasise the need for comprehensive sexuality education that goes beyond health education and explicitly includes content on reproductive freedoms, diverse sexual orientations, gender identities, gender expressions and sex characteristics. Australia should strongly advocate for comprehensive sexual and reproductive freedoms and education for all people.

We also urge Australia to use the language 'diverse women's human rights' rather than 'women's rights' throughout the Agreed Conclusions, but particularly when discussing sexual and reproductive freedoms, to protect the principle of the universality of human rights and to avoid creating a hierarchy of rights in which women's rights fall below the rights of the family, the state, and so on.

9. A firm resolve that the Agreed Conclusions should not be limited by appeals to national sovereignty or cultural relativism. Similarly, Australia should support the global applicability of the UN system of human rights. In the lead up to the Summit of the Future in September 2024, we ask Australia to push for the United Nations to conduct and report on a gendered analysis of power imbalances within UN structures and entities.
10. A focus on the impact of international financial institutions on individual experiences of poverty, emphasising the need for a gender-impact analysis of institutions. Australia should focus on the need for reform of international financial architecture in line with principles of gender responsive financing and the Sustainable Development Goals, noting particularly the impact of sovereign debt on countries in the Global South.

Australia should emphasise that sovereign debt stress entrenches inequalities within communities. As noted in the expert papers, lower-middle-income countries with debt spend more on debt service payments than social services, while low-income countries debt service payments came to "171% of social spending" (see Prof. Dr Jayati Ghosh's expert paper). This stress disproportionately impacts vulnerable women and girls, as cuts to social infrastructure and climate action increase the amount of unpaid care work needed to maintain communities (see Leia Achampong's expert paper). Australia should note that decreased spending on social protections and public services keeps women and girls trapped in gendered poverty, with fewer services available to those fleeing violence and conflict.

We encourage Australia to highlight, where relevant, the legacy of colonialism and its effect on current debt crises.

The reform of international financial architecture should include consideration of the World Bank's role as the custodian agency of global poverty data, and the need for a greater

integration of individual-level, multidimensional, gender-sensitive poverty data in its mandate. In this regard, we urge Australia to advocate for the Commission to adopt a multi-year program of work alongside the World Bank and other entities to provide clarity on an agreed approach to individual-level measurement of gender-sensitive poverty ahead of the creation and adoption of any post-2030 development framework.

11. A strong focus on global and domestic social policies which maintain economic inequity between genders, noting the continued existence of gendered pay gaps, gendered discrimination through taxation, and discriminatory or inequitable practices which result in diminished opportunities for women. We encourage Australia to emphasise the human right to social protection when advocating for the need for progressive, equalising social policies and infrastructure. Australia should emphasise the link between international financial systems and domestic spending on programs to reduce gendered poverty.

Australia should strongly emphasise the importance of the right to social protection, noting that accessible social security programs create opportunities to escape gendered poverty. Conversely, Australia should emphasise that retrogressive measures taken in relation to the right to social security help maintain the conditions that lead to gendered poverty.

Australia should emphasise that punitive welfare systems make it more difficult for women to access the broader social infrastructure, including education and training programs, healthcare, and social support for those escaping violence. In advocating for this position Australia should note that the International Covenant on Economic, Social and Cultural Rights (ICESCR) recognises "the right of everyone to social security, including social insurance" and that General Comment 19 of the ICESCR Committee regarding the need for any retrogressive measures to be reasonably justified and subject to review.

12. A strong emphasis on the specific experiences of Indigenous women and girls, noting the continuing impact of colonialism. We urge Australia to strongly advocate for the specific inclusion of Indigenous voices in international human rights spaces, emphasising the importance of Indigenous women's expertise in discussions of:
 - a. Women, young women, and girls' experiences of legal systems, including experiences of incarceration and detention, acknowledging the role of traditional and customary legal systems,
 - b. Women, young women, and girls' experiences with state social protection systems and welfare systems,
 - c. Climate action and disaster relief programs and planning,
 - d. Gender-based violence,
 - e. Traditional and ancestral knowledge and expertise, and
 - f. Women, young women, and girls' experiences of multidimensional poverty, to ensure contextual and culturally relevant understandings of poverty.

We note the removal of language referencing Indigenous women in the final text of the COP28 Gender Action Plan and encourage Australia to strongly advocate for language which directly acknowledges the impact of climate change on Indigenous women and girls. We urge the government to advocate for the importance of 'free, prior and informed' consent

when raising policy issues related to Indigenous people, emphasising the particular importance of this principle in relation to land and territories and/or policy relating to climate change.

13. An emphasis that any effective climate change action must include coordinated global and State-level responses, acknowledging the outsized impact of climate disasters on women and girls (including refugee, migrant, and stateless women and girls). Australia should advocate for gender-responsive climate financing, emphasising the role of women's unpaid care work following climate disasters and extreme weather events. As above, Australia should emphasise the importance of Indigenous women's voices in any discussion of international climate action. Australia should also highlight the link between sovereign debt stress and decreased domestic spending on climate change prevention and preparedness.
14. A focus on the positive role financial institutions can play in disrupting cycles of poverty and violence, for example the use of AI by banks to identify patterns of coercive financial abuse of women¹ and measures which can be taken by banks to assist women facing the economic effects of gender-based violence.

¹ <https://www.afr.com/companies/financial-services/cba-blocking-400-000-abusive-messages-a-year-sent-with-tiny-payments-20231108-p5eihl>

GLOSSARY OF TERMS COMMONLY USED AT THE UNITED NATIONS

TERM (ACRONYM)	DEFINITION
23 rd Special Session of the General Assembly	Held at the UN Headquarters in New York from 5-9 June 2000, the Special Session was a five-year review of the implementation of the BDPA . The Special Session adopted an outcome document entitled ' <i>Further Actions and Initiatives to Implement the BDPA</i> '.
Agreed Conclusions	The Outcomes Document of the CSW . Agreed Conclusions contain an analysis of the priority theme, and set concrete recommendations for governments, NGOs and institutions to be implemented at the international, national, regional and local level.
Beijing Declaration and Platform for Action (BDPA)	Proclaimed at the 1995 <i>Fourth World Conference on Women</i> in Beijing, China, the BDPA lays out a defining framework under 12 critical areas of concern designed to advance women's rights as part of the global agenda.
African Union	An organisation established in 2002 to promote unity and solidarity between African states. The African Union encourages economic development and promotes international cooperation.
CANZ	The name given to the informal and likeminded negotiating grouping of Canada, Australia and New Zealand, who have a history of coordinating their positions on certain issues.
Commission on the Status of Women (CSW)	A functional and mandated commission of ECOSOC . It is the principal global policy-making body, tasked by the UN , to exclusively work towards gender equality and the advancement of women. CSW is held annually around IWD (8 March) and involves approximately 3,000 representatives from governments, NGOs and community based organisations. These sessions involve discussion, advocacy, debating and sharing ideas, resources and good practice models.
Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)	Adopted in 1979 by the UN General Assembly , CEDAW is often described as an 'international bill of rights' for women. Consisting of 30 articles, it defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination.

TERM (ACRONYM)	DEFINITION
Declaration on the Elimination of All Forms of Discrimination against Women	Proclaimed by UN General Assembly resolution 48/104 of 20 December 1993 following the <i>World Conference on Human Rights</i> in Vienna, June 1993. The Declaration is the first international instrument to specifically address and define all forms of violence against women, and lays out a framework for global action.
Economic and Social Council (ECOSOC)	ECOSOC , one of the six principal organs of the UN, established in 1945. It is the principle coordinating body for the economic and social work of all UN agencies and commissions. ECOSOC provides policy recommendations for specific committees, and is central to reflection, debate and innovation on sustainable development.
European Union (EU)	The EU is an economic and political union comprised of 28 Member States. It coordinates cooperation among primarily European countries on issues such as trade, development and security.
G-77	Sometimes called the Group of 77, G-77 promotes the collective economic interests of its members and enhances joint negotiating capacity in the UN . It is the largest Third World coalition in the UN , comprising 134 UN Member States . The G-77 provides the means for the developing world to articulate and increase its influence on major international economic issues in the UN system.
General Assembly (GA)	Comprising 193 UN Member States , the General Assembly is the main deliberative, representative and policy-making organ of the UN . All Member States have equal representation: one country, one vote.
Governance	Structures and processes that are designed to ensure accountability, transparency and responsiveness, alongside the rule of law, stability, equity and inclusiveness, empowerment and broad-based participation. Governance also represents the norms, values and rules through which public affairs are managed in a manner that is transparent, participatory, inclusive and responsive.
Holy See	The Holy See is both a State (as recognised by international law) and the governing body for the Catholic Church, representing 1.3 billion persons.

TERM (ACRONYM)	DEFINITION
International Women's Day (IWD)	Starting early in the 20 th century, IWD was originally called ' <i>International Working Women's Day</i> ' as a celebration of women's economic, political and social achievements. IWD was first broadly observed in 1977 when the UN invited Member States to proclaim 8 March as ' <i>UN Day for women's rights and world peace</i> '. Held annually on this date, IWD is an important catalyst driving greater change for women.
JUSCANZ	A consultative body to the UN Human Rights Council and other UN bodies. Membership includes Australia, Canada, Iceland, Israel, Japan, Liechtenstein, New Zealand, Norway, Switzerland and the United States. In UN negotiations on climate change, it is sometimes referred to as the Umbrella Group.
League of Arab States	Founded in Cairo in 1945, this organisation of Arab States has a common purpose to ensure cooperation among its Member States. Protection of independence and sovereignty is at the centre of the organisation's activities.
MIKTA	A strategic partnership of likeminded countries comprised of Mexico, Indonesia, Republic of Korea (ROK), Turkey and Australia. Led by foreign ministers since 2013, these countries are considered significant economic powers that collaborate on the areas of trade, international security, gender equality, governance and sustainable development.
Millennium Development Goals (MDGs)	Eight goals with measurable targets and a clear deadline to 2015 for improving the lives of the world's poorest people. These goals were enshrined in the historic Millennium Declaration at the UN Millennium Summit in 2000.
Mountains Group	<p>A non-formalised grouping of likeminded countries comprised of Iceland, Switzerland, Norway, Liechtenstein, Canada, Australia and New Zealand. Due to Switzerland's neutrality, the grouping is not formally represented in votes.</p> <p>This grouping does not exist outside gender equality negotiations.</p>
Multilateral system of governance	The UN is a multilateral institution, where responsibility for global governance (across international, national, regional, inter-governmental, non-governmental and civil society) was affirmed by the UN General Assembly in resolution 65/94 in 2010. The resolution affirmed the need for an inclusive, transparent and effective multilateral system to better address global challenges,

TERM (ACRONYM)	DEFINITION
	and also reaffirmed the UN's central role in ongoing efforts to find common solutions to such challenges.
Non-aligned movement (NAM)	A movement of more than 100 members, formed during the Cold War, which represents the interests and priorities of countries who do not wish to formally align with or against any major power bloc.
Non-government organisation (NGO)	<p>Any non-profit, voluntary citizens' group organised on a local, national or international level. NGOs are task-oriented and driven by people with a common interest, performing various service and humanitarian functions. They bring citizens' concerns to governments, advocate and monitor policies, and encourage political participation through the provision of information. NGOs provide analysis and expertise, serve as early warning mechanisms and help monitor and implement international agreements.</p> <p>The relationship of NGOs with offices and agencies of the UN differs depending on their goals, their venue and the mandate of the specific institution.</p>
Organisation of the Islamic Cooperation (OIC)	Works to promote the interests of Muslims worldwide, or in its words, focus on 'Islamic solidarity' and 'non-interference in the internal affairs of Islamic Member States'. The OIC is the largest single subset of both the G-77 and the NAM.
Platform for Action	Set out in the 1995 UN <i>Fourth World Conference on Women in Beijing</i> , the Platform for Action is an agenda for women's empowerment. It consists of 12 critical areas of concern for women, and aims to put the key issues of the 1985 <i>Nairobi World Conference of Women</i> into action. The objective of the Platform for Action, which conforms to the purposes and principles of the UN Charter and international law, is the empowerment of all women.
Resolution	<p>Formal expressions of the opinion or will of UN Member States. Resolutions generally consist of two clearly defined sections: a preamble and an operational segment. A preamble presents the considerations, whereas an operative segment states the actions to be taken.</p> <p>The nature of a resolution determines if it is considered binding on States. In general, resolutions adopted by the Security Council acting under Chapter VII of the UN Charter are considered binding, in accordance with Article 25.</p>
Sustainable Development Goals	On 1 January 2016, the 17 SDGs of the UN 2030 Agenda for Sustainable Development officially came into force. The 17 broad

TERM (ACRONYM)	DEFINITION
(SDGs)	goals are interrelated, although each has a specific target to achieve. There are 169 targets in total. The SDGs apply universally to all countries; however they are not legally binding.
Umbrella Group	See: JUSCANZ
United Nations (UN)	Founded in 1945 after World War II, the UN is an international organisation tasked with promoting international cooperation, and creating and maintaining international order. There are currently 193 UN Member States. The work of the UN is guided by the purposes, principles and mission contained in its founding Charter.
United Nations Commission on Human Rights	Established in 1946 and comprising 53 States, the Commission meets annually in Geneva, Switzerland. Its mandate has expanded over time to allow it to respond to the whole range of human rights problems, supporting its initial focus of fundamental rights and freedoms protection. The Commission sets standards to govern the conduct of States. It also acts as a forum where countries, non-governmental groups and human rights defenders voice their concerns.
United Nations Human Rights Council (UN HRC)	The UN HCR is an inter-governmental body within the UN system. Made up of 47 States, it is responsible for the promotion and protection of human rights around the globe.
United Nations Member States	Countries that are Members of, and thus have a vote in, the UN General Assembly . Currently there are 193 Member States.
UN Women	<p>The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) became operational in January 2011. UN Women is a culmination of four previous UN bodies:</p> <ul style="list-style-type: none"> - Office of the Special Advisor on Gender Issues and Advancement of Women - UN Development Fund for Women (UNIFEM) - International Research and Training Institute for the Advancement of Women - Division for the Advancement of Women.
Women’s Empowerment Principles	A set of principles established by UN Women and the UN Global Compact . These principles propose direction on how to economically empower women at work and in the community.

OFFICIAL

s 22(1)(a)(ii)

What we want

- Understand Morocco’s domestic and international gender equality priorities and where we can find synergies to maximise our effort.

What they want

- s 33(a)(iii) , s 47E(d)
-
-

Handling and Sensitivities

- s 22(1)(a)(ii)
- s 33(a)(iii) , s 47E(d)
-
-

Meeting Arrangements

- The date, time, and location of this bilateral meeting will be confirmed by your Visit Liaison Officer in New York.

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TALKING POINTS

Bilateral relationship

- Australia values its relationship with Morocco – bilaterally and working together in multilateral fora, including CSW.
- Australia is keen to grow its relationship with Morocco and work together to promote gender equality domestically and internationally.


Australia's priorities on Gender equality

- The Australian Government is committed to gender equality and the rights of women and girls at home, in our region and through broader international engagement.
- Australia is putting gender equality at the heart of policy making through the re-introduction of gender responsive budgeting and our new national strategy to achieve gender equality.
 - *You may wish to speak to key elements of the national strategy*
 - *You may wish to speak to Australia's re-introduction of Gender Responsive Budgeting*
 - *You may wish to speak to the National Plan to End Violence against Women and Children 2022–2032*
 - *You may wish to mention that Australia implements the United Nations Women, Peace and Security agenda, through our 2021 National Action Plan to secure meaningful participation of women*

Moroccan priorities on Gender Equality

- Interested in your priorities for CSW68.
- Eager to understand Morocco's gender equality initiatives.

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



BACKGROUND

Bilateral Relationship

Australia and Morocco maintain positive bilateral relations, including in the areas of trade, agriculture and joint efforts to counter terrorism and violent extremism. Two-way trade between Australia and Morocco was valued at over \$144 million in 2021, with our main imports being chemicals and manufactured clothing, and our main exports being meat, fruit and vegetables. Morocco is a constitutional monarchy ruled by King Mohammed VI since 1999. Its population of 35 million is 99 per cent Arab-Berber and Sunni Muslim. Official languages are Arabic and Amazigh, though French is the language of business and government. Morocco has a diverse, open, market-oriented economy, with Europe being its main trading partner.

Gender Equality in Morocco

A significant gender gap exists in Morocco. Morocco ranked 136th (of 156 countries) on the World Economic Forum’s 2023 Gender Gap report. Morocco ranked 141st in Economic Participation and Opportunity; 115th in Educational Attainment; 130th in Health and Survival; and 90th in Political Empowerment.

Morocco’s constitution includes provisions to promote gender equality and enhance women’s participation in decision-making roles. The introduction of the Women’s Empowerment and Gender Equality Strategy (2019-2023), aims to increase women’s representation in public institutions and encourage their participation in political processes, s 33(a)(iii) , s 47E(d)

Morocco prohibits gender-based discrimination in employment and ensures equal pay for equal work. s 33(a)(iii) , s 47E(d)

Women’s Health and Safety in Morocco

Morocco criminalised various forms of violence against women, including domestic violence, sexual harassment (but not marital rape). s 33(a)(iii) , s 47E(d)

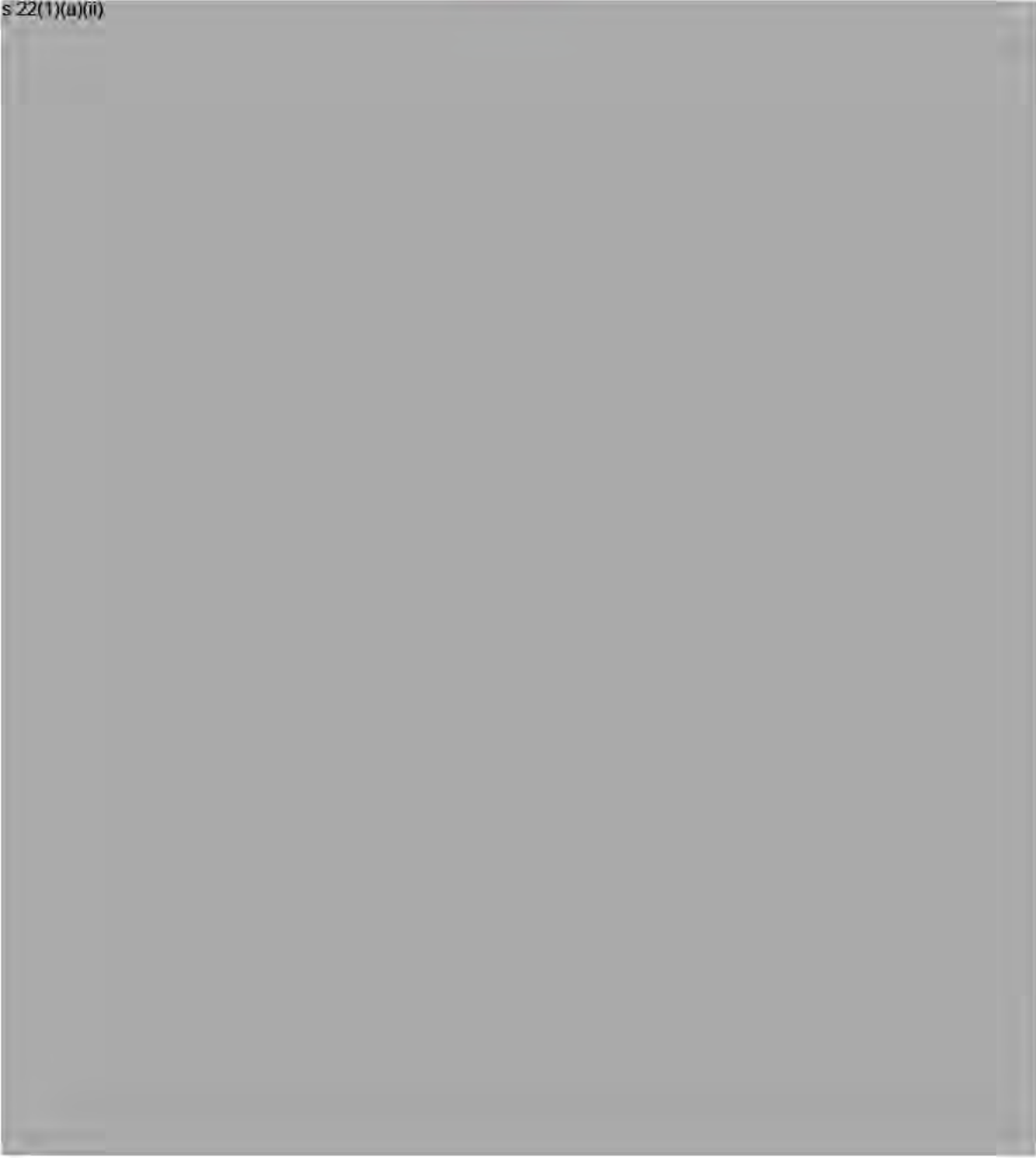
s 33(a)(iii) , s 47E(d)

Morocco’s Family code reforms

There are upcoming reforms of Morocco’s family code in 2024, which were mandated by the Moroccan king. The reforms are supposed to include provisions and changes to further address gender inequalities within the family, including issues related to child marriage, divorce, custody, and inheritance. The reforms are still in progress, and not much is known or confirmed about upcoming changes. The report is due to be submitted to the king in March.

OFFICIAL

s.22(1)(a)(i)



OFFICIAL



s 22(1)(a)(ii)

What we want

- To develop a Minister-level relationship with Brazil.
- Understand Brazil's domestic and international gender equality priorities and where we can find synergies to maximise our efforts.
- Reaffirm Australia's commitment to supporting Brazil's G20 Presidency, particularly with the newly established G20 Empowerment of Women Working Group.
- Learn from Brazil's gender equality priorities and where we can collaborate.

What they want

- s 33(a)(iii) , s 47E(d)
- [Redacted]

Handling and Sensitivities

- We requested this meeting. Brazil is the 2024 G20 President and progressive on gender issues. s 33(a)(iii) , s 47E(d)
- [Redacted]
- [Redacted]
- Talking points are provided to support your interaction, to be drawn on as needed.

Meeting Arrangements

- Date, time, and location: Tuesday 12 March, 11.25-11.55 am, UNHQ Indonesia Lounge. Updates on the ground will be confirmed by your Visit Liaison Officer.

SUGGESTED TALKING POINTS

Bilateral relationship

- Australia values its relationship with Brazil – bilaterally and working together in multilateral fora, including CSW and G20 – given our shared values, including gender equality and women’s economic empowerment.
- We are keen to continue working together in multilateral and regional fora.

Australia’s priorities on Gender equality

- The Australian Government is committed to gender equality and the rights of women and girls at home, in our region and through broader international engagement.
- Australia is putting gender equality at the heart of policy making through the re-introduction of gender responsive budgeting and our new national strategy to achieve gender equality.
 - *You may wish to speak to key elements of the national strategy*
 - *You may wish to speak to Australia’s re-introduction of Gender Responsive Budgeting*
 - *You may wish to speak to the National Plan to End Violence against Women and Children 2022–2032*
 - *You may wish to mention that Australia implements the United Nations Women, Peace and Security agenda, through our 2021 National Action Plan to secure meaningful participation of women*

Brazil’s priorities on Gender Equality

- Interested in your priorities for CSW68.
- Eager to understand Brazil’s gender equality initiatives.

Brazil’s G20 Presidency

- Australia supports Brazil’s priorities and will work cooperatively to secure a successful Brazilian presidency.
- Australia supports Brazil’s prioritisation of gender equality as a core and cross-cutting commitment of its G20 presidency.
 - Encouraging that gender equality will be addressed across the G20 Tracks, Working Groups and Brazil’s three lines of action: (i) social inclusion and the fight against hunger and poverty, (ii) energy transition and sustainable development, and (iii) reform of global governance institutions.

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- Australia commends Brazil's work in leading the first year of the G20 Empowerment of Women Working Group.
 - Australia strongly supports Brazil's priorities outlined within the Working Group's issues note and appreciates spotlighting misogyny as a key topic of focus.
 - Our new national strategy to achieve gender equality calls out gender attitudes and stereotypes as a foundation of gender inequality.
- Interested in how deliverables for the new Working Group are progressing.
- Will Brazil try to produce a consensus document within the Empowerment of Women Working Group?
- What can Australia do to support Brazil's G20 Presidency?

BACKGROUND

Gender Equality Data – Brazil

Brazil ranked 57th (of 156 countries) on the World Economic Forum's 2023 Gender Gap report. Brazil ranked 86th in Economic Participation and Opportunity, and 73rd in Educational Attainment. Brazil ranked 1st (equal with 26 other countries) in Health and Survival, and 56th in Political Empowerment.

Gender Equality in Brazil

Brazil has appointed women to 36.7 percent of ministerial positions, the highest in its history. Brazil has also increased the percentage of women parliamentarians (to 17.7%).

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

Girls tend to study longer than boys; being nearly two-thirds of university graduates.

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

The country has made major progress in gender equality since the beginning of the century. The government has taken concrete steps to enact policies that address gender inequality, adopting a strong legal framework on gender-based violence, fostering the reduction of gaps in education, and improvements in maternal health.

Bilateral Relationship

People-to-people links are growing rapidly, with Brazilians now forming the largest migrant group from Latin America resident in Australia. We cooperate multilaterally in numerous forums, including the United Nations and its organisations, the G20 (which Brazil will host in 2024), the World Trade Organization - including through the Cairns Group of agricultural fair-trading countries - the International Atomic Energy Agency and as Parties to the Antarctic Treaty.

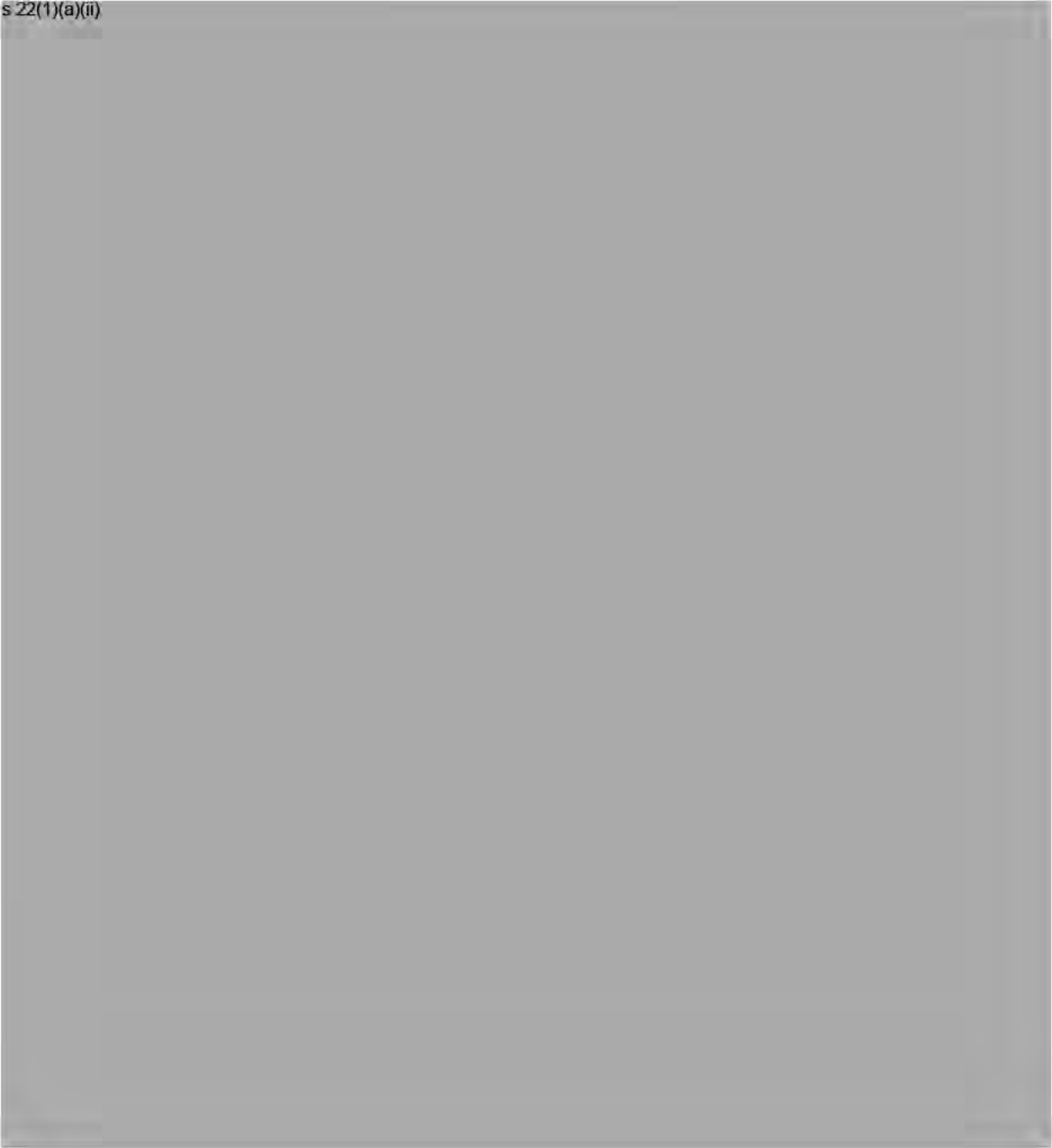
Brazil's G20 Presidency

Australia supports a strong and effective G20 through which we can work to strengthen international cooperation on the major economic challenges facing the world. Australia works constructively with other G20 economies in pursuit of strong, sustainable, balanced and inclusive global economic growth. Within the forum, Australia actively promotes an open global economy and a rules-based multilateral trading system. Brazil holds the G20 presidency in 2024. South Africa will host the G20 in 2025, followed by the United States of America in 2026.

New G20 Empowerment of Women Working Group

Australia is represented on the newly established G20 Empowerment of Women Working Group by a PM&C Assistant Secretary (Chantelle Stratford). The establishment of the Working Group was agreed by G20 Leaders in 2023 (India); 2024 is its first year of operation under the Brazil G20 Presidency. There has been one meeting (virtual) so far. Brazil's priorities in the Working Group include work and care policies, misogyny and violence, and climate justice. Brazil has commissioned a number of deliverables for the Working Group including research on misogyny on social networks and public policies on equal pay.

s 22(1)(a)(ii)



s 22(1)(a)(ii)

What we want

- To develop a Minister-level relationship with Egypt.
- Understand Egypt's domestic and international gender equality priorities and where we can find synergies to maximise our efforts.

What they want

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

-
-

Handling and Sensitivities

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

- TPs are provided to support your interaction, to be drawn on as needed.

Meeting Arrangements

- The date, time, and location of this bilateral meeting will be confirmed by the Visit Liaison Officer in New York.

TALKING POINTS

Bilateral relationship

- Thank you for the opportunity to meet during CSW.
- Australia values its relationship with Egypt – bilaterally and working together in multilateral fora – given our shared values, including gender equality and women’s economic empowerment.

Australia’s priorities on Gender equality

- The Australian Government is committed to gender equality and the rights of women and girls at home, in our region and through broader international engagement.
- Australia is putting gender equality at the heart of policy making through the re-introduction of gender responsive budgeting and our new national strategy to achieve gender equality.
 - *You may wish to speak to key elements of the national strategy*
 - *You may wish to speak to Australia’s re-introduction of Gender Responsive Budgeting*
 - *You may wish to speak to the National Plan to End Violence against Women and Children 2022–2032*
 - *You may wish to mention that Australia implements the United Nations Women, Peace and Security agenda, through our 2021 National Action Plan to secure meaningful participation of women*

Egypt’s priorities on Gender Equality

- Interested in your priorities for CSW68.
- Eager to understand Egypt’s gender equality initiatives, including their national strategy for the empowerment of Egyptian women 2016-2030

BACKGROUND

Bilateral Relationship

Australia and Egypt have warm relations based on longstanding ties and strong people-to-people links. There are approximately 100,000 Australians of Egyptian descent, and nearly 40,000 people living in Australia were born in Egypt. In 2021, Australia exported approximately \$700 million worth of goods and services to Egypt.

Egypt's economy has large tourism, agricultural and services sectors; derives substantial revenues from the Suez Canal; receives considerable remittances from overseas workers; and generates additional income from the sale of hydrocarbons. Australian exports are heavily dominated by vegetables (we are Egypt's leading supplier of fava beans, a daily staple), aluminium ore and wheat; Australian tourism to Egypt is the largest import.

Geopolitical situation

Approximately 12 per cent of world trade (worth USD1 trillion) passes through Egypt's Suez Canal, making it vulnerable to the security of Red Sea shipping. The Hamas-Israel war, and the Sudan conflict, are exacerbating chronic economic challenges. ^{s 33(a)(iii), s 47E(d)} Egypt plays an active role in the UN, as well as the International Monetary Fund, World Bank and World Trade Organisation. Egypt hosted the November 2022 COP27 summit in Sharm El Sheikh. Egypt joined the BRICS grouping of Brazil, Russia, India, China and South Africa in January.

Gender equality in Egypt

A significant gender gap exists in Egypt. Egypt ranked 134th (of 156 countries) on the World Economic Forum's 2023 Gender Gap report. Egypt ranked 140th in Economic Participation and Opportunity; 119th in Educational Attainment; 90th in Health and Survival; and 85th in Political Empowerment.

Egypt's National Strategy for the Empowerment of Egyptian Women 2016-2030 has four pillars – political empowerment, economic empowerment, social empowerment, protection – and focuses on inclusion of, and opportunities for, women. Egypt has achieved noteworthy progress on their women's empowerment and gender equality agenda since the strategy was endorsed by the president and the cabinet. The strategy is linked to Egypt's Vision 2030, which highlights the state's strong political will to achieve the women's rights stipulated in the 2014 constitution. The National Council for Women, in collaboration with the government, has carriage of *Women's Vision 2030*. The National Human Rights Strategy (2021-2026) also has a dedicated pillar for the human rights of women.

Women's share of Egyptian parliamentary representation has increased to 28%, presidential appointments to the Senate are 14%. Women make up a quarter of the Cabinet, 27% of vice-ministers, and 31% of deputy governors. For the first time ever, women have been appointed to the positions of Advisor to the President for National Security, Governor, President of Economic Court, Deputy Governor of the Central Bank and President of the National Council for Human Rights. Female judges have been appointed for the first time as

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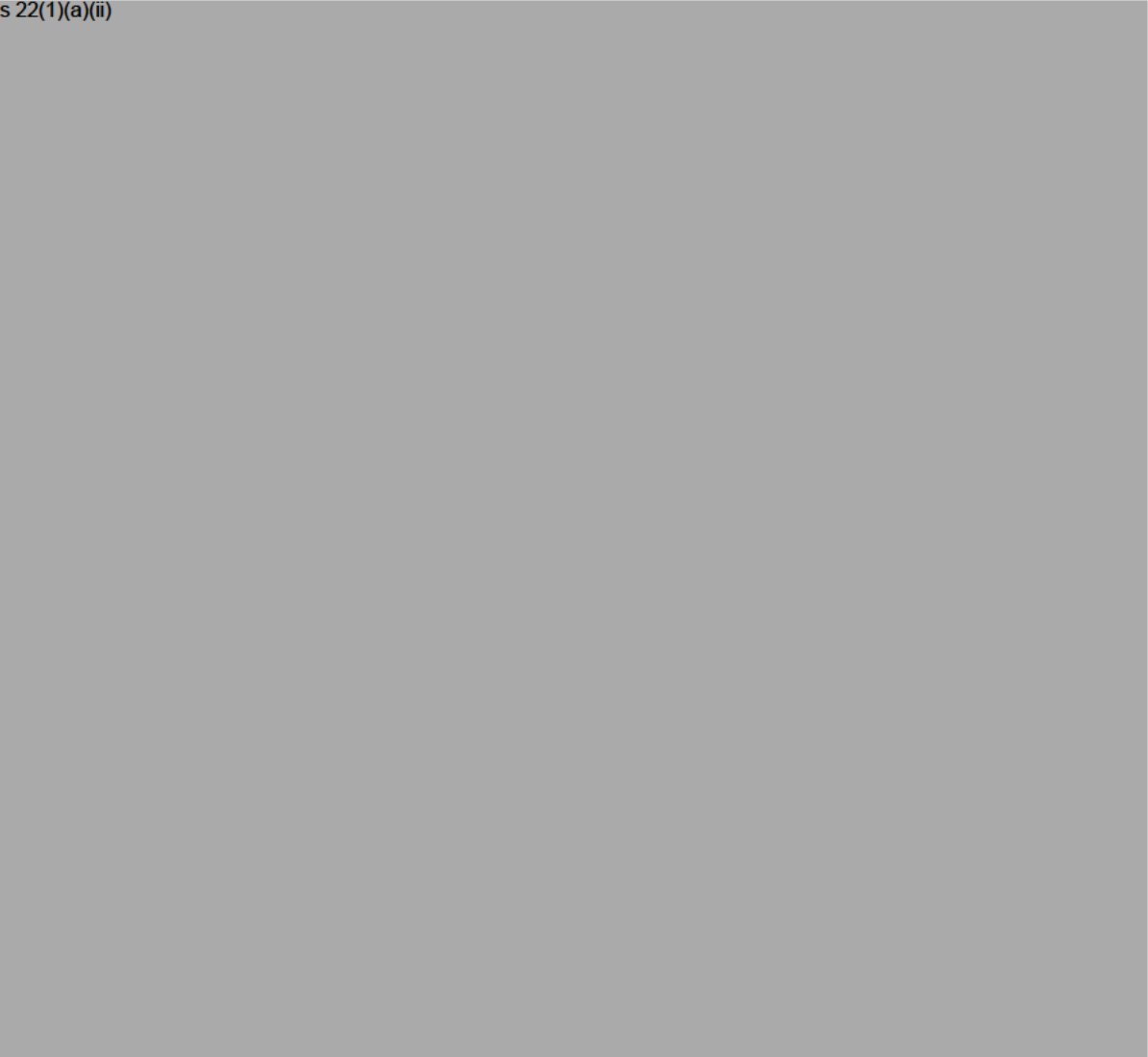
well as appointments of female prosecutors in the State Council and the Department of Public Prosecution.

Egypt has adopted legislative amendments to protect women from all forms of violence and harmful traditional practices. Several laws have been passed in recent years to criminalise violence and harmful practices against women and girls, especially FGM, domestic violence, sexual harassment, and child marriage.

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

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s 22(1)(a)(ii)



OFFICIAL



s 22(1)(a)(ii)

What we want

- Understand Qatar's gender equality priorities and where we can collaborate.
- Acknowledge the vital role Qatar is playing in mediating the Hamas-Israel conflict.

What they want

• s 33(a)(iii) , s 47E(d)

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Handling and Sensitivities

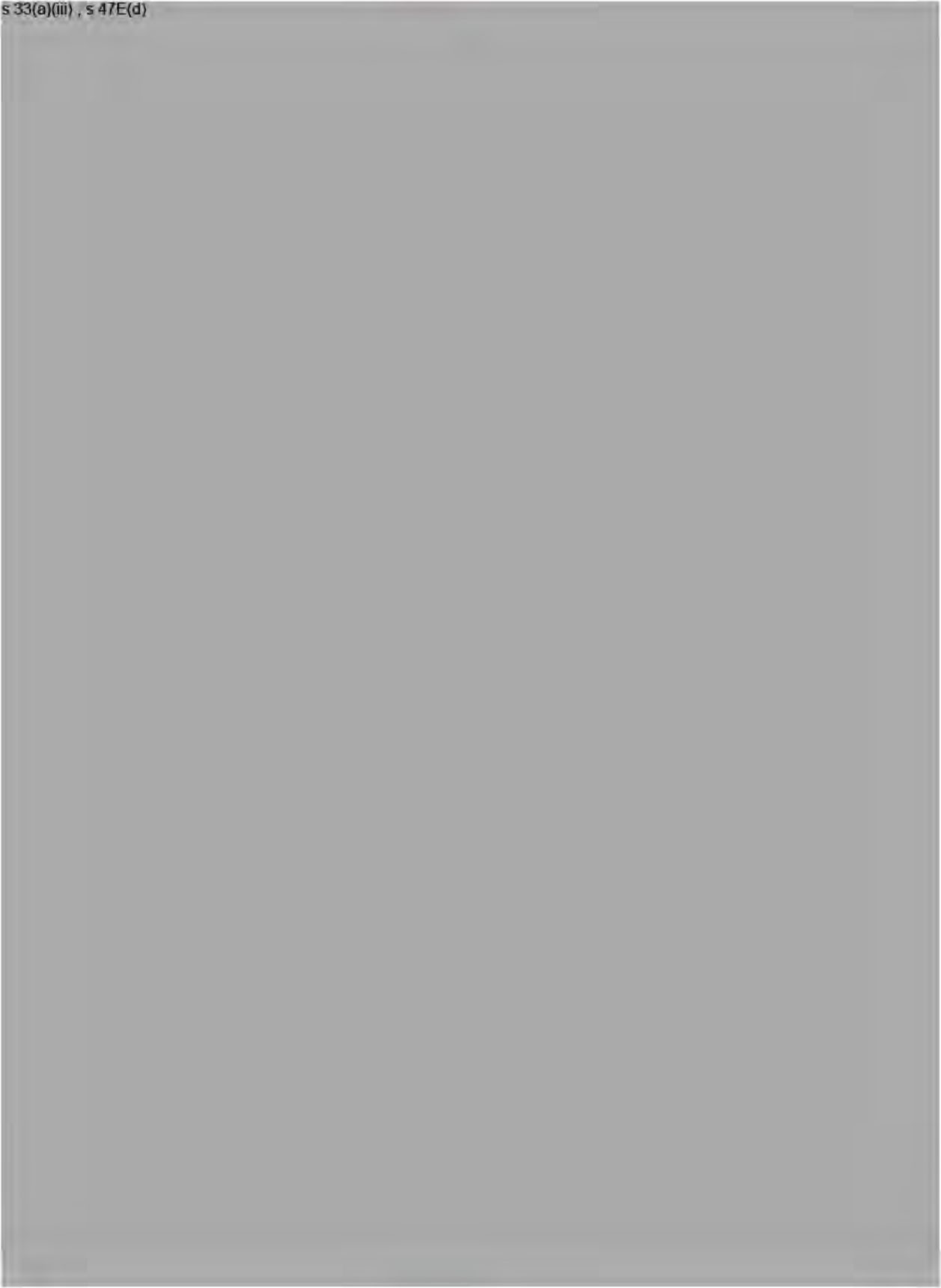
- s 22(1)(a)(ii)
- s 47E(d)
- Talking Points are provided to support your interaction, to be drawn on as needed.
- s 33(a)(iii) , s 47E(d)

Meeting Arrangements

- s 33(a)(iii)
- The date, time, and location of this bilateral meeting will be confirmed by your Visit Liaison Officer in New York.

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




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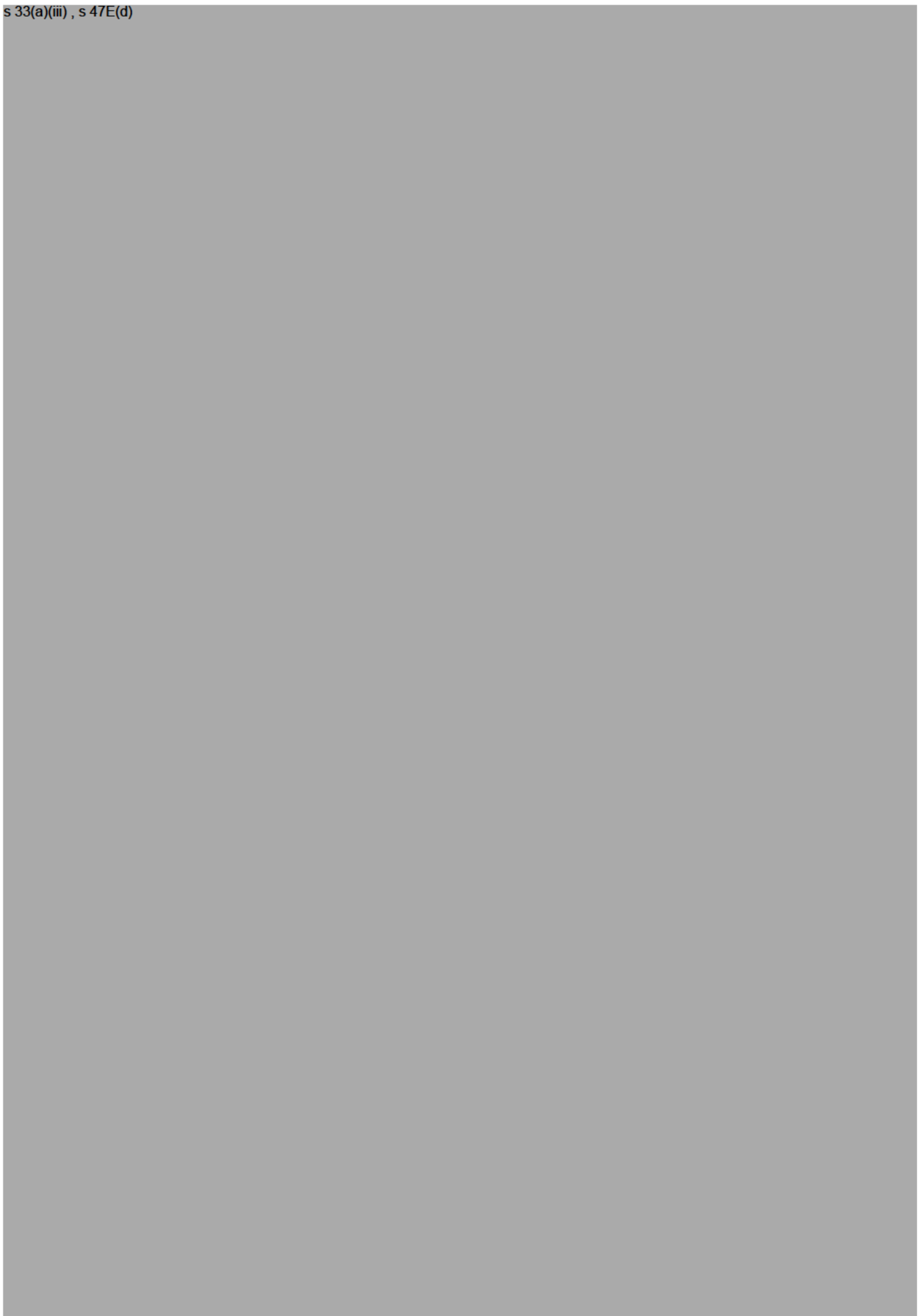
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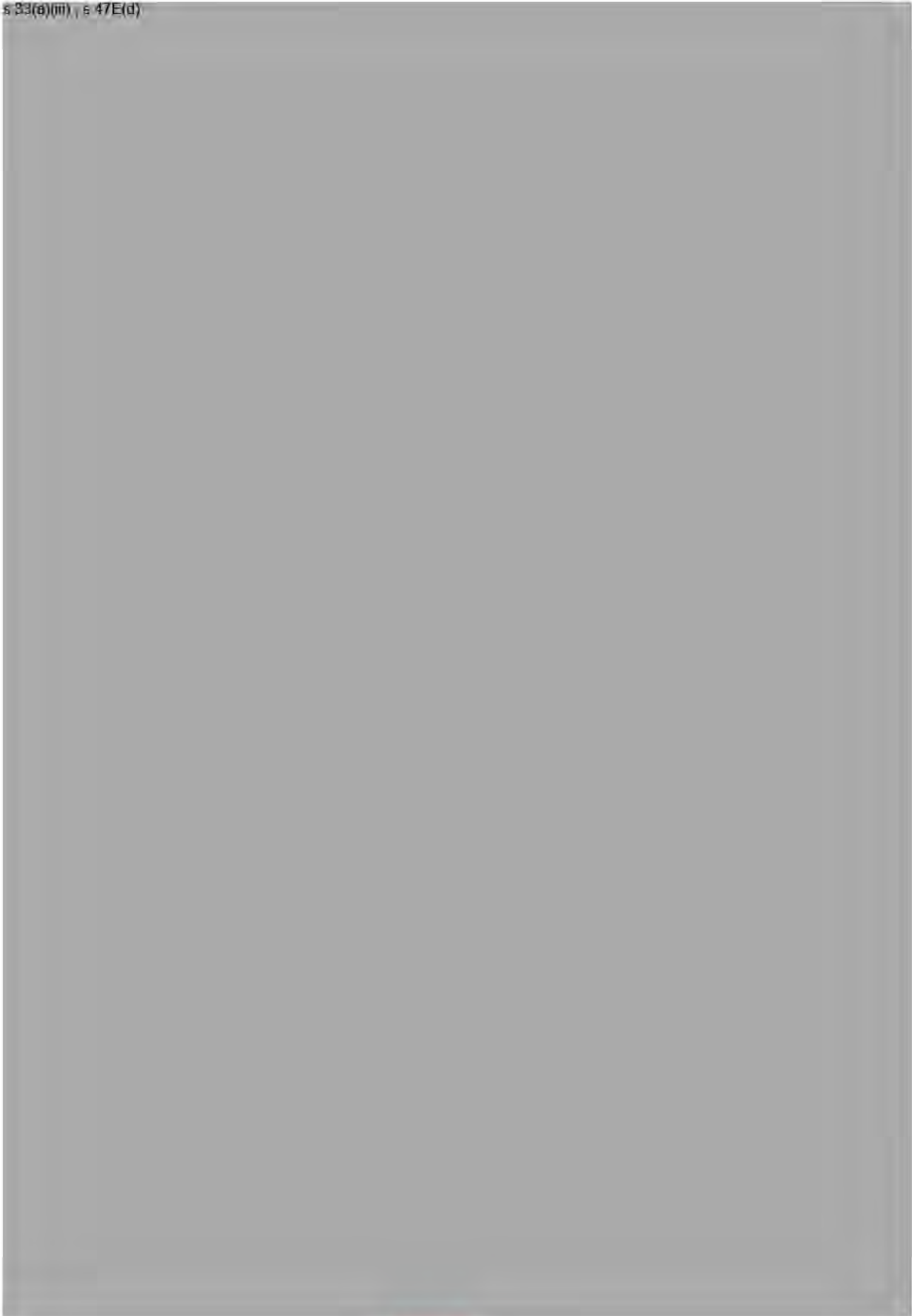
§ 33(a)(iii), § 47E(d)



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s 22(1)(a)(ii)



s 47E(d)



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s 33

What we want

- To develop a Minister-level relationship with South Africa.
- Understand South Africa's domestic and international gender equality priorities and where we can find synergies to maximise our efforts.
- Learn from South Africa's gender equality priorities and where we can collaborate.

What they want

• s 33(a)(iii) , s 47E(d)

•

Handling and Sensitivities

• s 33(a)(iii) , s 47E(d)

•

- Talking points are provided to support your interaction, to be drawn on as needed.

Meeting Arrangements

- Australia has requested a meeting with South Africa's Head of Delegation to CSW68.
- Date, time, and location: Tuesday 12 March, 17.00 - 17.30, UNHQ, Indonesia Lounge

TALKING POINTS

Bilateral relationship

- Thank you for the opportunity to meet during CSW.
- Australia values its relationship with South Africa – bilaterally and working together in multilateral fora, including CSW and the G20 – given our shared values, including gender equality and women’s economic empowerment.
- We are keen to continue working together in multilateral and regional fora.

Australia’s priorities on gender equality

- The Australian Government is committed to gender equality and the human rights of women and girls domestically, in our region and through broader international engagement.
- Australia is putting gender equality at the heart of policy making having launched our first national strategy to achieve gender equality on 7 March.
 - *You may wish to speak to key elements of the national strategy*
 - *You may wish to speak to Australia’s re-introduction of Gender Responsive Budgeting*
 - *You may wish to speak to the National Plan to End Violence against Women and Children 2022–2032*

South Africa’s priorities on Gender Equality

- Interested in your priorities for CSW68.
- Eager to understand South Africa’s gender equality initiatives.

South Africa’s G20 Presidency

- Australia is looking forward to supporting South Africa’s G20 Presidency in 2025.
- Australia is engaged in the newly established G20 Empowerment of Women Working Group and hope to collaborate with all members to build a good foundation of work for this new working group going forward.
 - Interested if South Africa has any early indication of their priorities for gender equality in the G20 and their overall presidency.
- Australia recognises the Brisbane Goal for 2025 will elapse during South Africa’s Presidency
 - Australia is interested in supporting South Africa in developing and shaping a post Brisbane Goal environment. In particular, Australia is interested in working together to meet the Sustainable Development Goals and towards the 2030 Agenda.
- How can Australia best support South Africa in the lead up to your G20 presidency?

BACKGROUND

Gender Equality Data – South Africa

South Africa ranked 20th (of 156 countries) on the World Economic Forum's 2023 Gender Gap report. South Africa ranked 81st in Economic Participation and Opportunity, and 43rd in Educational Attainment. South Africa ranked 29th in Health and Survival, and 13th in Political Empowerment.

In South Africa, 3.6% of women aged 20–24 years old were married or in a union before age 18. The adolescent birth rate is 40.9 per 1,000 women aged 15–19 as of 2017, down from 71.1 per 1,000 in 2015.

As of February 2021, 45.8% of seats in parliament were held by women. In 2016, 79.7% of women of reproductive age (15-49 years) had their need for family planning satisfied with modern methods.

In 2018, 13.1% of women aged 15-49 years reported that they had been subject to physical and/or sexual violence by a current or former intimate partner in the previous 12 months.

Data gaps

As of December 2020, only 45.9% of indicators needed to monitor the Sustainable Development Goals (SDGs) from a gender perspective were available, with gaps in many areas such as gender and poverty, physical and sexual harassment, women's access to assets (including land), gender and the environment, information and communication technologies – lack comparable methodologies for regular monitoring. Closing these gender data gaps is essential for achieving gender-related SDG commitments in South Africa.

Bilateral Relationship

With a population of 60 million (2021), South Africa has 11 official languages, with Zulu, Xhosa, Afrikaans and English being the most commonly spoken first languages. The country has three capital cities: Pretoria/Tshwane (administrative), Cape Town (legislative) and Bloemfontein (judicial). It is Africa's third largest economy by GDP (after Nigeria and Egypt) and the continent's only member of the G20. South Africa is a member of the Commonwealth and an active participant in international forums. South Africa is a member of the Indian Ocean Rim Association (IORA) and served as chair from 2017 – 2019.

With Australia, South Africa jointly hosts infrastructure for the Square Kilometre Array (SKA) radio telescope project involving institutions from more than 20 countries. South Africa is Australia's largest export market in Africa with two-way trade in goods and services totalling AUD 3.141 billion in 2021. South Africa is also Australia's most significant investment partner in Africa, with bilateral investment valued at AUD 15.2 billion in 2021. Australia maintains a High Commission in Pretoria. South Africa is represented in Australia by a High Commission in Canberra.

South Africa's G20 2025 Presidency

Australia supports a strong and effective G20 through which we can work to strengthen international cooperation on the major economic challenges facing the world. Australia works constructively with other G20 economies in pursuit of strong, sustainable, balanced and inclusive global economic growth.

Within the forum, Australia actively promotes an open global economy and a rules-based multilateral trading system. Brazil is holding the G20 presidency in 2024. India held the G20 presidency in 2023, with the New Delhi Leaders' Declaration released on 9 September 2023. South Africa will host the G20 in 2025, followed by the United States of America in 2026.

Australia is represented on the newly established G20 Empowerment of Women Working Group by a PM&C Assistant Secretary (Chantelle Stratford). The establishment of the Working Group was agreed by G20 leaders in 2023 (India); 2024 is its first year of operation under the Brazil G20 Presidency.

Brisbane Goal


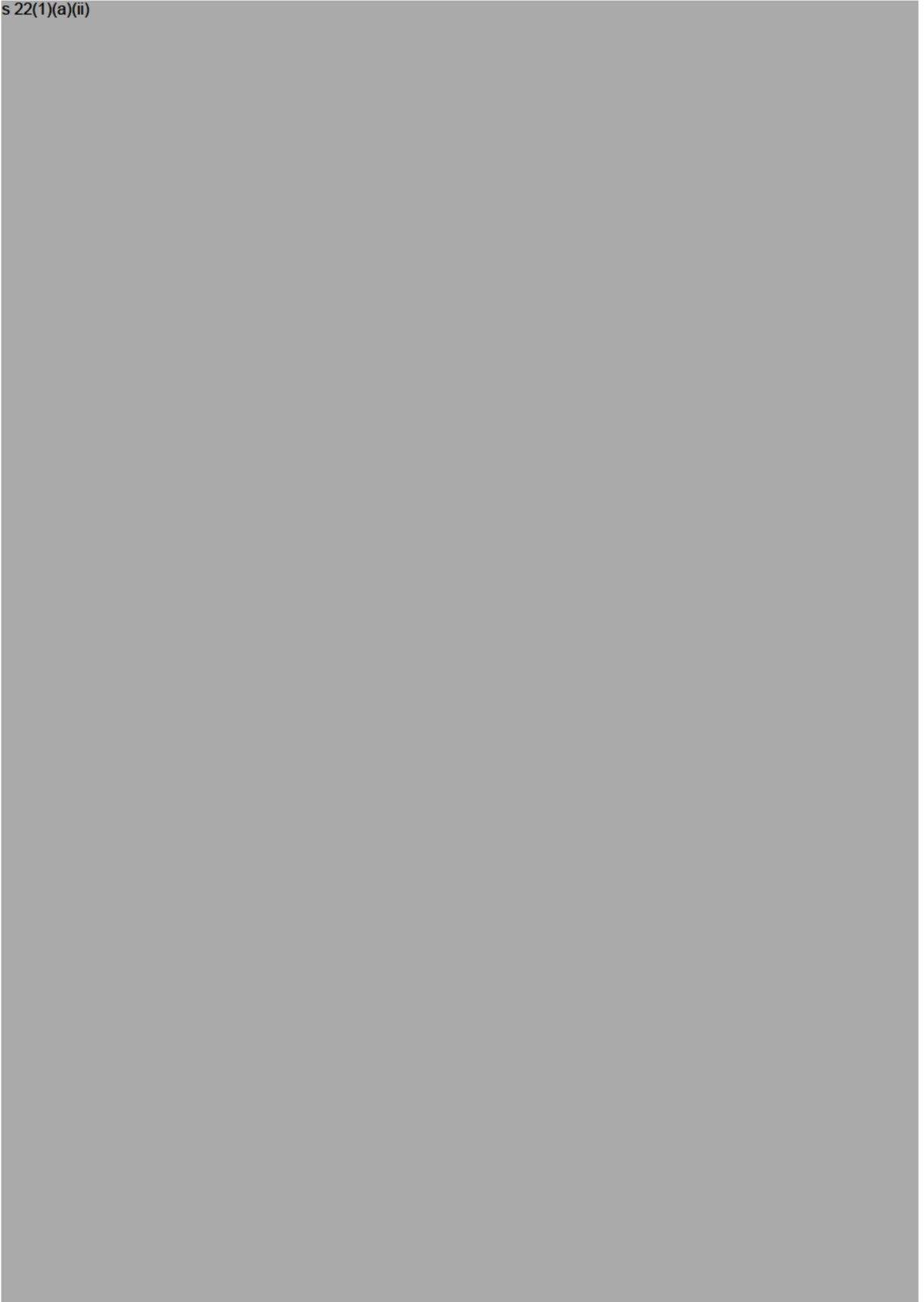
Australia held the G20 presidency in 2014, where G20 leaders agreed on the 'Brisbane Goal' of reducing the labour force participation rate between men and women across the G20 by 25 per cent by 2025.

Australia has achieved the Brisbane Goal but remains committed to the Goal and taking further action to support women's participation in the labour force, and to improve their conditions.

The Department of Employment and Workplace Relations (DEWR) leads on the Brisbane Goal, with support from the Office for Women. DEWR has begun early discussions within the Australian Government about shaping a post Brisbane Goal ahead of the expiry of the Brisbane Goal in 2025. It would be valuable to understand South Africa's views on the Brisbane Goal and their appetite to develop a new workforce participation goal during their presidency.

OFFICIAL

s 22(1)(a)(ii)



s 22(1)(a)(ii)

What we want

- To highlight our work with Indonesia on gender equality, including on women's economic empowerment, gender-based violence and gender responsive budgeting.
- To promote Australia's new national strategy to achieve gender equality.
- To understand Indonesia's gender equality priorities.

What they want

- s 33(a)(iii) , s 47E(d)

Sensitivities and Handling


- s 22(1)(a)(ii) is Head of Indonesia's Delegation to CSW68.
- Office for Women Executive Director Padma Raman met with s 22(1)(a)(ii) and Indonesian officials when they visited the Office for Women in December 2023 as part of a delegation supported by the INKLUSI program (the *Australia-Indonesia Partnership Towards an Inclusive Society* - Australia's flagship gender equality, disability and social inclusion program in Indonesia).
- Senator Malarndirri McCarthy met with s 22(1)(a)(ii) at CSW67 in 2023.
- You have also invited s 22(1)(a)(ii) to the Ministerial Dinner you are hosting on Tuesday 12 March at the Australian Mission.
- Indonesia is hosting a CSW side event on Gender Responsive Budgeting on Thursday 14 March. A member of Australia's delegation (TBC) will attend.
- You met the Minister of Women Empowerment and Child Protection, s 22(1)(a)(ii) when she hosted the G20 Ministerial Conference for Women's Empowerment (G20 MCWE) in Bali 2022.

Meeting Arrangements

- s 47E(d) , s 33(a)(iii)
- Date, time and location: Monday 11 March, 11.15-11.45, UNHQ, Indonesia Lounge

Suggested Talking Points

Bilateral Relationship

- Australia values our relationship with Indonesia, and were pleased with President Joko Widodo's visit to Australia for the Annual Leaders' Meeting [5 March] and ASEAN-Australia Special Summit [4-6 March].
- We highly value our longstanding partnership with Indonesia on a range of common interests, including to advance gender equality and women's and girls' empowerment.
- s 33(a)(iii), s 47E(d)

- Australia is pleased to be partnering with your Ministry on a wide range of critical issues through our development cooperation
 - Including ending violence against women and girls, advancing women's economic empowerment, strengthening women's leadership and implementing the Women, Peace and Security agenda.
- Australia is also pleased we are able to collaborate and sharing experience on gender-responsive budgeting
 - I am delighted our countries can take this work forward in APEC.
 - My department (Office for Women) recently (February) sent an official to a workshop on gender responsive budgeting in Jakarta for knowledge exchange. I understand you also met with the Office for Women during this visit to Jakarta.
- Pleased we continue to build on our longstanding partnership on gender equality, social inclusion and civil society strengthening through INKLUSI.
 - Pleased to hear about your successful visit to Canberra last December where you met Office for Women Executive Director Padma Raman and Ambassador for Gender Equality Stephanie Copus Campbell
 - I understand the range of interactions sharing Australia's and Indonesia's experiences on gender equality was welcomed by all involved.

Australia's priorities on Gender equality

- The Australian Government is committed to gender equality and the human rights of women and girls domestically, in our region and through broader international engagement.
- Australia is putting gender equality at the heart of policy making having launched our first national strategy to achieve gender equality on 7 March.
 - *You may wish to speak to key elements of the national strategy*

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- *You may wish to speak to Australia's re-introduction of Gender Responsive Budgeting*
- *You may wish to speak to the National Plan to End Violence against Women and Children 2022–2032*

Indonesia's priorities on Gender Equality

- Interested in your priorities for CSW68.
- Eager to understand Indonesia's other gender equality initiatives, including your initiatives on the care economy and gender-responsive budgeting
- When you last spoke with Senator McCarthy, I understand you discussed the drafting of Indonesia's next long-term development plan – how is this progressing?
 - How are you mainstreaming gender throughout the plan?
 - How is the plan prioritising collection and analysis of gender disaggregated data?

Gender equality regionally

ASEAN

- Australia is progressing shared gender equality priorities with ASEAN, including Indonesia, through Australia's Comprehensive Strategic Partnership with ASEAN.
- This includes the ASEAN-Australia Political Security Partnership, which strengthens capability to address shared security challenges and prioritises support for Women, Peace and Security in the region.
- We would welcome further discussion on how we can support implementation of the ASEAN Gender Mainstreaming Strategic Framework.
- In particular, how we can work together to support sectoral bodies to advance gender equality, including through inter-sectoral dialogue across all community pillars.

APEC

- Australia is delighted to be chairing the APEC Policy Partnership on Women and the Economy and has prioritised:
 - Unpaid and underpaid care as an issue to address within the region
 - Mainstreaming gender across our respective economies, including consideration of gender responsive budgeting
 - Considering gender and climate change and impacts on women and opportunities for women to lead in and benefit from the green economy.
- We are working with Indonesia in APEC, including on gender equality and women's economic empowerment.

BACKGROUND

Gender Equality in Indonesia

A significant gender gap exists in Indonesia. Indonesia ranked 87th (of 156 countries) on the World Economic Forum's 2023 Gender Gap report. Some key statistics:

- women's labour force participate rate stalled since 2000 at 50 per cent (compared to 80 per cent for men)
- 20 per cent of seats in national parliament held by women (lower rates at local government and senior public service positions)
- maternal mortality rate 177 deaths per 100,000 live births (2017) – highest in Southeast Asia
- one-third of women experience violence in their lifetime
- forms of female gender mutilation continue to be practiced despite government attempts to discourage the practice
- marriage law revised in 2019 to raise marriageable age of females from 16 to 19
- around 400,000 children and adolescents are married each year (87.5 per cent are girls)

Ministry of Women's Empowerment and Child Protection (MoWECP)

- The MoWECP is a key partner for Australia on shared gender equality priorities, including development cooperation on gender equality, disability and social inclusion.
- MoWECP's priorities include women's entrepreneurship, preventing sexual violence and child marriage.

Bilateral Relationship – Development Partnership

Indonesia is Australia's second largest recipient of Official Development Assistance (ODA) after Papua New Guinea (2023-2024 est. \$326.1m). The forthcoming Australia-Indonesia Development Partnership Plan will respond to Australia's new International Development Policy (2023) and Indonesia's National Long-Term Development Plan 2025-2045. The overarching goal of the Partnership will be to support a prosperous, stable and resilient Indonesia, while strengthening links between our two nations.

Australia's new International Development Policy reinstates a target for 80 per cent of all development investments to address gender equality effectively and commits to a requirement for new investments of more than \$3 million to include a gender equality objective. The Partnership will support Indonesia's efforts to achieve equitable and sustainable economic transformation while contributing to climate-resilience and institutional strengthening. Gender equality, disability and social inclusion (GEDSI) will remain core objectives of the Partnership.

GEDSI Initiatives

The Australia-Indonesia Partnership Towards an Inclusive Society (INKLUSI: 2021-29, \$120 million) is Australia's flagship gender equality, disability and social inclusion (GEDSI) program. INKLUSI strengthens civil society organisations to work with

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government and communities to address gender-based violence, prevent child marriage, increase women's economic empowerment, and enable women to contribute to decision-making. INKLUSI support to the Indonesian National Development Planning Ministry enabled a range of women, people with disabilities and marginalised communities to contribute to Indonesia's Long-Term Development Plan.

Australia also works with Indonesia through a number of other initiatives, including the Australia-Indonesia Partnership for Justice (AIPJ2: \$74.5 million, 2017-2025) on policy, regulatory and legal reforms that support gender equality, disability and social inclusion. The Australia-Indonesia Partnership for Economic Governance (Prospera: \$259 million, 2018-2026) works with policymakers to encourage gender responsive budgeting and initiative aimed at increasing women's workforce participation, including childcare access.

In 2024, Australia will host Indonesian public servants and civil society organisations to participate in a short course on 'Strengthening Gender Mainstreaming Implementation: Policy and Practice'.

ASEAN

ASEAN Countries are Brunei, Cambodia, **Indonesia**, Laos, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Vietnam. Australia sees ASEAN at the centre of a stable, peaceful, prosperous and secure region. Australia and ASEAN established a Comprehensive Strategic Partnership in October 2023 at the first ASEAN-Australia Summit.

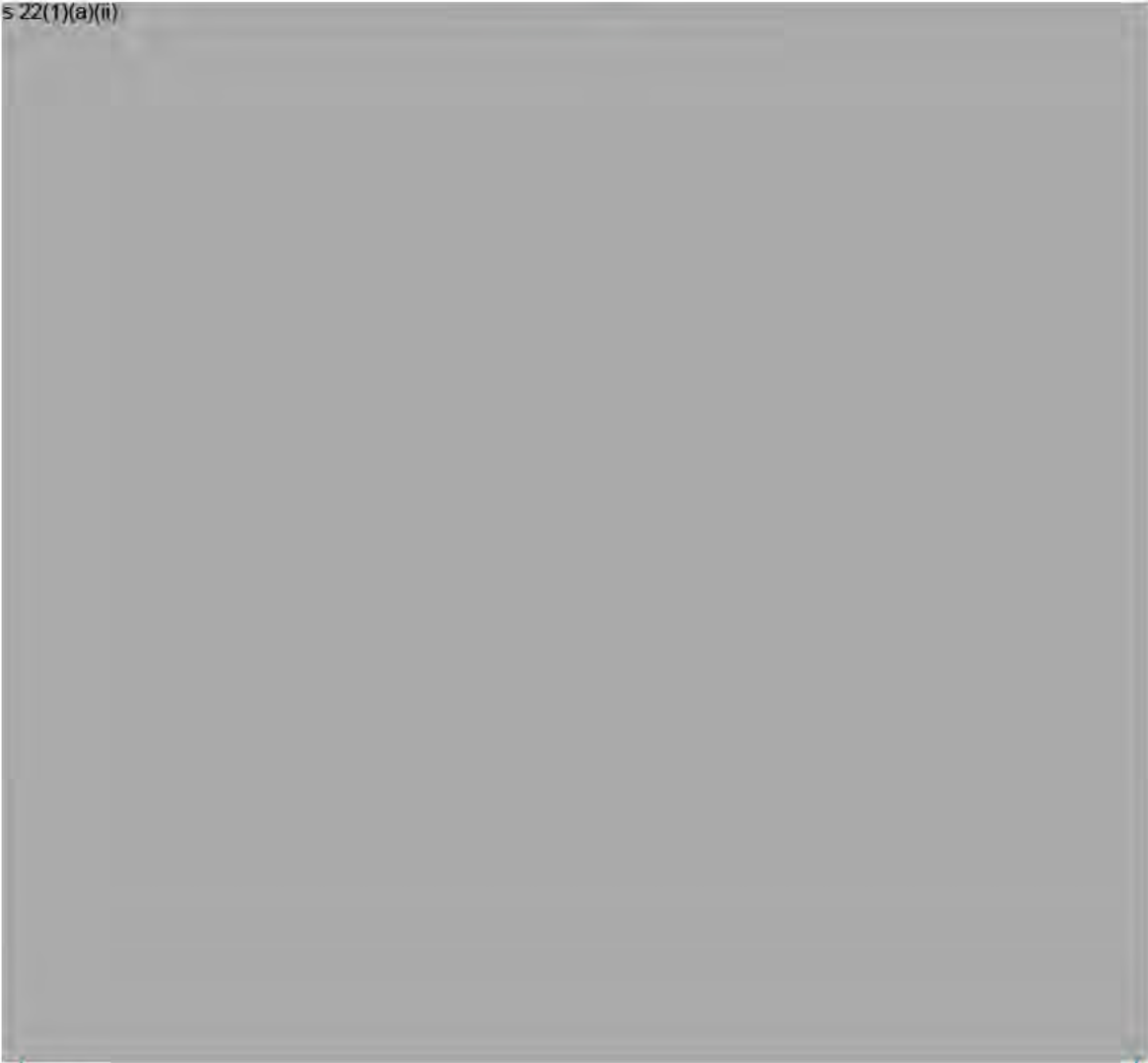
The ASEAN-Australia Political Security Partnership (\$10.5m, 2019-2024) prioritises support for Women, Peace and Security (WPS) in the region. We are working closely with ASEAN to implement the Regional Plan of Action on WPS, which encapsulates ASEAN's progressive commitment to strengthen gender equality for all citizens of ASEAN member states.

The 2024 ASEAN-Australia Special Summit took place in Melbourne 4-6 March 2024, hosted by the Prime Minister.

APEC

Australia and Indonesia are two of the 21 members economies of the Asia-Pacific Economic Cooperation (APEC), a leader-level regional organisation committed to prosperity through regional economic integration. APEC uses voluntary commitment and capacity building to increase ambition on economic cooperation. Peru is the 2023 host. Australia (PM&C Assistant Secretary, Chantelle Stratford) is the 2023-2024 Chair of APEC's gender equality working group, the Policy Partnership on Women and the Economy (PPWE). The PPWE works to advance women's economic empowerment in the region and culminates in the Women and the Economy Forum (WEF), to be held in Arequipa, Peru in May. You have indicated to OFW that you will not be attending the WEF.

s 22(1)(a)(ii)



s 47E(d)



s 22(1)(a)(ii)

What we want

- Discuss Singapore's approach to enhancing gender equality (including progress since Singapore's 2022 White Paper on Women's Development).
- Note opportunities to work together in regional fora on gender equality, including in the Asia Pacific Economic Cooperation (APEC) on women's economic empowerment.

What they want

• s 33(a)(iii) , s 47E(d)

•

Sensitivities and handling

• s 22(1)(a)(ii)

- Talking Points are provided to support your interaction, to be drawn on as needed.
- You met s 22(1)(a)(ii) in 2022 during the G20 Ministerial Conference on Women's Economic Empowerment in Bali. s 33(a)(iii) , s 47E(d)
- The Department of Foreign Affairs and Trade contributed to this briefing.

Meeting Arrangements

• s 33(a)(iii) , s 47E(d)

- The date, time, and location of this bilateral meeting will be confirmed by your Visit Liaison Officer in New York.

Suggested Talking Points

Bilateral relationship

- Australia values our relationship with Singapore, and were pleased with Prime Minister Lee's visit to Australia for the Annual Leaders' Meeting [5 March] and ASEAN-Australia Special Summit [4-6 March].

Australia's priorities on Gender equality

- The Australian Government is committed to gender equality and the rights of women and girls at home, in our region and through broader international engagement.
- Australia is putting gender equality at the heart of policy making through the re-introduction of gender responsive budgeting and our new national strategy to achieve gender equality.
 - *You may wish to speak to key elements of the national strategy*
 - *You may wish to speak to Australia's re-introduction of Gender Responsive Budgeting*
 - *You may wish to speak to the National Plan to End Violence against Women and Children 2022–2032*
 - *You may wish to mention that Australia implements the United Nations Women, Peace and Security agenda, through our 2021 National Action Plan to secure meaningful participation of women*

Singapore priorities on Gender Equality

- Commend Singapore's focus on boosting equal opportunities for women in the workplace, including under the White Paper on Singapore's Development (2022)
 - Interested to hear about Singapore's progress in implementing the White Paper's recommendations over the past two years.
- Eager to understand Singapore's other gender equality initiatives
- Interested in the role of the People's Action Party Women's Wing in advancing women's political empowerment in Singapore.
 - Does the Women's Wing conduct outreach with political or parliamentary bodies in other countries?
- Interested in understanding if scams and other illegal online activities disproportionately affect women and girls in Singapore?
 - s 33(a)(iii) , s 47E(d)
- Australian Education Ministers recently agreed an Action Plan addressing gender-based violence in higher education.
 - Interested to hear about Singapore's experiences in improving student safety.

Gender equality regionally

- Australia will release a new international gender equality strategy later this year.
 - The strategy recognises gender equality as a vital national interest, central in Australia's foreign policy, trade, security, international development and humanitarian action.
- Thank you s 22(1)(a)(ii) for the productive discussions between Singapore's Ministry of Social and Family Development and Australia's Department of Foreign Affairs and Trade on designing the new regional gender-based violence prevention initiative for Southeast Asia.
 - We look forward to working closely with Singapore on the initiative which we expect to commence from mid-2024.
- Australia provides opportunities to women from ASEAN nations through Australia's Comprehensive Strategic Partnership with ASEAN.
 - Most recently, three emerging women leaders from Singapore participated in the ASEAN-Australia Special Summit Emerging Leaders Dialogue 4-6 March.
- We understand that strengthening the care economy will be the focus of the third ASEAN Women Leaders' Summit in 2024
 - Australia is supporting Laos as Chair in the Leaders' Summit preparations.
- We are keen to continue working with Singapore in APEC, including on gender equality and women's economic empowerment. Australia is delighted to be chairing the APEC Policy Partnership on Women and the Economy and has prioritised:
 - Unpaid and underpaid care as an issue to address within the region
 - Mainstreaming gender across our respective economies, including consideration of gender responsive budgeting
 - Considering gender and climate change and impacts on women and opportunities for women to lead in and benefit from the green economy.

BACKGROUND

Gender Equality in Singapore and White Paper on Women's Development

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

Singapore's White Paper on Women's Development was submitted to Parliament in March 2022, and was developed in response to sexual assault cases in universities. s 22(1)(a)(ii) led on the White Paper's development. The White Paper focuses on cultural, social and structural barriers impacting women and makes 25 recommendations covering: equality in the workplace, equality in family and society (including support for caregivers), protection for women against violence and harm and measures for marginalised women. s 33(a)(iii), s 47E(d)

Bilateral Relationship

Australia and Singapore share a strong and vibrant relationship, underpinned by deep political trust and shared strategic and economic interests (Singapore is our fifth-largest trading partner and fifth-largest source of foreign direct investment). Australia was the second country to recognise Singapore when it became an independent nation in 1965. Singapore is our closest, most strategically aligned partner in Southeast Asia and our fifth largest trading partner globally.

Australia is one of the few countries with which Singapore holds annual leaders' meetings, last held in Singapore by s 22(1)(a)(ii) on 2 June 2023. Other dialogues include the Singapore-Australia Joint Ministerial Committee which brings together Foreign, Defence, and Trade Ministers for biennial discussions in a 3+3 format (hosted by Australia on 1 May 2023).

In 2015, Australia and Singapore established a Comprehensive Strategic Partnership (CSP), which encompasses all aspects of our relationship including trade, defence, science and innovation, education and the arts, digital economy, and green economy. At the 2023 Annual Leaders' Meeting in Singapore, Prime Minister Albanese and Deputy Prime Minister Wong set a high-level of ambition to further strengthen our ties under the CSP's next iteration from 2025-2035. Negotiations for the next phase of our CSP are underway, ahead of its planned announcement at the ALM in 2025.

Design of a new Southeast Asia Gender-based Violence Prevention Platform

In mid-2024 DFAT will commence a new regional gender-based violence (GBV) prevention initiative for Southeast Asia. The Southeast Asia GBV Prevention Platform aims to improve coordinated and collaborative action on GBV prevention in Asia through evidence-based advocacy, dialogue, policy and programming. It will bring together partner governments, Australian agencies, NGOs, civil society, regional bodies and international organisations to prevent GBV.

Southeast Asia Dialogue of Women Leaders

s 22(1)(a)(ii) participated in the Southeast Asia Dialogue of Women Leaders in March 2022, co-chaired by former Australian Foreign Minister Marise Payne and Indonesian Minister for Foreign Affairs s 22(1)(a)(ii). The dialogue reinforced the importance of women leaders in Southeast Asia and Australia.

To avoid a duplicative approach to Southeast Asia engagement on key gender issues, Australia will focus its support on the ASEAN Chair's hosting of the ASEAN Women Leaders' Summit, tentatively scheduled for August 2024.

ASEAN and Australia's Comprehensive Strategic Partnership

ASEAN Countries are Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Vietnam. Australia became ASEAN's first Dialogue Partner in 1974. Australia sees ASEAN at the centre of a stable, peaceful, prosperous and secure region. Australia and ASEAN established a Comprehensive Strategic Partnership in October 2023 at the first ASEAN-Australia Summit.

The 2024 ASEAN-Australia Special Summit took place in Melbourne 4-6 March 2024, hosted by the Prime Minister.

ASEAN: Strengthening the Care Economy


In October 2021, the ASEAN leaders adopted the ASEAN Comprehensive Framework on Care Economy that seeks to recognise, redistribute and represent care work and guide country responses in a rapidly evolving regional context. ASEAN's focus on care will continue in Laos' presidency in 2024, through the upcoming ASEAN Women Leaders' Summit on Strengthening the Care Economy.

APEC

Australia and Singapore are two of the 21 members economies of the Asia-Pacific Economic Cooperation (APEC), a leader-level regional organisation committed to prosperity through regional economic integration. APEC uses voluntary commitment and capacity building to increase ambition on economic cooperation. Peru is the 2024 host. Australia (PM&C Assistant Secretary, Chantelle Stratford) is the 2023-2024 Chair of APEC's gender equality working group, the Policy Partnership on Women and the Economy (PPWE). The PPWE works to advance women's economic empowerment in the region and culminates in the Women and the Economy Forum (WEF), to be held in Arequipa in May. You have indicated to OFW that you will not be attending the WEF.

BIOGRAPHY

s 22(1)(a)(ii)



s 47E(d)



CSW68 AUSTRALIAN CIVIL SOCIETY WELCOME RECEPTION

<p>Time and Place</p> <p>Sunday 10 March 2024</p> <p>18:00-20:00</p> <p>Venue: Australian Consulate-General, Monash Room, Level 34</p>	<p>Key Attendees (full list of attendees at Attachment C)</p> <ul style="list-style-type: none"> • H.E. Mr James Larsen, Ambassador and Permanent Representative to the United Nations, New York • Ms Heather Ridout, Australian Consul-General New York • Australian Delegation to CSW68 and support staff <p><u>Key civil society attendees</u></p> <ul style="list-style-type: none"> • s 22(1)(a)(ii) • [Redacted] • [Redacted] • [Redacted] • [Redacted] • [Redacted] • [Redacted] • [Redacted] • [Redacted] <p><u>National Women’s Alliances Attendees</u></p> <ul style="list-style-type: none"> • s 22(1)(a)(ii) • [Redacted] • [Redacted] <p>Australians working in the United Nations on gender issues.</p>
<p>Your Role</p>	
<p>Chief guest</p>	
<p>Event Purpose</p> <ul style="list-style-type: none"> • To introduce the delegation and inform Australian civil society organisations (CSOs) attending CSW68 of the Australian Government’s key priorities for CSW68. • CSOs will take advantage of this time to discuss their organisations’ aims and responsibilities, both at CSW68 and domestically in Australia with you and the delegation. 	
<p>Handling note</p> <ul style="list-style-type: none"> • Ambassador Larsen will deliver welcoming remarks and introduce you. • You will deliver 5-10 minute remarks introducing the official Australian delegation and presenting your priorities heading into CSW68. • After formalities, you will be able network with Australian CSOs representatives and learn about their roles, responsibilities and relationship with the Australian Government. 	
<p>Attachments</p> <p>Attachment A – Running Sheet</p> <p>Attachment B – Remarks</p> <p>Attachment C – Civil Society attendee list</p>	

ATTACHMENT A – Running Sheet

Host	H.E. Mr James Larsen, Ambassador and Permanent Representative to the United Nations, New York Chief guest: Senator the Hon Katy Gallagher, Minister for Women, Finance and the Public Service
6.00pm	Reception commences
6.30 - 6.35pm	Ambassador Larsen to deliver welcoming remarks and introduce the Minister for Women
6.35 - 6.45pm	Minister for Women to deliver remarks
6.45pm	Reception continues as attendees network and socialise
8.00pm	Reception closes

ATTACHMENT B – Remarks

1170 words – approx. 7 minutes at 160 wpm

Good evening everyone. Welcome to New York and to the 68th session of the United Nations Commission on the Status of Women.

Thank you Ambassador Larsen, and to all the staff here at the Australian Mission to the UN, for hosting us this evening.

It is an honour to be leading Australia’s official delegation to CSW this year for the first time.

I did plan to be here last year, leading Australia’s delegation, but unfortunately, my parliamentary commitments prevented me from travelling.

Nevertheless, Senator Malarndirri McCarthy expertly led the delegation to CSW67 on my behalf.

Senator McCarthy was the first Indigenous Australian woman to represent Australia at CSW and deliver Australia’s National Statement.

The significance of this should not be understated.

I am proud to be part of an Australian Government that is putting women’s voices and First Nations voices at the centre of our efforts to achieve gender equality.

Standing before you all, I am buoyed by the sheer number of people that are working towards achieving gender equality – including all of you.

I am reminded that we are united by this shared goal to improve the lives of every individual in Australia and around the world.

I acknowledge the importance of civil society organisations in representing communities and increasing the Government’s accountability and effectiveness.

Everyone in this room has diverse experiences that you bring to all of our interactions and that you are bringing to CSW this year.

You are at the forefront of advocating for change.

CSW relies on the expertise, dedication and passion of all of you.

Official Delegation

I am proud to be supported this week by a delegation of extraordinary women who have dedicated their careers and their lives to championing and progressing gender equality:

- Padma Raman, Executive Director, Office for Women
- Stephanie Copus Campbell, Ambassador for Gender Equality
- Dr Anna Cody, Sex Discrimination Commissioner
- Mary Wooldridge, CEO, Workplace Gender Equality Agency
- Natasha Stott Despoja, CEDAW Committee Member

I also have with me Khayshie Tilak Ramesh and Joslyn Eades-Tass, our two civil society delegates who will help us bring the perspectives of Australian women into our engagements this week.

- Khayshie Tilak Ramesh – Equality Rights Alliance
- Joslyn Eades-Tass – National Aboriginal and Torres Strait Islander Women’s Alliance

Khayshie and Joslyn will advise the delegation, and are your first point of contact for any key issues that you would like raised.

Together, we will be prosecuting Australia’s priorities over the coming days and learning from distinguished representatives from all over the world.

Key Priorities

Throughout the week, Australia’s delegation will have a visible, strategic presence at CSW, showcasing our gender equality expertise and encouraging discussion and learning on gender equality,

Throughout the week, Australia will be emphasising that gender equality is a core economic imperative, critical to the empowerment of women.

We will promote the importance of reforming Government structures and processes to shift the dial on gender equality and the use of data and evidence to ensure policy solutions provide better outcomes for women and girls.

We will be showcasing Australia's significant and just released national gender equality strategy to guide whole of community action to achieve a gender-equal Australia.

The strategy is called Working for Women, recognising that our economy and society needs to work for women for it to work for all of us.

The strategy envisions an Australia where people are safe, treated with respect, and have access to choices, resources and equal outcomes no matter their gender.

It focuses on five priority areas where action is needed to have the greatest impact on achieving gender equality: safety, care, economic equality, health, and leadership and representation.

These priorities, and the Strategy as a whole, was informed by the voices and experiences of people like you.

It is the product of thousands of women's voices telling us their stories, experiences and what the Government can do better for women in all their diversity.

The strategy is a significant deliverable for Australia – and I hope you will join me in promoting this throughout CSW.

Throughout this week, the Australian delegation will also emphasise the interconnectedness of gender-based violence, poverty and economic equality and seek to learn how other Member States are addressing this complex issue.

As a priority, Australia will promote the sharing and redistribution of unpaid care and domestic work, and emphasise the critical need for adequate social infrastructure, workplace settings and social protections to enable caring for everyone.

The delegation will be negotiating strongly with our international counterparts on these matters throughout CSW and to see this reflected in the Agreed Conclusions.

We will build coalitions of support and strategically counter efforts to reverse hard fought gains on gender equality through engaging with a range of diverse stakeholders – Member States, international organisations and civil society.

We will actively promote and support you – Australian civil society – young people, human rights defenders and our national human rights institutions to participate alongside governments to influence and strengthen outcomes this year.

I will also be participating in an event on Tuesday morning hosted by a coalition of organisations here tonight – Champions of Change, Chief Executive Women, Settlement Services International, Equality Rights Alliance and the Workplace Gender Equality Agency.

The event will be discussing Australia's world leading gender data to accelerate equality across women's life course and close the gender pay gap.

Please reach out to any of them if you want further detail.

Closing

Everyone in this room right now has a common vision.

I know the importance of ensuring women – in all their diversity – have the opportunity to have their voices heard.

So make the most of the next two weeks and the opportunity to play a leading role in the global advancement of gender equality.


I look forward to meeting with many of you tonight.

Thank you and have a great evening.


ATTACHMENT C – Civil Society Attendee List

Name	Title	Organisation	Delegation/Affiliation
s 22(1)(a)(ii)			

s 22(1)(a)(ii)



s 22(1)(a)(ii)



CSW68 WELCOME MEETING WITH DELEGATION

Time: Sunday 10 March 5.00pm – 5.45pm

Venue: Australian Mission, Conference Room, Level 33

Attendees

- Minister for Women + advisers

Australia's delegation (bolded) + support officers

- **Ms Padma Raman, Executive Director, Office for Women**
- **Ms Stephanie Copus Campbell, Ambassador for Gender Equality**
 - s 22(1)(a)(ii) Executive Officer to the Ambassador for Gender Equality
- **Dr Anna Cody, Sex Discrimination Commissioner**
 - s 22(1)(a)(ii), Sex Discrimination Commissioner Adviser
- **Ms Mary Wooldridge, CEO, Workplace Gender Equality Agency**
- **Ms Natasha Stott Despoja, CEDAW Committee Member**
 - s 22(1)(a)(ii)
- **Ms Joslyn Eades-Tass, Civil Society Delegate, National Aboriginal and Torres Strait Islander Women's Alliance**
- **Ms Khayshie Tilak Ramesh, Civil Society Delegate, Equality Rights Alliance**
- s 22(1)(a)(ii), A/g Director, Office for Women
- s 22(1)(a)(ii), Adviser, Office for Women

Australian Mission to the UN

- Mr James Larsen, Ambassador and Permanent Representative to the UN
- Ms Rebecca Bryant, Ambassador and Deputy Permanent Representative to the UN
- s 22(1)(a)(ii), Counsellor
- s 22(1)(a)(ii) First Secretary and your CSW Visit Liaison Officer
- s 22(1)(a)(ii), Senior Adviser and CEDAW Visit Liaison Officer

Purpose, schedule, and handling

James Larsen, Ambassador and Permanent Representative to the United Nations New York (Head of Mission), will welcome everyone and deliver opening remarks, before passing to you.

You will have the opportunity to introduce the delegation, share your priorities for CSW68 and anything else you wish to say to the delegation. We have not scripted remarks for this. You may wish to speak to the newly released national strategy for the benefit of your delegates.

After your remarks, staff from the Australian Mission to the UN will give an update to the delegation on logistics and programs, status of CSW agreed conclusions negotiations and any other relevant information for the week ahead.

PACIFIC INTERACTIVE DIALOGUE

<p>Time and Place</p> <p>Monday 11 March</p> <p>8.00am – 9.30am</p> <p>Venue: UNHQ, Level 4, West Terrace</p>	<p><u>Attendees</u></p> <p>§ 22(1)(a)(ii), Pacific Islands Forum (PIF)</p> <p>Pacific Islands Forum (PIF) member Heads of Delegation plus two delegates per country. See guest list at Attachment D.</p> <p>Three Pacific civil society delegates</p> <p><u>Australian attendees:</u></p> <p>Minister for Women</p> <p>Natasha Stott Despoja, CEDAW member</p> <p>Padma Raman, OFW Executive Director</p> <p>James Larsen, Ambassador to the UN New York</p>
<p>Minister’s role, objective, context and sensitivities</p> <p>This event will bring together PIF delegations and a small number of Pacific CSOs for a light breakfast and dialogue on delegation priorities for CSW68. Australia, New Zealand and Pacific Island Countries traditionally hold an event such as this at each CSW.</p> <p>The PIF Secretariat is hosting this event and the Australian Government is funding it. New Zealand funded a similar Pacific breakfast event at CSW67 in 2023. A Running Sheet is at Attachment A. PIF Chair, Cook Islands (§ 22(1)(a)(ii)) will chair the meeting. PIF § 22(1)(a)(ii) will provide some remarks, and § 22(1)(a)(ii) from Tonga will be the first discussant from the floor (Tonga is Coordinator of PIF Missions in New York).</p> <p>This event presents an opportunity to demonstrate Australia’s commitment to the Pacific, advancing gender equality in the region, building on our existing relationships with PIF members and supporting Pacific nations to have their issues heard in the UN.</p>	
<p>You are attending this event because Australia is a PIF member. You may contribute to the discussion as Australia’s Head of Delegation (Attachment B) and outline Australia’s priorities for CSW68. It will be well received to highlight the civil society delegates in your official delegation. You will be invited to provide concluding remarks, based on your reflections of what you have heard during the dialogue.</p> <p>You met § 22(1)(a)(ii) at the PIF Women Leaders’ Meeting (PIFWLM) in 2023. You will be briefed in New York if there are other attendees you have previously met.</p> <p>Background on gender in the Pacific and PIF is at Attachment C. If asked whether you will attend the Pacific Ministers for Women Meeting and PIFWLM in July 2024 in the Republic of Marshall Islands, you may wish to indicate your Office is working through your availability.</p> <p>The Chair will call Heads of Delegation for a group photo at the end of the event.</p>	

Attachments

- Attachment A – Running Sheet
- Attachment B – Remarks
- Attachment C – Background on gender equality in the Pacific and the PIF
- Attachment D – Guest List

ATTACHMENT A – RUNNING SHEET

7.45-8.00am	Guests arrive at the West Terrace, Level 4, UNHQ
8.00-8.10am	The Meeting Chair, s 22(1)(a)(ii), Cook Islands will call the meeting to order. Proceedings will begin with an opening prayer.
8.10-8.15am	s 22(1)(a)(ii) will provide Opening Remarks
8.15-8.30am	s 22(1)(a)(ii) of the Pacific Islands Forum will provide an update on key priorities for the region in 2024 including an update on the PIF Leaders' Meeting
8.30-8.35am	s 22(1)(a)(ii) will provide an update on PIF engagement at CSW68
8.35-9.00am	Discussion – delegations may share their CSW68 priorities. s 22(1)(a)(ii) of Tonga will be asked to respond first.
9.00-9.20am	Three Pacific Civil Society Representatives will present their views on key issues for CSW68
9.20-9.25am	Minister for Women will provide concluding remarks
9.25-9.30am	Wrap up, group photo and close

ATTACHMENT B – Remarks

4.5 mins – 710 words @ 160wpm

Good morning everyone. It is a real pleasure to be here with you all.

I would like to begin by first acknowledging the traditional lands of the Lenape [*Le-nuh-pee*] people, on which we are gathering this morning.

My name is Katy Gallagher and I am Australia's Minister for Women, Finance and the Public Service.

It is great to be spending time with our PIF grouping ahead of what will be a significant and busy week. I am reminded of the deep sense of purpose I felt after attending the second PIF Women Leaders Meeting in September in Fiji last year.

I valued the opportunity to listen to Pacific women leaders, to their concerns and challenges and the opportunities to make transformational changes to achieve gender equality in the region.

At that meeting, we agreed on the revitalised Pacific Leaders Gender Equality Declaration, which is Pacific owned and led, and ambitious in driving gender equality across our region.

I will speak about my priorities in a moment, but this week, I do hope to elevate the collective agreements we made in the Declaration and the issues that are most important to the women and girls in all their diversity in our region.

Official Delegation

I am proud to be supported this week by a delegation of extraordinary women who have dedicated their careers and their lives to championing and progressing gender equality including:

- Natasha Stott Despoja, CEDAW Committee Member – *who is here today*
- Padma Raman, Executive Director, Office for Women – *who is here today*

Australia proudly also includes civil society representatives on our official delegation.

This year, we are joined by Joslyn Eades-Tass, a representative of the National Aboriginal and Torres Strait Islander Women's Alliance, and Khayshie Tilak Ramesh, a representative of Australia's Equality Rights Alliance.

Our two civil society delegates will help us bring the perspectives of Australian women into our engagements this week.

Key Priorities

CSW is well timed, as just on Thursday last week I launch Australia's national gender equality strategy to guide whole of community action to achieve a gender-equal Australia.

The strategy is called Working for Women, recognising that our economy and society needs to work for women for it to work for all of us.

The strategy envisions an Australia where people are safe, treated with respect, and have access to choices, resources and equal outcomes no matter their gender.

It focuses on five priority areas where actions is needed to have the greatest impact on achieving gender equality: safety, care, economic equality, health, and leadership and representation. And it is built on a foundation of addressing harmful attitudes and stereotypes.

Throughout the week, Australia will be emphasising that gender equality is a core economic imperative, critical to the economic empowerment of women.

We will promote the importance of reforming Government structures and processes to shift the dial on gender equality and the use of data and evidence to ensure policy solutions provide better outcomes for women and girls.

As a priority, Australia will promote the sharing and redistribution of unpaid care and domestic work, and emphasise the critical need for adequate social infrastructure, workplace settings and social protections to enable caring for everyone.

The delegation will be negotiating strongly with our international counterparts on these matters throughout CSW and to see this reflected in the Agreed Conclusions.

Events

At CSW, Australia prioritises participating in side events alongside PIF members, and we're proud to be involved in a few Pacific events this year.

This includes co-sponsoring an event with PNG and Solomon Islands on using collective action to drive gender equality in Pacific markets.

An Australian side event will be held tomorrow [*Tuesday 12 March*] and it will focus on building women's economic equality into government structures and processes as well as using gender data to accelerate equality across women's life course.

Close

I look forward to working alongside you all as well as our civil society organisation – to advocate here at the United Nations for issues that matter to the women and girls in our region.

Like you, I want to learn from distinguished representatives from all over the world, and to take back these learnings to our region to continue working together until we achieve a gender equal future.

ATTACHMENT C – Background on gender equality in the Pacific and the Pacific Islands Forum (PIF)

Gender Equality in the Pacific

Key Points

- Australia’s position on gender equality with the Pacific Islands Forum (PIF) is both as a member country with our own national gender priorities and as a development partner committed to gender equality.
 - **Pacific-led approaches to gender equality are important for sustainability, legitimacy and effectiveness.**
- Certain gender equality issues cut across many Pacific Island countries. These include **low levels of women’s political representation; poor working conditions; violence against women and girls; declining access to customary land rights; and culturally enforced discrimination and inequality.**
 - These issues vary between countries according to their levels of economic development; social and cultural norms; levels of population; migration and emigration; and political climate.
 - There has been some progress in areas such as eliminating violence against women and girls, progressing gender responsive legislation, programmes, policies, and improved data and statistics across countries.
 - **However, this progress is not consistent across all aspects of gender equality and is largely funded by development partners.** Much more remains to be done to progress gender equality in the Pacific.

Regional Architecture and Frameworks

1. Pacific Government leaders established their commitment to gender equality through the *Pacific Leaders Gender Equality Declaration (PLGED)*, adopted at the 43rd PIF in August 2012.
2. In response to concerns about the slow progress of gender equality in the region, the PIF Secretariat (PIFS) commissioned an independent review of the PLGED in 2021.
3. A revitalised PLGED was agreed at the 2nd PIF Women Leaders Meeting (PIFWLM) in September 2023, which you attended in Fiji. The revitalised PLGED was endorsed by PIF Leaders in November 2023.
4. The PLGED is Pacific led and owned, ambitious in driving gender equality across the region and ensures accountability through annual reporting by member countries. The

focus of the Declaration is on economic empowerment, safety, leadership, health, education, climate change and the gender digital divide.

5. The commitments in the Declaration are fully aligned with the Pacific's own regional priorities as expressed in the 2050 Strategy for the Blue Pacific Continent Implementation Plan, including across the seven thematic pillars of the regional strategy. This augers well for strong implementation of the commitments in the Declaration and speaks to the commitment of Leaders to gender equality in the region.
6. The Pacific Platform for Action on Gender Equality and Women's Human Rights 2018-2030 (PPA) was endorsed by the Pacific Ministers for Women in 2017.
 - a. It provides a roadmap for achieving gender equality and enhancing the wellbeing of women and girls in all their diversity.
 - b. It supports the implementation of commitments made in all global, regional and national instruments, and more specifically through the PLGED and Sustainable Development Goal 5 (Achieve gender equality and empower all women and girls).
 - c. The PPA serves as a tool to accelerate the implementation of the PLGED.
7. The two leading Pacific regional organisations – PIFS and the Pacific Community (SPC), the principal scientific and technical international development organisation in the Pacific – play complimentary roles in gender equality in the region, with PIFS being the custodian of the PLGED and SPC being the custodian of the PPA.
8. The 15th Triennial Conference of Pacific Women (the Conference), the 8th Ministers for Women Meeting (the Women's Ministers Meeting), and the 3rd PIFWLM, are scheduled to be held in the Republic of Marshall Islands on 22-26 July 2024.
 - a. The Conference is well attended by civil society organisations and is held in close proximity to the Women's Ministers Meeting to maximize opportunities between civil society and government on issues of gender equality.
 - b. The Department of Foreign Affairs and Trade (DFAT) provides financial support to SPC for the convening of the Conference and implementation of Triennial outcomes through the Pacific Women Lead program. DFAT also provides financial support to the Pacific Islands Forum Secretariat (PIFS) for the convening of PIFWLM and coordination of implementation of the Declaration.
9. You will likely be invited to attend the Women's Ministers Meeting and PIFWLM. It is expected that there will be cross over in attendance and timing of these meetings. Early indications are that the Women's Ministers Meeting will run from 24-26 July and PIFWLM will convene on 26 July. You have not been formally briefed by Office for Women, so if this forum comes up in discussion, you may wish to recognise the

significance of these gender convenings to our region and that your Office is working through your availability.

Key Data on Gender Equality in the Pacific

- Across the Pacific, the prevalence of violence is more than twice the global average. Up to 68 percent of women have reported experiencing **physical or sexual violence** by a partner in their lifetime, in countries where prevalence studies have been undertaken.
- Women in the Pacific remain **under-represented in leadership and decision-making roles** both within governments and private sector. According to the latest Inter-Parliamentary Union figures, women comprise just 6.6 percent of representation in Pacific parliaments.
- Women's **role in economies** across the Pacific is vital. Higher income for women and increased control over income supports increased spending on education, food, health and nutrition. However, across the Pacific, women earn less, hold less secure work often in the informal sector, and have less access to social protection, exposing them to greater financial vulnerability. Men outnumber women in formal employment by approximately two to one.
- Most PIF countries, **s 33(a)(iii) , s 47E(d)**
 However, this is not necessarily translating into opportunities for women's economic empowerment for a number of reasons. This includes a lack of reintegration in the workforce for women who have children and legislation that directly and indirectly limits women's access to employment opportunities or contributes to discriminatory pay and conditions for women.
- Pacific girls face multiple barriers in accessing information and resources about their bodies and **sexuality and reproductive health**, including stigma and discrimination, and difficulties in physically accessing health and legal services. Very little comprehensive education regarding sexuality is made available to girls and boys.
- **Maternal health** is an ongoing issue in the Pacific, **s 33(a)(iii) , s 47E(d)**, where the maternal death rate is 171 maternal deaths per 100,000 live births.
- Fiji and Vanuatu are the only PIF countries included in the World Economic Forum's 2023 Global Gender Gap Index. This is due to the World Economic Forum's data reporting requirements (a country must report data for a minimum 12 of the 14 indicators that comprise the index).

- Out of 146 countries, Fiji ranks 121 overall, 115 for Economic Participation, 46 for Educational Attainment, 107 for Health and Survival, and 139 for Political Empowerment
- Out of 146 countries, Vanuatu ranks 108 overall, 35 for Economic Participation, 74 for Educational Attainment, 65 for Health and Survival, and 145 for Political Empowerment

Pacific Islands Forum

Key Points

- The Pacific Islands Forum (PIF) is the region's pre-eminent political and economic policy organisation, and the only regional grouping to bring **all Pacific leaders together**.
- Australia's membership on PIF provides an avenue to incorporate Australia's strategic interests into the regional agenda and **shape Pacific priorities**.
- At the strategic level, our priority for PIF is upholding the Forum's centrality, against efforts by others to set up rival regional groupings.
- We contribute approximately **\$6.2 million annually** to the PIF in core funding to run its Secretariat that supports the PIF to deliver on priorities of the leaders in the region.

10. The PIF is the central regional organisation for the Pacific, founded in 1971 by Australia, Cook Islands, Fiji, Nauru, New Zealand, Samoa and Tonga.
 - a. It comprises 18 members, after the French territories of French Polynesia and New Caledonia were granted full membership in 2016.
 - b. There are 21 dialogue partners to the PIF, including China, France, Japan, the UK, the USA and the EU, who are invited to attend the PIF Leaders week.
11. PIF initiatives are run by a small Secretariat of approximately 20 staff members and led by the Secretary General.
12. The role of PIF Chair is rotated among the membership. The Chair (Tonga in 2024) is responsible for hosting the Leaders meeting and plays a key role in setting the regional agenda.
 - a. The Chair of PIF rotates through the region and usually follows a pattern of Melanesia, Polynesia and Micronesia, a reflection of sub-groupings and equities in the region.

-
- b. Past, present and incoming PIF Chairs work together to ensure continuity under a ‘troika’ mechanism. Cook Islands as 2023 Chair, Tonga as 2024 Chair and Solomon Islands as 2025 Chair, form the ‘troika’. The Chair will formally pass to Tonga at the PIF Leaders Meeting in August 2024.

PIF Ministerial Meetings

13. The PIF Women Leaders Meeting is part of the annual Minister-level PIF meeting calendar, along with the PIF Economic Ministers’ Meeting, which Assistant Treasurer Jones attended in August 2023, and the PIF Foreign Ministers’ Meeting, which Foreign Minister Wong attended in September 2023.
14. These meetings are all designed to decide the final agenda of PIF Leaders Week, which Cook Islands as Chair hosted in November 2023. Prime Minister Albanese attended.

Council of Regional Organisations of the Pacific

15. The Council of Regional Organisations of the Pacific (CROP) brings together several regional inter-governmental agencies across the Pacific to bring improved efficiency and effectiveness to service delivery to the Pacific and respond to their circumstances as a series of small island states. The Pacific Islands Forum Secretariat acts as CROP’s permanent chair and provides secretariat support.
16. There are nine CROP agencies. These are:
 - a. the Pacific Islands Forum (PIF);
 - b. the Secretariat of the Pacific Community (SPC) (formerly the South Pacific Commission);
 - c. the Forum Fisheries Agency (FFA);
 - d. the South Pacific Regional Environment Program (SPREP);
 - e. the Pacific Islands Development Program (PIDP);
 - f. the South Pacific Tourism Organisation (SPTO);
 - g. the University of the South Pacific (USP);
 - h. the Pacific Aviation Safety Organisation; and
 - i. the Pacific Power Association.

ATTACHMENT D – Guest List

First	Last	Position
Pacific Islands Forum Secretariat (PIFS) s 22(1)(a)(ii)		
Australia		
Katy	Gallagher	Minister for Women
James	Larsen	Permanent Representative to the UN
Natasha	Stott Despoja	Nominee for Committee on the Elimination of Discrimination Against Women (CEDAW)
Padma	Raman	Executive Director, Office for Women
Cook Islands (PIF Chair) s 22(1)(a)(ii)		
Tonga (PIF coordinator) s 22(1)(a)(ii)		
Federated States of Micronesia s 22(1)(a)(ii)		
Fiji s 22(1)(a)(ii)		
Kiribati s 22(1)(a)(ii)		
Nauru s 22(1)(a)(ii)		

s 22(1)(a)(ii)

New Zealand

s 22(1)(a)(ii)

Papua New Guinea

s 22(1)(a)(ii)

Republic of Marshall Islands

s 22(1)(a)(ii)

Samoa

s 22(1)(a)(ii)

Solomon Islands

s 22(1)(a)(ii)

Tuvalu

s 22(1)(a)(ii)

CSOs

s 22(1)(a)(ii)

CSW68 NATIONAL STATEMENT

<p>Time and Place</p> <p>Tuesday 12 March</p> <p>Time 16.30</p>	<p>Key attendees</p> <p><u>Australian attendees (Minister+5):</u></p> <ul style="list-style-type: none"> • Minister • Mr James Larsen • Ms Padma Raman • Dr Anna Cody • Ms Joslyn Eades-Tass • Ms Khayshie Tilak Ramesh <p><u>Seated nearby:</u></p> <ul style="list-style-type: none"> • Advisers
<p>Minister's role, objective, context and sensitivities</p> <p>You will deliver Australia's National Statement addressing UN Member States on the CSW68 priority theme: Addressing poverty and strengthening institutions and financing with a gender perspective.</p> <p>Your statement will focus on the newly released national strategy for gender equality, gender equality as an economic imperative, the link between safety and economy security, and recent economic reforms.</p>	
<p>Handling note</p> <p>As Head of Delegation, you will sit at the Australia desk in the General Assembly Hall.</p> <p>You will read and deliver the National Statement to the General Assembly room. A copy of the National Statement is at Attachment A.</p> <p>We recommend you speak more slowly than your usual pace and add pauses to allow time for UN simultaneous interpretation. Your microphone will be turned off automatically after 5 minutes.</p> <p>You are currently #51 of 204 speakers listed. Your estimated time of delivery is 1630-1700. Countries represented by Heads of State are given first priority, then Ministers. Your Visit Liaison Officer will confirm on the ground.</p>	
<p>Attachments</p> <p>Attachment A – National Statement</p>	

ATTACHMENT A – CSW68 National Statement

Theme: Addressing poverty and strengthening institutions and financing with a gender perspective

Time: Max 5 mins

Words: 658

I begin by acknowledging the traditional lands of the Lenape [*Le-nuh-pee*] people.

I am very pleased to be here representing Australia, and representing the first gender balanced Federal Government in Australia's history.

Gender equality is core economic priority for the Australian Government, with women's economic equality a key focus.

To drive this effort, the Australian Government has developed our first national strategy to achieve gender equality, which was launched on the eve of International Women's Day.

Our strategy is called Working for Women – because when our government systems, our economy and our society work for women, they work for everyone.

The Strategy was informed by thousands of women's voices, extensive data, and advice provided from expert independent groups.

The Strategy focuses on five priority areas where change is needed for gender equality to be achieved:

- Ending gender-based violence
- Valuing and sharing unpaid and paid care;
- Ensuring women's economic equality and security;
- Advancing women's health; and
- Ensuring women's leadership, representation and decision-making.

The Strategy is built on a foundation commitment to challenge the harmful gender attitudes and stereotypes that limit how people behave and how people are treated.

These priorities are, of course, interconnected.

Women cannot participate equally in the economy when they disproportionately shoulder the responsibility of care and domestic labour.

And women cannot be equal if they are not safe.

Violence impacts women's economic security, their participation in the workforce, their opportunities for progression, their lifetime earnings and security in retirement.

All conspiring to put women at greater risk of financial hardship and poverty.

The Australian Government recognises these complexities.

And we've made it a priority to confront them, including through deeper structural reform.

Our Strategy builds on significant investment in gender equality over the last 18 months.

We have expanded the Government's paid parental leave to reach 26 weeks by 2026, with reserved leave for each parent.

And starting next year we will pay superannuation on the Government scheme to help reduce the impact of unpaid care on retirement savings.

We've made childcare cheaper and funded pay rises for our majority women aged care workforce.

From February this year, we began to publish the gender pay gaps of employers with 100 or more staff.

We have reformed Australia's workplace relations system to make gender equality a specific focus of our workplace relations commission, banned pay secrecy and introduced a workplace duty to protect employees from third party violence and sexual harassment.

We've also legislated ten days of paid family and domestic violence leave, because no one should have to choose between their own safety and their job.

We expanded eligibility for single parenting payments, and lifted a range of social protection payments where women are the majority of the recipients.

We've invested a record amount of funding in women's safety, including providing much-needed financial support for individuals leaving violent relationships.

We are also strengthening Government institutions to better deliver for gender equality, including introducing gender responsive budgeting to consider gender impacts on every budget decision...

Including employment targets for women in major government infrastructure projects...

And requiring all government departments to publicly report on their contribution to implementing the *Working for Women* strategy.

The Australian Government understands that shifting the dial on gender equality requires action and commitment across every policy area.

This includes internationally.

Australia is prioritising gender equality in our foreign policy, international development, humanitarian, trade and security efforts.

Our new international gender equality strategy will be released shortly.

We have reintroduced a target for 80 per cent of all development spending to contribute to addressing gender equality.

And all new significant development investments are also now required to have a gender equality objective, regardless of the nature of the investment.

Like our domestic efforts, our international focus is on how safety and economic equality intertwine.

Australia is committed to working with our partners and friends across the world to make a real and positive difference in the lives of all women and girls.

GROUP OF FRIENDS FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN AND GIRLS HIGH-LEVEL SIDE EVENT

<p>Time</p> <p>Monday 11 March</p> <p>3.00pm – 4.15pm</p> <p>Venue</p> <p>ECOSOC Chamber, UN HQ</p>	<p>Attendees</p> <ul style="list-style-type: none"> • s 22(1)(a)(ii) • [REDACTED] • [REDACTED] • [REDACTED] • [REDACTED] • Ministerial colleagues <p><u>Australian attendees:</u></p> <ul style="list-style-type: none"> • Minister for Women • Padma Raman, Executive Director, Office for Women • James Larsen, Ambassador and Permanent Representative
<p>Minister’s role, objective, context and sensitivities</p> <p>The purpose of this event is to:</p> <ul style="list-style-type: none"> • Outline the importance of investing in prevention measures that address violence against women and girls • Share experiences of ongoing prevention efforts and good practices at the local, national, regional and international level • Advance discussions on how the UN and Member States may further promote investment in preventive efforts from across all sectors in society to fulfil the goal of ending all forms of violence against women and girls by 2030 <p>You will be participating as an attendee and will deliver a 2-minute intervention on Australia’s efforts to prevent violence against women and girls during the high-level segment.</p>	
<p>Handling note</p> <p>A group photo with Ministers and Permanent Representatives will be taken ahead of the meeting.</p> <p>The event includes opening remarks and a panel session before the high-level segment on national experiences (Program at Attachment A).</p> <p>You are registered as one of ten countries to deliver an intervention during the high-level segment. You will be called on by the facilitator to speak. The order of speakers will be confirmed by your visit liaison officer on the ground. You will likely be the last speaker.</p> <p>Your intervention is focused on Australia’s national experience investing in the prevention of violence against women and girls (Intervention at Attachment B). You have strictly two minutes to speak, after which your microphone will be cut off.</p>	
<p>Attachments</p> <p>Attachment A – Program</p> <p>Attachment B – Intervention</p> <p>Attachment C – Biographies</p>	

ATTACHMENT A – Program – Group of Friends on EAW Side Event

Agenda timing will be confirmed by your visit liaison officer on the ground.

Time	Agenda Item
3.00pm	Family photo <ul style="list-style-type: none"> • Heads of Delegations (Ministers) and Permanent Representatives
	Welcome and opening remarks <ul style="list-style-type: none"> • s 22(1)(a)(ii)
	Panel: Investing in violence prevention <ul style="list-style-type: none"> • s 22(1)(a)(ii) • •
(2 minutes each)	High-level segment: National Experiences with prevention investments <i>You will be called upon during this session to deliver your intervention.</i> s 22(1)(a)(ii) <div style="background-color: #cccccc; height: 300px; width: 100%; margin-top: 10px;"></div> 10. H.E. Hon. Senator Katy Gallagher, Minister for Women, Minister for Finance, and Minister for the Public Service of Australia
	Closing remarks

ATTACHMENT B – Intervention – Group of Friends on EAW Side Event

311 words – 2 mins @ 160wpm

Violence against women is an epidemic in Australia.

In 2022-23, one woman was killed every 11 days by an intimate partner.

This is devastating. One life lost to violence is one too many.

My Government is serious about fixing this - we have set an ambitious target to end violence against women and children in one generation.

We are one of three countries in the world to appoint a Domestic, Family and Sexual Violence Commissioner.

The Commissioner is listening to those with lived experience of violence, and embedding their voices at a national level.

Women should not have choose between their safety and their job. The Australian Government has legislated Australia's first Paid Family and Domestic Violence Leave. This gives all employees an entitlement of 10 days of paid family and domestic violence leave each year. This includes part time and casual employees.

We have also introduced a positive duty on employers to protect their staff and customers from third party violence and harassment.

Our Government has expanded support for single parents, most of whom are women. This responds to evidence that too often women experiencing domestic violence are faced with a choice between violence or poverty.

We're working to improve services and supports for women and in our first year of government invested \$2.3 billion in women's safety.

We are also investing in prevention, especially through education and early intervention programs.

Australia's new national gender equality strategy has women's safety as its first priority because we know we cannot make meaningful progress on women's economic equality or leadership if they are not safe.

We have a long and hard road ahead of us.

Australia is serious about fixing it through new and innovative solutions.

And we look forward to continuing to learn from each of you as we all tackle this significant problem in our communities.

Thank you.


ATTACHMENT C – Biographies

UN Group of Friends for the Elimination of Violence against Women and Girls

The Group of Friends for the elimination of violence against women and girls was established in 2020 to promote efforts to address violence against women and girls in its many manifestations. The Group creates a platform to share lessons learned on efforts to eliminate all forms of gender-based violence, to improve cooperation, as well as to support advocacy initiatives and the mobilisation of additional resources.

The Group of Friends currently has 93 members: Afghanistan; Albania; Andorra; Argentina; Armenia Australia; Austria; Belgium; Bhutan; Bolivia; Botswana; Bulgaria; Cabo Verde; Canada; Chile; Colombia; Costa Rica; Croatia; Cyprus; Czech Republic; Denmark; Dominican Republic; El Salvador; Estonia; Fiji; Finland; France; Georgia; Germany; Greece; Guatemala; Guyana; Haiti; Hungary; Iceland; Ireland; Israel; Italy; Japan; Jordan; Kenya; Republic of Korea; Kyrgyzstan; Latvia; Lebanon; Liberia; Liechtenstein; Lithuania; Luxembourg; Madagascar; Malawi; Maldives; Mali; Malta; Mexico; Republic of Moldova; Monaco; Mongolia; Morocco; Mozambique; Namibia; Netherlands; New Zealand; Niger; North Macedonia; Norway; Pakistan; Panama; Paraguay; Peru; Poland; Portugal; Qatar; Romania; Rwanda; Seychelles; Sierra Leone; Slovakia; Slovenia; Spain; Sweden; Switzerland; Trinidad and Tobago; Tunisia; Turkey; Ukraine; United Kingdom; United States of America; Uruguay; European Union; Sovereign Order of Malta.

s 22(1)(a)(ii)



s 22(1)(a)(ii)

Breakthrough India aims to make gender-based violence unacceptable by transforming the culture that allows violence and discrimination. Breakthrough work with nearly 1.5 million adolescents in schools and communities to mould gender attitudes and beliefs before they solidify into behaviour. Their work in communities is contributing to the steady rise in the age of marriage and the number of girls who stay in school.

s 22(1)(a)(ii)

**Ford
Foundation**

s 22(1)(a)(ii)

The **Ford Foundation** is an independent organization working to address inequality and build a future grounded in justice, with offices in the United States and ten regions around the globe. For more than 85 years, it has supported visionaries on the frontlines of social change worldwide, guided by its mission to strengthen democratic values, reduce poverty and injustice, promote international cooperation, and advance human achievement.

THE 68TH SESSION OF THE COMMISSION ON THE STATUS OF WOMEN

SESSION BRIEF

LAUNCH OF ITC-UN WOMEN GLOBAL CAMPAIGN ON GENDER-RESPONSIVE PUBLIC PROCUREMENT

11 March 2024, 16:45 – 18:00 EST | Conference Room 12 – General Assembly Building
405 E 45th St, New York, NY 10017, United States of America

Background

Public procurement markets are big business. Research from the International Trade Centre (ITC) reveals that public procurement constitutes 10-15% of developed countries' GDP and up to 40% for developing countries. Yet only 1% of public procurement is catered for by women-led businesses.

Women-led businesses everywhere face significant barriers when participating in and competing for public tenders. These challenges include bundled tenders, certification hurdles, complex administrative procedures, financial constraints, gender bias, lack of information and limited networking opportunities.

Moving the needle on this 1% can lead to transformative outcomes for women's businesses, local communities, and the broader economy. For ITC, advancing gender-responsive public procurement (GRPP) is one of its key corporate ambitions outlined in its [2022-2025 Gender Moonshot](#). For UN Women, Decent Work and Entrepreneurship is one of [ten accelerators](#) identified to achieve women and girls' rights and the UN Sustainable Development Goal 5 (on gender equality).

To galvanize stronger government action, ITC is joining forces with UN Women to launch a global campaign on GRPP. Following its soft launch at the 13th World Trade Organization Ministerial Conference, the global campaign on GRPP will be officially launched on 11th March at the 68th Commission on the Status of Women (CSW68) in New York, the United States of America.

Objectives

- Officially launch the ITC and UN Women Global Campaign on GRPP, and secure support from governments and key stakeholders.
- Raise awareness about the impetus for GRPP, leading to increased understanding and engagement;
- Enhance understanding of countries' good practices and future ambitions on GRPP.

Co-organizers

- International Trade Centre (ITC)
- UN Women
- Permanent Mission of the Dominican Republic to the United Nations
- Republic of Ecuador
- Government of Kenya (Office of the President's Women's Rights Advisor)

Moderator

- [s 22\(1\)\(a\)\(ii\)](#) SheTrades Initiative, International Trade Centre

Speakers

Remarks:

- [s 22\(1\)\(a\)\(ii\)](#), International Trade Centre
- [s 22\(1\)\(a\)\(ii\)](#), UN Women (TBC)

Conversation Carousel with Member States:

1. s 22(1)(a)(ii) [REDACTED], Dominican Republic
2. s 22(1)(a)(ii) [REDACTED], Ecuador
3. s 22(1)(a)(ii) [REDACTED] Kenya
4. s 22(1)(a)(ii) [REDACTED], The Gambia
5. Australia (TBC)
6. Canada (TBC)
7. Chile (TBC)
8. South Africa (TBC)
9. USA (TBC)

Session format

- The session will proceed as a conversation 'carousel', with the moderator picking question cards out of a fishbowl and reading aloud the question printed on the card. The fishbowl will be placed on the table, close to the moderator.
- The moderator will do so in a sequential manner, based on the order of speakers indicated in the programme.
- The question cards will come in different colours, with each country assigned to a specific colour (see legend below).
- Each speaker will have a maximum of 2 minutes to respond to their assigned question.
- Once Round 1 of questions have been answered, the moderator will proceed with Round 2 of questions. Kindly note that the order of speakers for Round 2 is different from that of Round 1.

Important note:

- Should more than five countries participate in the Conversation Carousel, only one round of questions will be posed to them.

Language

- English, with French and Spanish interpretation available.

Room capacity

- Approximately 100 seats; spots for the audience will be allocated on a first-come, first-served basis,

Modality

- This session will be an in-person session.

Colour card assigned to each country

Blue card	s 22(1)(a)(ii) [REDACTED], Dominican Republic
Yellow card	s 22(1)(a)(ii) [REDACTED], Ecuador
Green card	s 22(1)(a)(ii) [REDACTED] Kenya
Pink card	s 22(1)(a)(ii) [REDACTED], The Gambia

Session overview

Time in EST	Activity	Speaker(s)
16:45 – 16:50	Introduction	<i>Moderator</i> s 22(1)(a)(ii)
16:50 – 17:00	Remarks	s 22(1)(a)(ii)
17:00 – 17:10	Group photo	All speakers
17:10 – 17:53	Conversation carousel with Member States	<i>Speakers</i> • s 22(1)(a)(ii) • • •
17:37 – 17:57	Engagement with Audience	
17:57 – 18:00	Closing remarks	


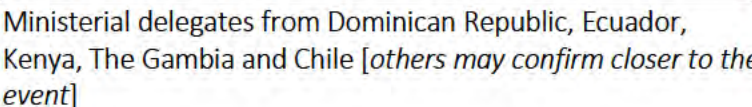
Session breakdown

Launch of ITC-UN Women Global Campaign on Gender-Responsive Public Procurement Monday, 11 March 2024, 16:45 – 18:00 EST	
Item	Time EST
Introduction	
Moderator sets the scene and highlights the importance of the Global Campaign on GRPP.	16:45 – 16:50
Moderator introduces s 22(1)(a)(ii) to deliver her remarks.	
Remarks	

s 22(1)(a)(ii) delivers her 5-minute remarks and gives the floor back to the moderator.	16:50 – 16:55
Moderator then introduces s 22(1)(a)(ii) to deliver her remarks.	
s 22(1)(a)(ii) delivers her 5-minute remarks and gives the floor back to the moderator.	16:55 – 17:00
Group photo	
Moderator invites s 22(1)(a)(ii), and speakers for a group photo. ITC photographer will direct to all on where to position themselves.	17:00 – 17:10
Conversation carousel with Member States	
Moderator sets the scene for the conversation carousel, which will take place over two rounds. The moderator will briefly explain how the carousel will proceed.	17:10 – 17:13
First round of questions	
Moderator picks a card from the fishbowl and reads it aloud to s 22(1)(a)(ii), Dominican Republic.	17:13 – 17:14
s 22(1)(a)(ii) takes the floor and delivers her 2-min response.	17:14 – 17:16
Moderator picks a card from the fishbowl and reads it aloud to s 22(1)(a)(ii), Ecuador.	17:16 – 17:17
s 22(1)(a)(ii) takes the floor and delivers her 2-min response.	17:17 – 17:19
Moderator picks a card from the fishbowl and reads it aloud to s 22(1)(a)(ii), Kenya.	17:19 – 17:20
s 22(1)(a)(ii) takes the floor and delivers her 2-min response.	17:20 – 17:22
Moderator picks a card from the fishbowl and reads it aloud to s 22(1)(a)(ii), The Gambia.	17:22 – 17:23
s 22(1)(a)(ii) takes the floor and delivers her 2-min response.	17:23 – 17:25
Second round of questions	
Moderator picks a card from the fishbowl and reads it aloud to s 22(1)(a)(ii), Kenya.	17:25 – 17:26
s 22(1)(a)(ii) takes the floor and delivers her 2-min response.	17:26 – 17:28
Moderator picks a card from the fishbowl and reads it aloud to s 22(1)(a)(ii), The Gambia.	17:28 – 17:29
s 22(1)(a)(ii) takes the floor and delivers her 2-min response.	17:29 – 17:31
Moderator picks a card from the fishbowl and reads it aloud to s 22(1)(a)(ii), Dominican Republic.	17:31 – 17:32
s 22(1)(a)(ii) takes the floor and delivers her 2-min response.	17:32 – 17:34
Moderator picks a card from the fishbowl and reads it aloud to s 22(1)(a)(ii), Ecuador.	17:34 – 17:35
s 22(1)(a)(ii) takes the floor and delivers her 2-min response.	17:35 – 17:37

Engagement with Audience	
Engagement with audience	17:37 – 17:57
Closing	
The moderator provides closing remarks.	17:57 – 18:00

LAUNCH OF ITC-UN WOMEN GLOBAL CAMPAIGN ON GENDER-RESPONSIVE PUBLIC PROCUREMENT

<p>Time</p> <p>Monday 11 March 4.45pm – 6.00pm</p> <p>Venue</p> <p>Conference Room 12, UN HQ</p>	<p>Attendees</p> <ul style="list-style-type: none"> • s 22(1)(a)(ii) •  •  • Ministerial delegates from Dominican Republic, Ecuador, Kenya, The Gambia and Chile [<i>others may confirm closer to the event</i>] <p>Australian attendees:</p> <ul style="list-style-type: none"> • Minister for Women • Padma Raman, Executive Director, Office for Women • James Larsen, Ambassador and Permanent Representative
<p>Minister’s role, objective, context and sensitivities</p> <p>The purpose of this event is for the ITC and UN Women to launch their global campaign on Gender Responsive Public Procurement (GRPP). The event concept note is at Attachment A.</p> <p>You will be making short remarks about gender-responsive public procurement (GRPP) at this event, following formal remarks by the Ministers of Dominican Republic, Ecuador, Kenya and The Gambia. Ministers from Canada and South Africa may also participate by making short remarks, like you (attendance tbc). The Chilean Minister will close the event.</p> <p>Australia has submitted a Statement of Support for the launch of this global campaign, and also submitted a country-specific GRPP Pledge under this campaign, following the release of <i>Working for Women: A Strategy for Gender Equality</i> on 7 March 2024 (see Attachment C – Background).</p>	
<p>Handling note</p> <p>You will be seated with other Ministers at the head of a large U-shaped table. The moderator will ask each Minister (Dominican Republic, Ecuador, Kenya and The Gambia) a pre-planned question from a glass jar (different coloured paper for each Minister). Following these responses, the moderator will pull out a piece of white paper for you and other participating Ministers. The question for you is: “Do you support the Global Campaign and why?” A draft intervention is at Attachment B.</p> <p>A photo with the moderator and all participating Ministers will be taken at 5pm.</p>	
<p>Attachments</p> <p>Attachment A – Event Concept Note</p> <p>Attachment B – Intervention</p> <p>Attachment C – Background: Gender-Responsive Public Procurement in Australia</p>	

ATTACHMENT B – Intervention

426 words (3 mins)

I would like to begin by acknowledging the traditional lands of the Lenape [Le-nuh-pee] people.

I am Katy Gallagher, Australia’s Minister for Finance, Women and the Public Service.

Australia is committed to increasing opportunities for women through public procurement and offers our support for the launch of this global campaign. Last week, the Australian Government submitted its country-specific pledge under the campaign.

Public procurement is a key lever that governments have available to boost women’s economic equality and drive progress toward gender equality, building a stronger economy for everyone.

Last week, I released Australia’s new gender equality strategy - *Working for Women*. It outlines where the Australian Government will focus its efforts to achieve gender equality in Australia. This includes in relation to progressing gender-responsive public procurement and committing to using our purchasing power to better support gender equality outcomes.

My Government is committed to ensuring that businesses that contract with government maintain high standards in relation to achieving gender equality.

Australian businesses are required to provide proof of compliance with our *Workplace Gender Equality Act* to participate in relevant Government procurement.

This includes reporting on their performance against gender equality indicators, including on their gender pay gap.

We will make further improvements to require that businesses with 500 or more employees also set – and achieve – tangible targets for improving gender equality in their workplaces in order to win Government contracts.

These targets will focus on the gender makeup of their boards and the workforce; equal pay; flexible working arrangements; workplace consultation on gender equality; and efforts to prevent and address sexual harassment.

Australia currently lacks adequate data and information on women-owned and led businesses, making it difficult to ensure new initiatives benefit women and are informed by evidence.

From next year, my Government will commence collecting gender-disaggregated data on procurements undertaken through panel arrangements, to eventually be expanded to all procurements.

We will also introduce a public supplier register to track Government contracts being awarded to women-owned and led businesses.

To support this, we will adopt a definition of women owned and led business, and are working with our State and Territory governments to ensure a nationally consistent definition.

This will help us track which procurements go to women-owned or led businesses, build the evidence base, and assist with finding relevant suppliers for procurement.

These initiatives are just some examples of reforms we are making to deliver on our new national strategy.

The Australian Government thanks the ITC and UN Women for their leadership of this global campaign, and I urge other governments to continue to push for initiatives that support gender-equality in their public procurement frameworks.

ATTACHMENT C – Background: Gender-Responsive Public Procurement in Australia

- In February 2024, the International Trade Centre (ITC) and UN Women invited Australia to support and participate in the GRPP global campaign, through a Ministerial Statement of Support and a Pledge to commit to certain country-specific actions by 2025.
- Australia has submitted a Statement of Support for the launch of this global campaign.
 - The Ministerial Statement of Support is a quote from you, as Minister for Women, Finance and the Public Service: *“Public procurement is a key lever for governments to improve economic outcomes and drive progress toward gender equality. Gender-responsive procurement, including through the full and equal participation of women in procurement, supports gender equality and women’s economic equality. Australia is committed to increasing opportunities for women in public procurement.”*
- On 7 March 2024, following the release of *Working for Women: A Strategy for Gender Equality*, Australia submitted a country-specific Pledge under the campaign. The wording in the Pledge was cleared through your Office.
- **Australia’s country-specific pledge:**
 - *“The Australian Government is committed to driving action on gender equality and women’s empowerment. On 7 March 2024, the Government released Working for Women: A Strategy for Gender Equality. The Strategy outlines where the Government will focus its efforts over the next decade to achieve gender equality in Australia, including in relation to progressing gender-responsive public procurement.*
 - *The Australian Government commits that, from 2025, it will commence collecting gender-disaggregated data on procurements undertaken through panel arrangements, with this to be expanded to all procurements in 2026.*
 - *As part of its pledge to introduce standards for gender-responsive procurement, the Australian Government will introduce the Australian Skills Guarantee. The Skills Guarantee will introduce national targets for apprentices, trainees and paid cadets working on certain Australia Government projects, as well as national targets for women. These targets will increase the proportion of women working on major projects and drive long term, sustainable change to reduce gender segregation in the apprenticeship system.*
 - *In addition, the Australian Government is also committed to ensuring that businesses that contract with government maintain high standards in relation to achieving gender equality. This includes requiring employers to demonstrate compliance with relevant legislation and supporting instruments relating to gender equality in the workplace. The Government is considering how these requirements can be strengthened as part of its response to a review of the Workplace Gender Equality Act 2012, including the reporting and compliance measures required of businesses.”*

Catalyzing Women's Economic Empowerment through Gender-Responsive Public Procurement (GRPP)



Why is gender-responsive public procurement important?

Procurement is a process that virtually all organizations must undertake to secure inputs that they do not produce themselves. Government procurement alone contributes as much as 12% of the world's annual GDP. For example, Businesses around the world supply governments with goods and services required to run schools, hospitals, all other government institutions and functions. Yet women do not benefit equally from this plethora of contract opportunities. In fact, women-led enterprises are only awarded an average of 1% these contracts, demonstrating massive gender-gaps in procurement systems. Transforming these systems and making them more equitable can catalyze gender equality, women's empowerment and sustainable development.

Gender-responsive public procurement leverages government procurement to unlock more opportunities for women's businesses and ultimately improve both social and economic outcomes for all. In practice, GRPP can include affirmative selection criteria, award criteria and tie-breaker provisions, contract performance conditions and target and quotas for sourcing from women-led and gender-responsive businesses. It also involves supporting enterprise development to better position women for procurement opportunities, as well as setting standards to encourage all suppliers to be gender responsive.

Key barriers faced by women when accessing government contracts:

- Limited tender opportunities;
- Insufficient time to compete in a public tender;
- Inaccessible digital technologies;
- Complex administrative requirements for tenders;
- Lack of tendering skills and insufficient networks;
- Biases on capacity and capability of women entrepreneurs.



INEQUALITY OF OPPORTUNITIES BETWEEN MEN AND WOMEN ENTREPRENEURS

Global Gross Domestic Product

12% of total global GDP spent on government procurement

1% government contracts awarded to women-led / owned businesses

Realizing the transformative potential of GRPP requires that governments take on a proactive role as duty bearers, buyers, and contracting parties. This could involve them designing targeted assistance strategies, implementing measures that effectively lower the barriers that women entrepreneurs face when applying and competing for public tenders, and increasing suppliers' compliance with gender-equality standards.

Make a commitment, move the needle!

ITC and UN Women will be launching a global GRPP campaign at two high-level global events in 2024:

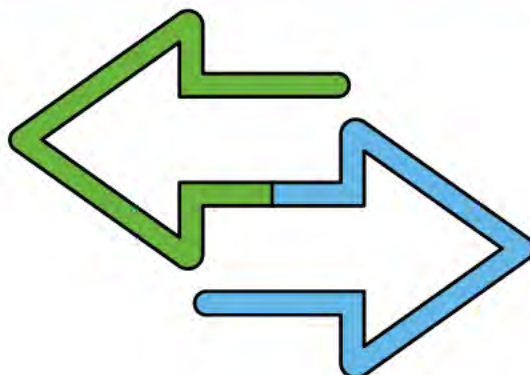


SHOW YOUR SUPPORT IN TWO WAYS!

Statements of Support

We welcome statements of support (in the form of quotes) from:

- International or multilateral organizations
- Governments (countries)



Country Pledges

We invite country pledges from

- governments with established GRPP programmes
- governments who are keen to make their foray into GRPP

How can countries and organizations provide statements of support?

In the lead-up to MC13 and CSW68, statements of support from Ministers of Finance, Gender, Micro, Small and Medium-Sized Enterprises (MSMEs) and Trade, heads of public procurement agencies, and international or regional organizations are crucial in galvanizing this global movement.

Lend your voice to our global campaign by submitting the following:










- A 30- to 40-word quote in English, French or Spanish about your country's or organization's commitment to implementing GRPP in its policies and promoting women's participation in public tenders, as well as a call to action to other countries and organizations to do the same.
- A high-resolution photograph of the Minister or head of organization.



How can countries make their pledges?

Countries can express pledges to GRPP by taking the following suggested actions:

- Designating a focal person in your ministry or organization to be responsible for gender-responsive public procurement.
- Implementing one or two of the below country-specific actions by 2025:

<p>1. Adopting a national definition of women-led/-owned businesses</p> 	<p>2. Collecting gender-disaggregated data through public procurement database</p> 	<p>3. Providing training to ministry staff on GRPP strategies</p> 
<p>4. Launching communication campaigns to encourage the participation of women-led and gender-responsive businesses</p> 	<p>5. Conducting training sessions to enhance the competitiveness of bids from women-led and gender-responsive businesses</p> 	<p>6. Establishing a target percentage of government spending to be allocated to women-led and gender-responsive businesses</p> 
<p>7. Introducing standards for procurement from gender-responsive businesses to enable decent work for women</p> 	<p>8. Implementing targeted assistance strategies for GRPP</p> 	<p>9. Introducing reporting requirements for sourcing from women-led and gender-responsive businesses</p> 

SUBMISSION PROCESS

Submissions of statements of support and country pledges are accepted on a rolling basis.

Kindly email quotes, photographs and/or country pledges at womenandtrade@intracen.org.



Tools to help your GRPP journey...



ITC's Gender Moonshot 2022-2025

Moonshots embody ITC's innovative solutions to empower small businesses in developing countries to participate in global trade. The Gender Moonshot underscores ITC's intensified commitment on gender-related initiatives and represents our bold and groundbreaking solutions to confront gender-related challenges experienced by small businesses in developing countries.



SCAN OR CLICK TO DOWNLOAD THE FULL PUBLICATION



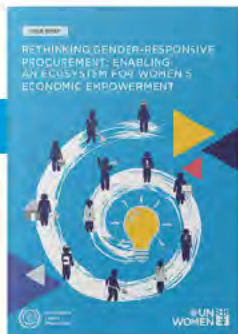
ITC TOOLS

ITC's Making Public Procurement Work for Women

This ITC guide provides policymakers, statistical offices and procurement officers with a clear action plan for GRPP. Learn how to design a GRPP roadmap, implement preferential policies and other measures, and monitor progress, drawing on case studies for best practices.



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Rethinking Gender-Responsive Procurement

In practice GRPP usually takes the form of affirmative policies that target women-owned businesses as suppliers. However, as UN Women and ILO articulate, policies that strive for decent work at all levels of supply chains should be an objective of GRPP. This implies that social impact can come from sourcing from women's enterprises, but also from sourcing from gender-responsive enterprises.



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UN WOMEN TOOLS

Legal Frameworks for Gender-Responsive Procurement

UN Women's research on legal frameworks supporting GRPP documents existing laws and policies, such as quotas for sourcing from women's enterprises and establishing award criteria for companies demonstrating commitment and progress to gender-equality. This means that governments can enhance gender-responsive procurement by creating and strengthening enabling legal and policy environments for the public and private sectors to source from both women's enterprises and gender-responsive enterprises.



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JEMIMAH NJUKI,
Chief Economic Empowerment, UN Women, jemimah.njuki@unwomen.org

CSW68 HEAD OF DELEGATION DINNER

<p>Time and Place</p> <p>Monday 11 March</p> <p>6.00pm – 8.00pm</p> <p>Venue: UNHQ, Delegates Dining Room</p>	<p>Speakers:</p> <ul style="list-style-type: none">• s 22(1)(a)(ii) [REDACTED]• Other head of delegation attendees to be confirmed by your visit liaison office
<p>Minister's role, objective, context and sensitivities</p> <p>To be confirmed by your visit liaison officer on the ground.</p> <p>Invitation and attendance list attached.</p>	
<p>Handling note</p> <p>To be confirmed by your visit liaison officer on the ground.</p>	

s 22(1)(a)(ii)



Side Event: Using Australia’s world leading gender data to accelerate equality across women’s life course and close the gender pay gap

Time and Place	Attendees
Tuesday 12 March 9.30am – 11.00am Venue: MetLife Building, 200 Park Avenue, 9th floor New York, 10166	<u>Speakers</u> <ul style="list-style-type: none">• s 22(1)(a)(ii)• [REDACTED]• [REDACTED]• [REDACTED]• [REDACTED]• [REDACTED]• [REDACTED] <u>Australian attendees:</u> <ul style="list-style-type: none">• Minister for Women• James Larsen, Australian Ambassador and Permanent Representative• Padma Raman

Minister’s role, objective, context and sensitivities

You will deliver opening remarks (up to 5 minutes) introducing the side event co-sponsored by Chief Executive Women (CEW), WGEA, Champions of Change Coalition (CoC), Settlement Services International (SSI), the Equality Rights Alliance (ERA), Deloitte and Lendlease (venue host and member of CoC). This is the one event hosted by Australian civil society organisations you will be attending during CSW68.

This event will discuss how Australia’s world leading gender data can accelerate equality across women’s life course and close the gender pay gap. This is an opportunity for you to showcase Australia’s national strategy to achieve gender equality, public-private sector collaboration, and highlight the importance of gender data in making informed decisions that work for women.

The audience will be a mix of representatives from the private sector, non-government organisations, Australian and a broader international representation.

Handling note

You will be introduced by s 22(1)(a)(ii) [REDACTED]. You will provide opening remarks (Attachment A). Following your remarks, there will be a panel with s 22(1)(a)(ii) [REDACTED] (Biographies at Attachment C).

There will then be a facilitated Q&A session with the audience lead by s 22(1)(a)(ii) [REDACTED]. An agenda for the event can be found at Attachment B.

You may need to leave before the event concludes for bilateral meetings and the organisers are aware of this – you will be briefed by your Visit Liaison Officer if that is the case.

Attachments

Attachment A – Opening Remarks

Attachment B – Agenda

Attachment C – Speaker Bios

Attachment A – opening remarks

Time: [allocated 5 mins]

Words: [approx. 750]

Introduction

Thank you § 22(1)
(a)(ii)

I would like to begin by acknowledging the traditional lands of the Lenape [*Le-nuh-pee*] people.

I would like to thank today's co-sponsors Chief Executive Women, the Workplace Gender Equality Agency, Champions of Change Coalition, Settlement Services International, the Equality Rights Alliance, Deloitte and Lendlease, for inviting me to speak today.

Last week I released *Working for Women: A Strategy for Gender Equality*.

This Strategy is the centrepiece of Australia's gender equality policy.

Now that title – Working for Women – is a very deliberate one.

Because when an economy and a society works for women, it works for us all.

The strategy's focused on driving action in five key areas:

- ending gender-based violence;
- unpaid and paid care;
- economic equality and security;
- health; and
- leadership, representation and decision-making.

It identifies the work underway to deliver on these priorities, and areas where my government intends to focus its attention and future reforms.

Data informing policy

Working for Women highlights the important role data plays in making informed policy decisions that work for women.

Since last year we have required all budget proposals coming before government to be informed by gender analysis.

Working for Women will act as a broader strategic framework for that analysis, as well as guide efforts to improve the quality of our data. Because you can't do decent gender analysis without decent data.

Data driving change

This can sound a bit esoteric, so I want to quickly mention three recent reforms that really illustrate the role of data in not only driving change but also driving awareness and fuelling important conversations.

The first is our recent tax cuts. Only last year did our Treasury Department release the first ever Tax Expenditure and Insight Statements to include gender analysis of tax distribution. It not been easy getting to the point that we can reflect that maybe tax systems aren't inherently gender neutral. I mention the 2022-23 Expenditure statement because this laid the foundation for the gender analysis which supported those recent tax cuts. That analysis is public and informs really important discussion about the link between women's earning and how they experience the tax system.

That links to the next reform I want to mention – publishing employer gender pay gaps.

You will be hearing from Mary Wooldridge, the CEO of this agency shortly – so I'll just speak to this briefly.

In an Australian first, we recently published the gender pay gaps of individual companies with 100 or more employees across the country.

OFFICIAL

This data has been collected for a decade, but we have only reported it at industry level, not at an individual business level.

So for the first time employees, consumers, boards and the public could see who our most equitable employers were.... And weren't!

And I have been heartened at the public discussion this has generated – with some really sophisticated- and some much less so! – analysis and quite sustained engagement on what sits beneath that data.

So the numbers are driving that discussion about bias, flexible work, under representation and the broader earnings gap that the gender pay gap sits alongside.

And so to my third point, which really relates to that earning gap. The data shows really clearly that women in Australia have a significant gap in their retirement savings compared to men the same age.

Australia women retire with 25.1 per cent less than men – that's \$53,190.

And there are a range of reasons for that, but one of the clearest is that women have patterns of disrupted work because of their care responsibilities – and Australia has a very gendered pattern of care, so it really is women bearing this burden.

This is why, from 1 July 2025, my Government will pay superannuation on the Government's paid parental leave scheme to ensure people are not penalised for taking time out of the workforce to care for a child, and reduce the impact of parental leave on retirement outcomes.

Reforms like the three I have mention are designed to support women's economic security. And they are absolutely driven by what the data is telling us.

My invitation – or challenge – to employers is to look at what your data tells you and put in place the relevant policies you need to address any gaps that data reveals to you.

OFFICIAL

Data can fuel progress towards gender equality – so let's make the most of it – both private and public sector – and let's make it work for women.

Thank you. I will pass back to s 22(1)
(a)(ii)

OFFICIAL

ATTACHMENT B – RUN SHEET

Using Australia’s world leading gender data to accelerate equality across women’s life course and close the gender pay gap

Date: Tuesday 12 March

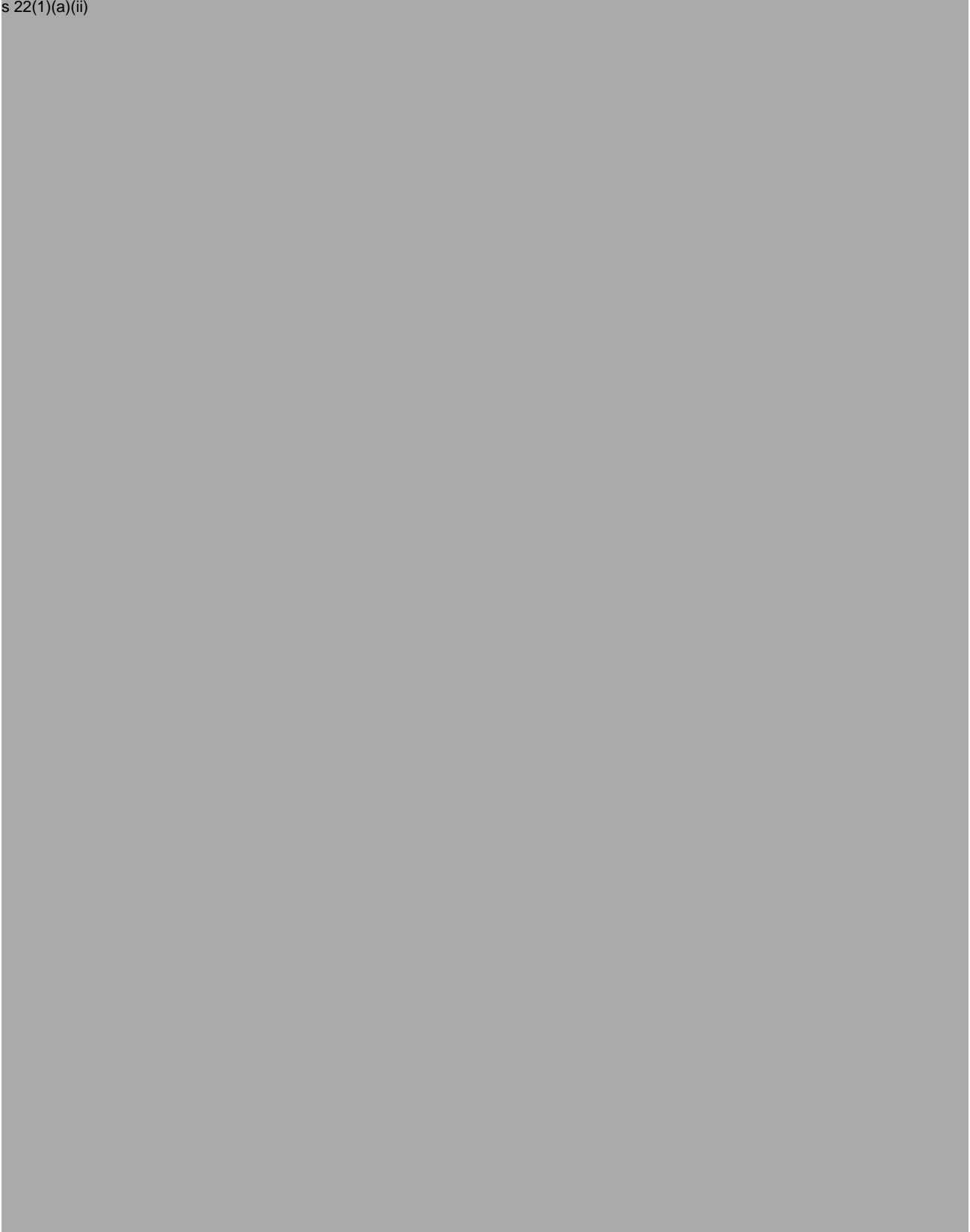
Time: 9:30am – 11am EDT

Venue: MetLife Building, 200 Park Avenue, 9th floor New York, NY 10166

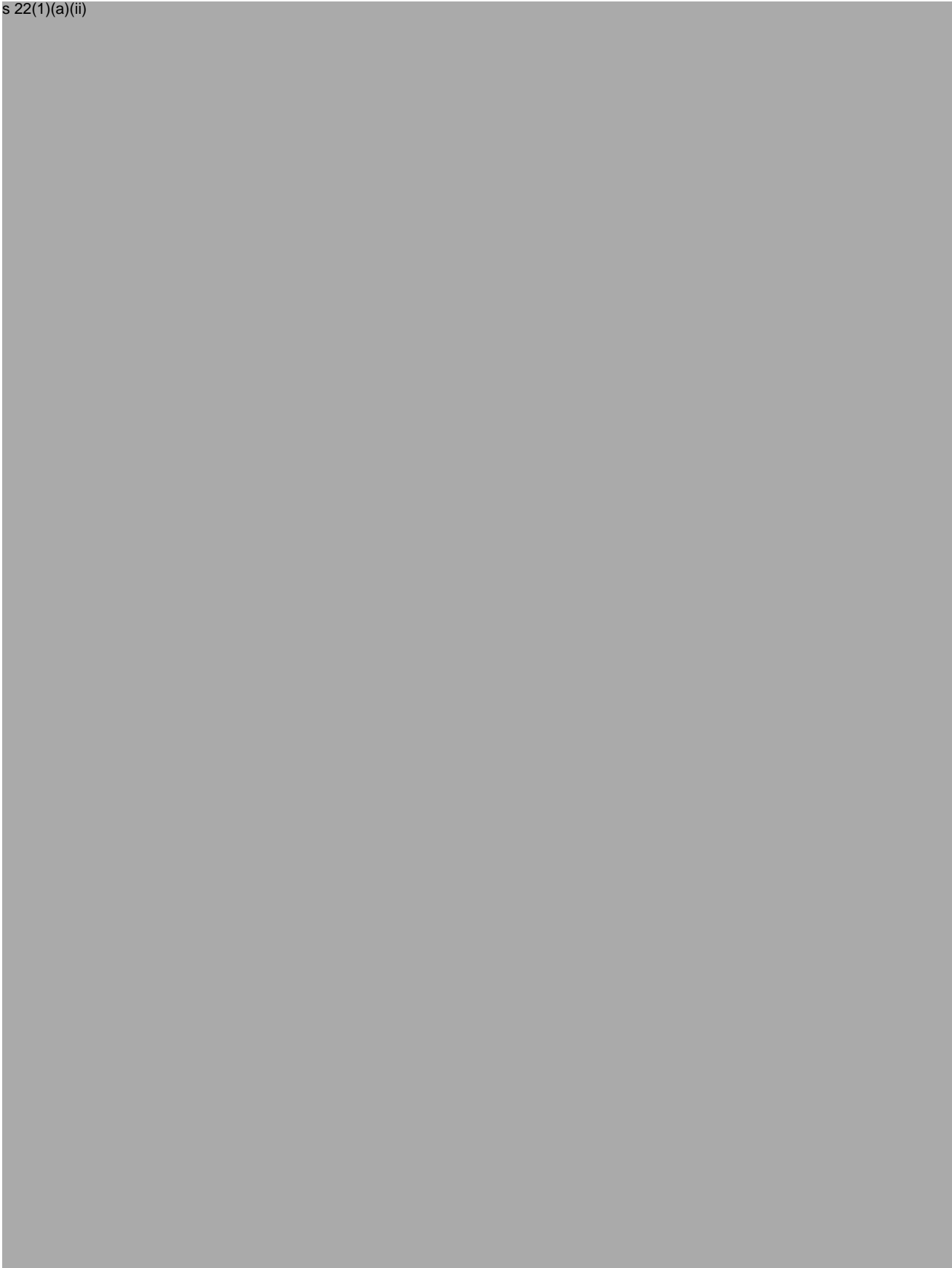
Time	Activity	Responsible
9:10 am	Minister arrives Bilateral with CEW	s 22(1)(a) – this has been discussed with the Ministers office
9:30am	Guests arrive	
9:30 am (15 mins)	Refreshments and networking – Light breakfast served on arrival	
9:45 am (5 mins)	Welcome, host	s 22(1)(a)(ii)
9:50 am (7 mins)	Acknowledgement of Country	
9:57 am	MC Introduce Minister	
10:00 am (5 mins)	Opening remarks	Senator the Hon Katy Gallagher Minister for Women, Finance and the Public Service
10:05 am (10 mins)	Thank Minister Introduce Panel – each panellist deliver 5 min address followed by Q&A Economic security across women’s life course	s 22(1)(a)(ii)
10:15 am (5 mins)	Using employer gender data for insights and to drive change	Mary Wooldridge, CEO, Workplace Gender Equality Agency
10:20 am (5 mins)	Taking practical action and reporting on results	s 22(1)(a)(ii)
10:25 am (5 mins)	The importance of intersectional understanding in policy and practice	s 22(1)(a)(ii)
10:30 am (25 mins)	Facilitated Q&A, audience	s 22(1)(a)(ii) Panellists
10:55 (5 mins)	Closing remarks	s 22(1)(a)(ii)
11:00	Event close	

ATTACHMENT C - BIOS

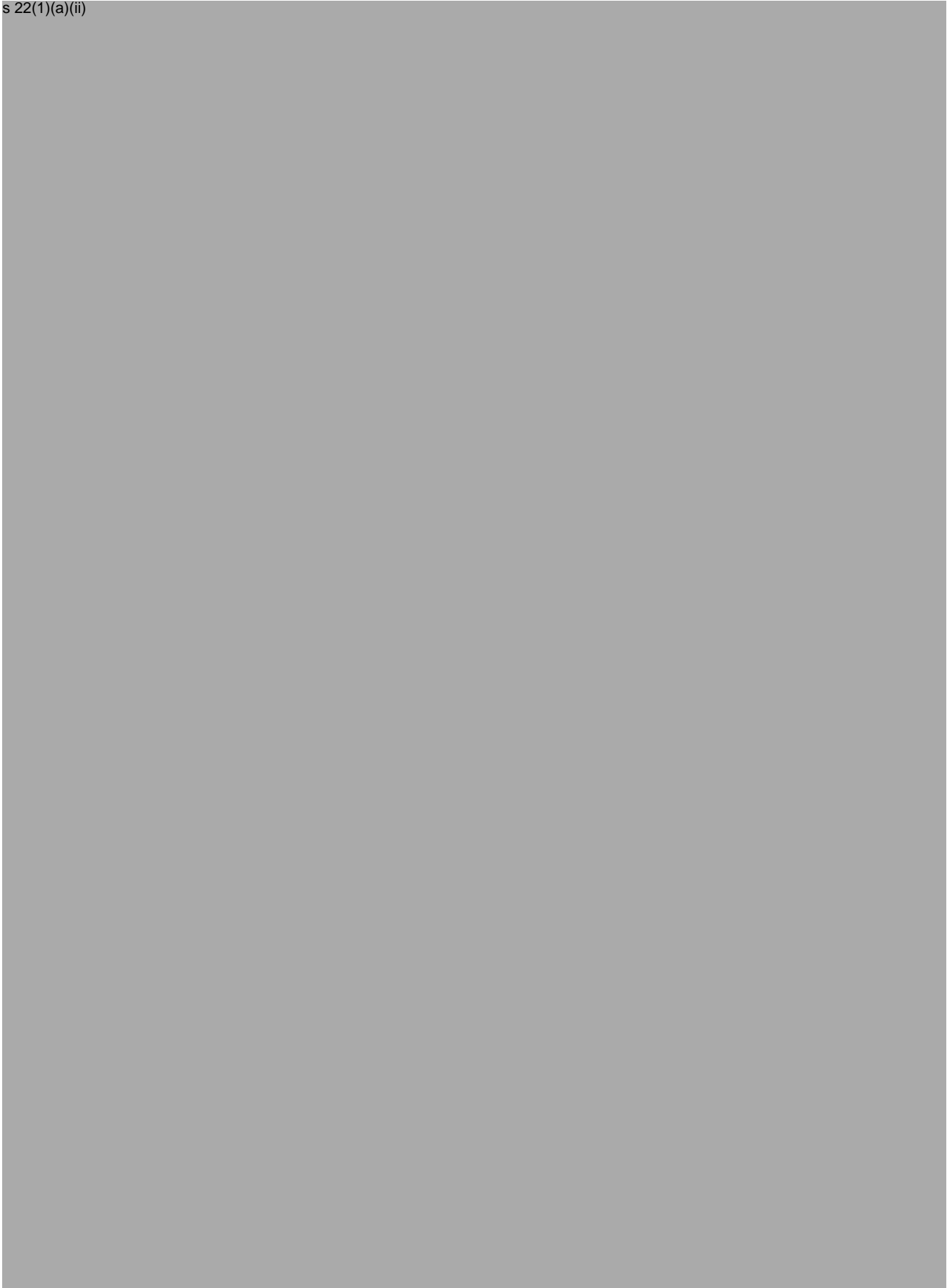
s 22(1)(a)(ii)




s 22(1)(a)(ii)



s 22(1)(a)(ii)



s 22(1)(a)(ii)



Australian Side Event: Gender equality as a core economic imperative: How government structures, processes and evidence can shift the dial on gender equality

<p>Time and Place</p> <p>Tuesday 12 March</p> <p>13:15 – 14:30</p> <p>Venue: UNHQ Conference Room 6</p>	<p>Speakers:</p> <ul style="list-style-type: none"> • Moderator: s 22(1)(a)(ii) • Senator the Hon Katy Gallagher, Minister for Women, Finance and the Australia Public Service, Australia • s 22(1)(a)(ii) • • <p>Biographies at Attachment C.</p>
<p>Minister’s role, objective, context and sensitivities</p> <p>This is Australia’s key event at CSW, where we demonstrate leadership in gender equality on the global stage by sharing experiences and challenges and seek learnings from others. The objective of this event is to convene a global conversation on how government structures, processes and evidence can shift the dial on gender equality.</p> <p>You are both a panellist and giving closing remarks.</p> <p>Iceland has been invited as they are a global leader on gender responsive budgeting and was one of Australia’s peer reviewers as part of the recent OECD Review of our gender budgeting system. Mexico has been invited because they have made significant progress in removing legal impediments to women’s economic empowerment and have institutionalised gender budgeting through a comprehensive legal framework. s 22(1)(a)(ii) has been invited to contribute a non-government and First Nations perspective and the moderator, s 22(1)(a)(ii), has worked on public financial management and gender budgeting for over 20 years.</p>	
<p>Handling note</p> <p>The moderator will introduce the side event and pass to Iceland’s Minister of Social Affairs and the Labour Market to deliver opening remarks. The moderator will then introduce you to deliver introductory remarks (Attachment A) before the panel session begins.</p> <p>After your remarks, the moderator will invite the representative from Mexico and s 22(1)(a)(ii) to deliver their 5-minute introductory remarks. The panel discussion will continue with 15 minutes pre-prepared Q&A from the moderator and 15 minutes facilitated Q&A from the audience. The panel will receive questions ahead of time. You will also be invited to deliver closing remarks, reflecting on discussions. Talking points and panel questions are at Attachment A.</p>	
<p>Attachments</p> <p>Attachment A – Agenda</p> <p>Attachment B – Introductory Remarks</p> <p>Attachment C – Panellist Talking Points and concluding remarks</p> <p>Attachment D – Speaker Biographies</p>	

ATTACHMENT A – AGENDA

Time	Agenda Item	Speaker
1.15pm – 1.20pm	Introduction	s 22(1)(a)(ii)
1.20pm – 1.25pm	Key Speaker Remarks	s 22(1)(a)(ii)
1.25pm – 2.25pm 25 mins 15 mins 15 mins	Panel Discussion - Speaker Remarks - Moderated Q&A - Audience Q&A	Moderator: s 22(1)(a)(ii) Speakers: - Senator the Hon. Katy Gallagher, Minister for Women and Minister for Finance, Australia - s 22(1)(a)(ii)
2.25pm-2.30pm	Closing Remarks	Senator the Hon Katy Gallagher, Minister for Women, Finance, and the Australian Public Service, Australia

ATTACHMENT B – INTRODUCTORY REMARKS

5 mins 5 secs – 815 words at 160wpm

I would like to begin by acknowledging all Indigenous people who are joining us from across the globe and paying my respects to your countries and ancestors.

I also acknowledge that we are here on the traditional lands of the Lenape [pronounced: *Le-nuh-pee*] people, and I particularly acknowledge the women and girls of the Lenape people.

My name is Katy Gallagher and I'm Australia's Minister for Women, Finance, and the Public Service.

I would like to thank the governments of Iceland and Mexico for co-hosting this event with Australia, and all the speakers joining us today.

Thank you also ^{§ 22(1)(a)}_(ii) for moderating.

It is a pleasure to be here for the first time to represent Australia at the UN Commission on the Status of Women this year and to co-host this discussion.

Australian Government leadership and intention

Australia is committed to ensuring gender equality and women are at the centre of Government efforts, our structures and processes.

I think this is really exemplified by my Government having the first gender balanced parliament in Australia's history.

My appointment as Finance Minister, Minister for Women and Minister for the Public Service was a deliberate decision to bring women into the heart of our economic team and the decisions we make at the highest level of Government.

Under my Government, the voices and experiences of women are changing policy.

We have been listening to women to understand what needs to be changed to ensure our systems work for everyone.

Since coming into Government, we have made significant reforms to legislation and Government programs to ensure gender is at the heart of all we do – from industrial relations to the economy to health.

We have a renewed, next generation approach to gender responsive budgeting that is being guided by a new national strategy for gender equality.

And our commitment to evidence and data underpins our work across all areas.

I would like to touch on a few of these in more detail.

National Strategy for Gender Equality

Gender equality is core economic priority for my Government and on the eve of International Women's Day, I launched Australia's first ever national strategy for gender equality.

Our strategy is called *Working for Women* – because when our government systems, our economy and our society work for women, they work for everyone.

The strategy will guide Government efforts over ten years in five, interconnected priority areas:

- Gender based violence
- Unpaid and paid care
- Economic equality and security
- Health
- Leadership, representation and decision making

It recognises that gender attitudes and stereotypes are foundational issues that must be addressed.

And that women cannot be equal if they are not safe – as violence impacts women's economic security, their participation in the workforce, their opportunities for progression, their lifetime earnings and security in retirement.

Our new strategy also highlights the important role data plays in making informed policy decisions that work for women.

To measure the progress of *Working for Women*, we will use public reporting mechanisms to remain accountable for progress...

Including a yearly Status of Women Report Card that will capture data and identify areas where more efforts to improve outcomes is required...

As well as developing a baseline data report within the first year.

Gender Responsive Budgeting and Data

Having robust, gender-disaggregated and intersectional data is what enables policymakers to understand how women and men experience their lives in Australia.

And how these experiences are different.

It's what allows policymakers to implement practical, evidence-based solutions to close gender gaps.

This data is critical to my Government's expansion of gender responsive budgeting.

We have made recent reforms to our budget process to require all Australian Government agencies include gender analysis with all new policy proposals being considered by the Cabinet.

This means that understanding how each proposal impacts women and men differently is now a core part of the way policy is shaped in Australia.

However, there is still much work to be done in Australia to identify and resolve data gaps, particularly in understanding the diverse and intersectional experiences of different groups of people.

For example, we know anecdotally that migrant women and women with disability experience higher rates of sexual harassment in the workplace – but we don't have adequate data to fully understand this.

Similarly, while we know what the gender pay gap is in Australia, we don't have earnings statistics disaggregated by other characteristics to be able to calculate the gender pay gap of different cohorts of women and understand barriers to their workforce participation, which we know exist.

In an attempt to remedy this, we now have a National Data Commissioner responsible for improving how public sector data is used and shared.

And I have established a regular Data and Digital Ministers meeting to better collaborate across levels of Government to share data and fill our data gaps – of which there are plenty and we are working hard to address.

Without this, we are making policy decisions that are not as well informed as they should be.

We are also investing in institutions and systems that help lift transparency and accountability, such as the Workplace Gender Equality Agency, a dedicated agency to monitor and advocate for gender equality in private sector workplaces.

My Government legislated a requirement for all employers with over 100 employees to report their gender pay gap to the Workplace Gender Equality Agency.

And, for the first time, this information was published last week – lifting the lid on how the private sector is, in many cases, treating their male and female employees differently.

From the data collected, we have calculated that the average gender pay gap in Australia, taking into account total remuneration, is currently 21.7 per cent.

And we've got two thirds of businesses with a gender pay gap in favour of men.

As an example, Australia's major airlines have gender pay gaps of over 39 per cent.

And two of our major banks have pay gaps of 29.8 and 27 per cent.

We need to be honest about this and we need to drive change.

Through this reform, we are ensuring employees and boards know what's happening in their work places.

And, importantly, encouraging businesses themselves to look at ways to make progress on closing their gender pay gap and ensure they are an employer of choice when it comes to equality.

Close

Australia recognises that standing still on gender equality is not an option.

Instead, we need persistent and targeted action – responding to women's experiences of the world, in the here and now.

I look forward to hearing from the other panellists about what they are doing and that we can learn from to help shift the dial on gender equality.

ATTACHMENT C – PANELLIST TALKING POINTS

Question: Tell us about Australia's National Gender Equality Strategy and how the strategy will put women's economic equality at the heart of government processes and structures.

National Strategy Priority areas and key outcomes:

- **Foundation:** Gender attitudes and stereotypes
- **5 priority areas** with defined, measurable ambitions and outcomes
 1. **Gender-based violence (Ambition: end violence against women)**
 - All people live free from violence and are safe at home, at work, at school, in the community and online.
 - Employers support an end to gender discrimination, and sexual harassment and violence in the workplace.
 2. **Unpaid and paid care (Ambition: Balance unpaid work)**
 - The unpaid work and care gap between women and men narrows.
 - Parents and carers have access to affordable and high-quality early childhood education and care services.
 - The gap between women and men working part-time or flexibly narrows.
 - The gender gap in use of and access to paid parental leave narrows.
 - Men's representation in the care and support workforce increases.
 3. **Economic equality and security (Ambition: close the gender pay gap and retirement income gender gap)**
 - The gender pay gap closes.
 - Industries and occupations are less gender segregated.
 - Employers support an end to gender discrimination, and sexual harassment and violence in the workplace.
 - The retirement income gap closes.
 - Women have access to homelessness services and secure long-term housing.
 - The proportion of women owned businesses increases
 4. **Health (Ambition: Gender equity in healthcare access and outcomes)**
 - The health care system recognises and is responsive to gendered health issues, and provides women and men with increased access to information, diagnosis, treatment and services.
 - Women have access to safe and choice about affordable maternal, sexual and reproductive health care.
 - The mental health of women, men and gender diverse people improves.
 5. **Leadership, representation and decision-making (Ambition: Close leadership and representation gender gaps).**
 - There are more women across all levels of political and public service leadership and decision making.
 - There are more women across all levels of leadership and decision making.
 - Women's participation in sport increases, including in positions of leadership.
 - Women are recognised equally through the Australian honours system & media.

Question: *You have mentioned the role of gender budgeting. Can you give an example of how applying a gender lens in policy making and budgeting has informed decision-making and improved policies?*

- You may wish to talk about tax reforms, the aged care work valuation case

Question: *How can we motivate more governments to apply a gender lens to policy making and budgeting?*

- You may wish to talk about how it drives outcomes that are informed by data and ensure we are not further entrenching disadvantage

Backup Questions (if no questions from the audience)

What role can the private sector play in improving gender equality and empowering women?

- You may wish to talk about WGEA and recent publication of gender pay gap

How can we obtain better gender data and analysis to improve evidence-based understanding of the impact of government programs and policies on gender equality?

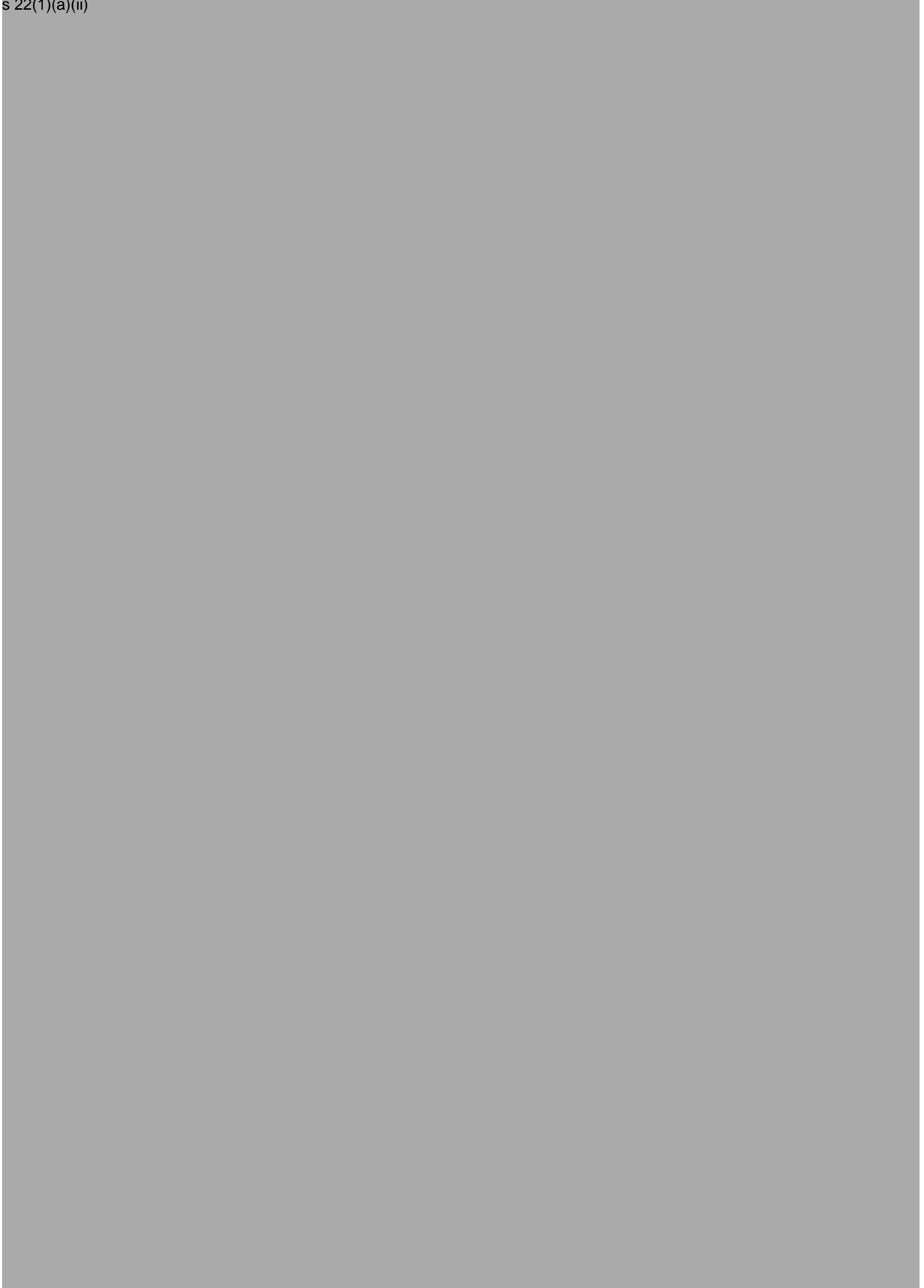
- You may wish to talk about the National Data Commissioner, Data and Digital Minister's Meeting, building public service capability and gender budgeting

Concluding remarks

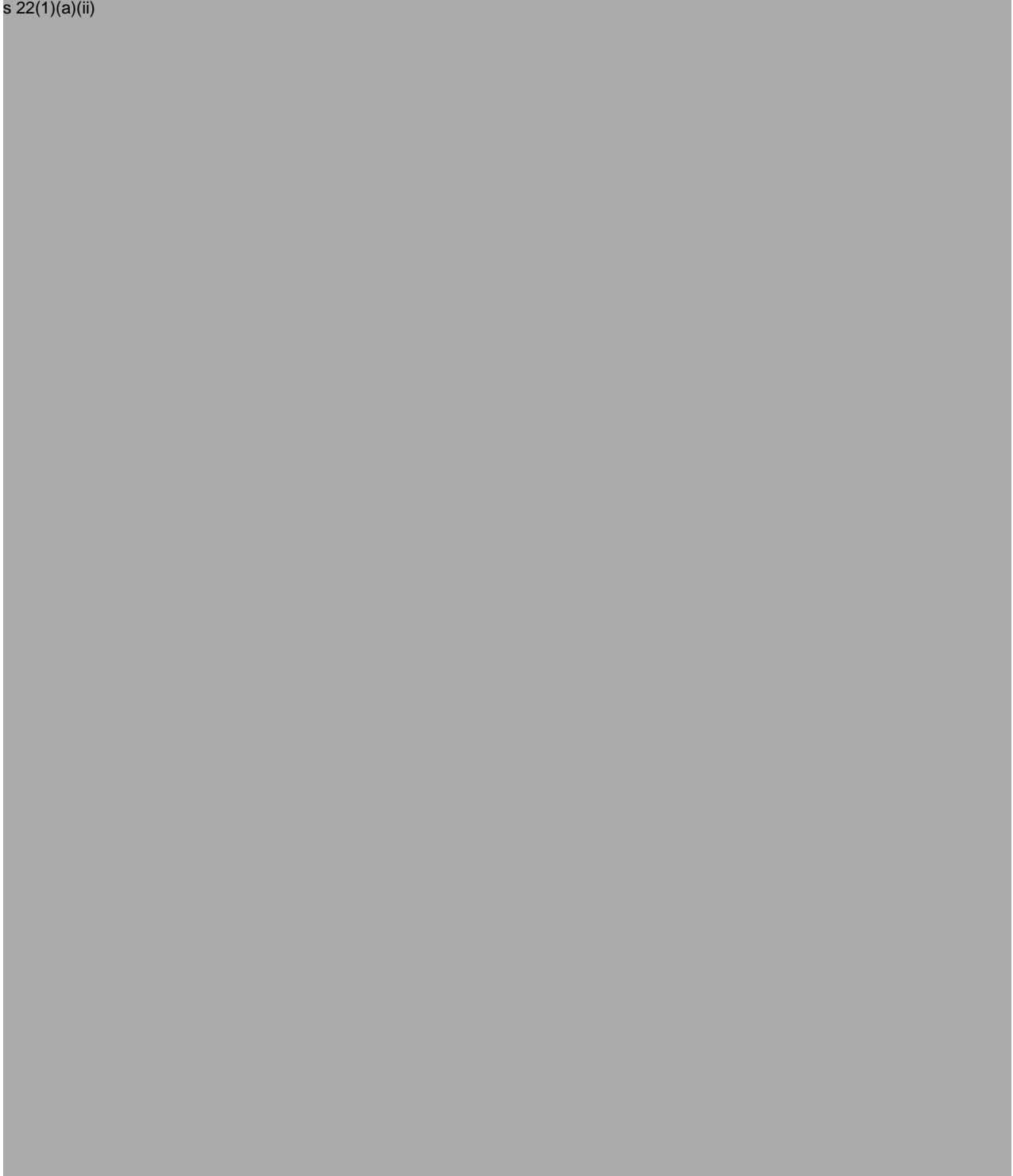
- *Placeholder for your reflections of the panel discussion.*
- *Thank participants for attending.*
- *Thank Iceland and Mexico, all of the speakers, and the moderator.*
- I'd like to close by reiterating that gender equality is a core economic imperative.
- It is necessary to reform Government mechanisms to work for all people if we want to achieve gender equality.

Attachment D – Biographies (in order of speaking)


s 22(1)(a)(ii)



s 22(1)(a)(ii)



s 22(1)(a)(ii)



CSW68 MINISTERIAL DINNER: Putting women at the centre of economic decision making

<p>Time and Place</p> <p>Tuesday 12 March</p> <p>7.30pm – 9.00pm</p> <p>Venue: Australian Ambassador's Residence</p>	<p>Attendees</p> <ul style="list-style-type: none"> • Philippines: § 22(1)(a)(ii) [redacted] • Canada: § 22(1)(a)(ii) [redacted] • Dominican Republic: § 22(1)(a)(ii) [redacted] • Finland: § 22(1)(a)(ii) [redacted] • Jordan: § 22(1)(a)(ii) [redacted] • Indonesia: § 22(1)(a)(ii) [redacted] • New Zealand: § 22(1)(a)(ii) [redacted] <p><u>Australian attendees:</u></p> <ul style="list-style-type: none"> • Minister for Women • James Larsen, Ambassador to the UN New York • Padma Raman, OFW Executive Director • § 22(1)(a)(ii) [redacted], Senior Adviser • § 22(1)(a)(ii) [redacted] OFW (note taker)
<p>Minister's role, objective, context and sensitivities</p> <p>This dinner will bring together a small but diverse group of Ministers with gender and/or finance portfolios to share experiences and lessons of using gender budgeting in government processes. Some Ministers have very established gender responsive budgeting practices and others are still developing their capability.</p> <p>This dinner presents an opportunity to demonstrate Australia's commitment to putting gender equality at the centre of decision-making and hear from other countries on their practical efforts in order to improve Australia's gender budgeting framework.</p>	
<p>Handling note</p> <p>Ambassador Larsen is hosting this event at the Australian Residence and you will lead discussions. A run sheet is at Attachment A. The event will start in the lounge for drinks and a group photo then move to the dining room at 7.45pm. There will be set seats around the dining table.</p> <p>Event formalities will begin when you move to the dining room. Once seated, you will present opening remarks (Attachment B) and then open the floor to attendees.</p> <p>You may call upon attendees as you wish. We recommend you open the floor for response and then go around the table, commencing with the Philippines (Minister equivalent and Chair of CSW), then other Ministers, then others. Biographies are at Attachment D.</p> <p>Further sample questions and talking points are at Attachment C.</p>	
<p>Attachments</p> <p>Attachment A – Running Sheet</p> <p>Attachment B – Opening Remarks</p> <p>Attachment C – Sample Questions</p> <p>Attachment D – Attendee Biographies</p>	

ATTACHMENT A – Running Sheet

Host	Senator the Hon Katy Gallagher, Australia’s Minister for Women, Finance and the Public Service
7.30pm	Reception commences in the lounge for drinks
7.45pm	Ambassador Larsen will briefly welcome guests, invite guests to join a group photo then move to the dining room for dinner
7.50pm	Senator Gallagher to deliver opening remarks
7.55pm	<p>Senator Gallagher to call upon attendees to share remarks, commencing with Ministers (Philippines as CSW Chair should be called on first). Open discussion to continue.</p> <p>Attendees are:</p> <ul style="list-style-type: none">• Philippines: § 22(1)(a)(ii)• Canada: § 22(1)(a)(ii)• Dominican Republic: § 22(1)(a)(ii)• Finland: § 22(1)(a)(ii)• Jordan: § 22(1)(a)(ii)• Indonesia: § 22(1)(a)(ii)• New Zealand: § 22(1)(a)(ii)
9.00pm	Reception closes

ATTACHMENT B – Opening Remarks

4 minutes – 625 words at 160pm

Good evening everyone and thank you for joining me tonight.

I would like to begin by first acknowledging the traditional lands of the Lenape people, on which we are standing.

Holding the portfolio responsibilities for finance, women and the public service is a reflection that the Australian Government understands the importance of putting women at the centre of economic decision-making.

Governments have a key role to play in ensuring own institutions and processes work for all people – that they do not worsen inequalities, particularly for women.

This is why I have invited you tonight – Government Ministers that are committed to reforming structures and institutions for gender equality.

So that we can share our experiences on ways to accelerate gender equality through economic decision-making.

As a Finance Minister I know how critical budget and cabinet processes are. Last year in Australia we introduced gender responsive budgeting to women at the centre of economic decision-making.

We have gradually implemented the requirement for all Government agencies to conduct gender analysis for all policy proposals coming before the Australian Cabinet and, where required, comprehensive gender impact assessments.

To support gender analysis, we are investing in capability uplift across Government agencies and strengthening the collection and use of data.

We also, just last Thursday, launched our national strategy to achieve gender equality called *Working for Women*.

This strategy recognises that economies, societies and government systems need to work for women (not against them) in order to work for us all.

It focuses on how the Australian Government can drive action over the next ten years in key areas of ending gender-based violence, unpaid and paid care, economic equality, health, and leadership, and decision-making.

So this our context – we're putting systems in place, but we are at the beginning of our journey.

OFFICIAL

I would value hearing from you all about your journeys and of course to share what we have learned so far.

There's a lot to explore and I think we are all keen to share and learn from each other.

I'll get us started with a few questions to begin.

I think we would find it useful to explore:

- How each of us are advancing gender equality at government level? Are you having to navigate pushback or resistance on gender equality?
- And what has helped to embed gender budgeting or economic decision-making into your government processes?

[Call on ^{s 22(1)(a)(ii)} first, then proceed around table – see Attachment D]

[Further questions after initial discussion]

- How are you ensuring you capture and centre diverse voices and perspectives through gender budgeting?
- What do you think are the key factors for success in terms of gender budgeting or economic decision-making having an impact?
- What steps are you taking to better collect and share data and build the capability of people to use data for analysis?
- What are some of the major challenges you face and how can I help?
- How does your country report on the gender equality outcomes delivered by gender budgeting?

ATTACHMENT C – Sample Talking Points and Questions

Questions [also reflected in opening remarks]

- Can you share some of the **practical** ways you are capturing **diverse voices** and perspectives to inform policy?
- Can you share any examples of **success stories** from gender responsive budgeting – where policies were adapted or changed to ensure outcomes for gender equality.
 - What factors enabled this success?
- What steps are you taking to better collect and share **data** and build the capability of people to use data for analysis?
- What are some of the major **challenges** you face and how can I help?
- How does your country report on the gender equality outcomes delivered by gender budgeting?

You may wish to speak to:


- The OECD review process (Canada and Iceland were peer reviewers)
- Australia’s gradual roll out of GIA – and the history of this as an Australian innovation that was rolled back and needed to be reintroduced
- Australia’s national strategy for gender equality
- Australia’s capability uplift including investments in data

Background: OECD Review of gender responsive budgeting in Australia

- The Australian system of gender responsive budgeting has been informed by the OECD Gender Budgeting Framework.
- In November 2022, the Office for Women engaged the OECD to do a review of gender budgeting in Australia.
 - **Canada and Iceland** acted as peer reviewers.
- In December 2023, the OECD released their report *Gender Equality in Australia: Strengthening Gender Considerations in Policy and Budget Decisions* assessing the governance and institutional arrangements for gender equality in Australia and considers the Government’s early progress in introducing gender budgeting.
- The report outlines a maturity model for gender budgeting in Australia and makes 18 recommendations, including six key short-term actions:
 - Ensuring gender impact assessment and gender budgeting is sustained overtime
 - Establishing a gender budgeting steering group
 - Enhancing the quality of gender analysis
 - Building institutional capacity
 - Developing a gender data action plan
 - Strengthening the Office for Women
- Australia will continue to consider opportunities to implement the OECD Report’s recommendations within Australia’s gender responsive budgeting process.

ATTACHMENT D – Biographies (in alphabetical order by country)

s 22(1)(a)(ii)



Gender budgeting in Canada

Canada is ranked first globally for gender budgeting (OECD Gender Budgeting index 2022). Canada's Gender Budgeting Act (2018) makes gender budgeting a permanent part of the federal budget-making process. Reporting requirements for new budgetary measures applying to tax expenditures, and existing program expenditures is referred to as Gender-Based Analysis Plus (GBA+). Canada is now focused on improving data availability and quality to better inform policy making, and how it impacts diverse groups.

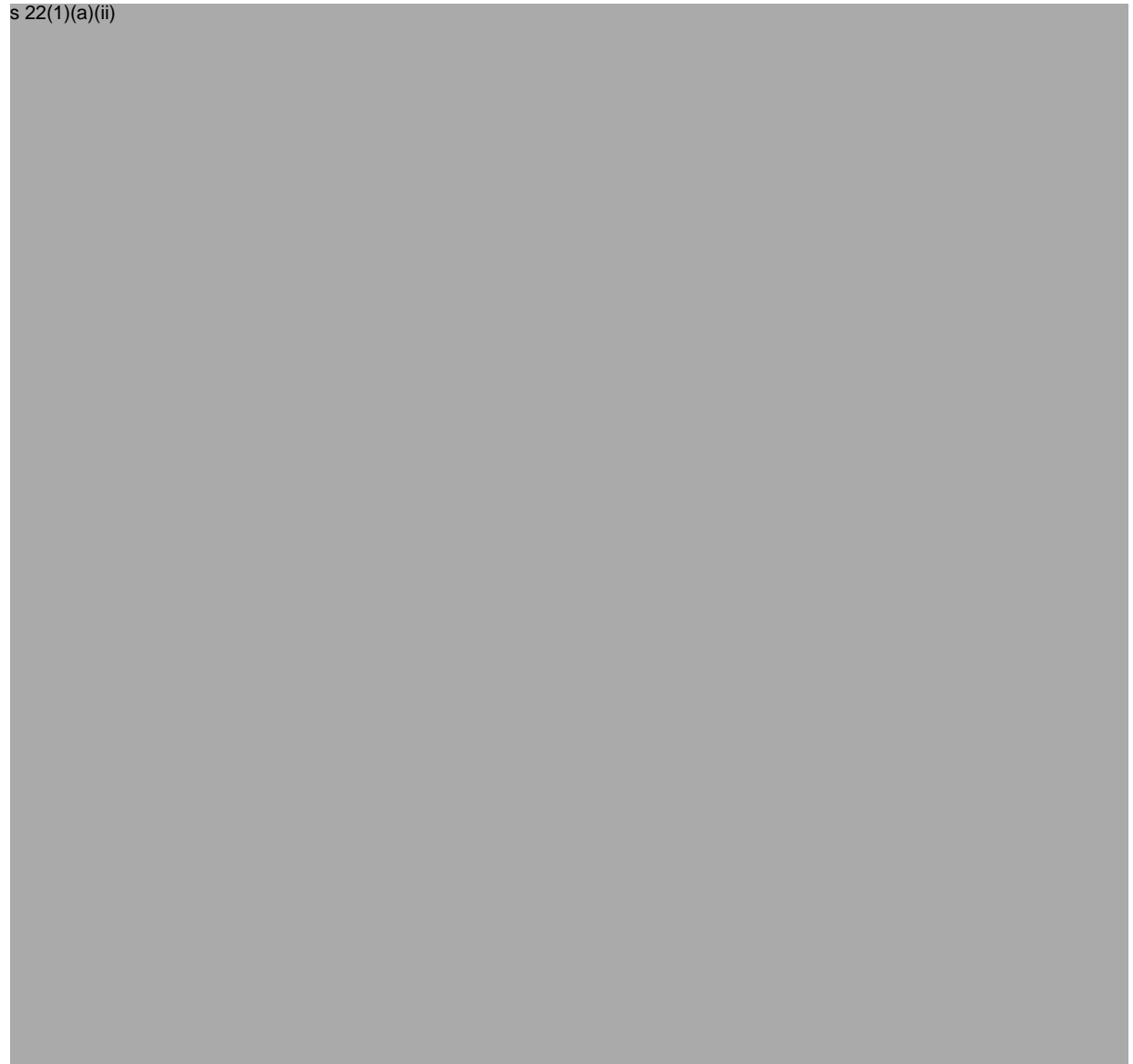
Gender budgeting in Dominican Republic

The Dominican Republic embarked on a gender budgeting effort in 2012, based on a law requiring a cross-cutting focus on gender and the National Development Strategy (2012 - 2030). The Dominican Republic received financial and technical assistance from international organisations, including UN Women to assist with the preparation of budget reform (2014). There is a lack of updated information available publicly about where the Dominican Republic is currently up to in their gender budgeting journey.

It appears there is a focus on gender mainstreaming in the public sector. Government institutions have internal mechanisms to incorporate gender equality into policies and services and they employ gender indicators (e.g. gender tagging) in public administration.

Dominican Republic are developing a National Plan for Gender Equality and Equity. They also have a strong focus on ending violence against women and have a strategic plan to guide this.

s 22(1)(a)(ii)




Gender budgeting in Finland

Finland has engaged with gender budget practices for more than a decade and is ranked highly for its publication of gender information in budget documentation (2022 OECD Gender Budgeting Index). s 33(a)(iii) , s 47E(d)



s 22(1)(a)(ii)




s 22(1)(a)(ii) as part of a gender equality delegation hosted by the Australia-Indonesia Partnership Towards an Inclusive Society program (INKLUSI). The delegation met with the Ambassador for Gender Equality and the Head of the Office for Women and presented at the Australian National University on the topic of “Government-Civil Society Partnerships to Advance Gender Equality in Indonesia”.

Gender budgeting in Indonesia

Indonesia initiated gender equality budgeting in 2009 and issued a National Strategy for Gender Mainstreaming Acceleration through Gender Responsive Planning and Budgeting in 2012. Indonesia employs a whole of government approach with key ministries such as Ministry of Finance, Ministry of National Development Planning (Bappenas), Ministry of Home Affairs, and Ministry of Women Empowerment and Child Protection driving the agenda and its execution. Gender budgeting is integrated into the public financial management system through established regulations. The primary tool is a Gender Analysis Pathway built into the Indonesian system of program planning. Gender budget statements are also prepared at the program level (there is a not a consolidated report as with Australia’s Women’s Budget Statement).

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

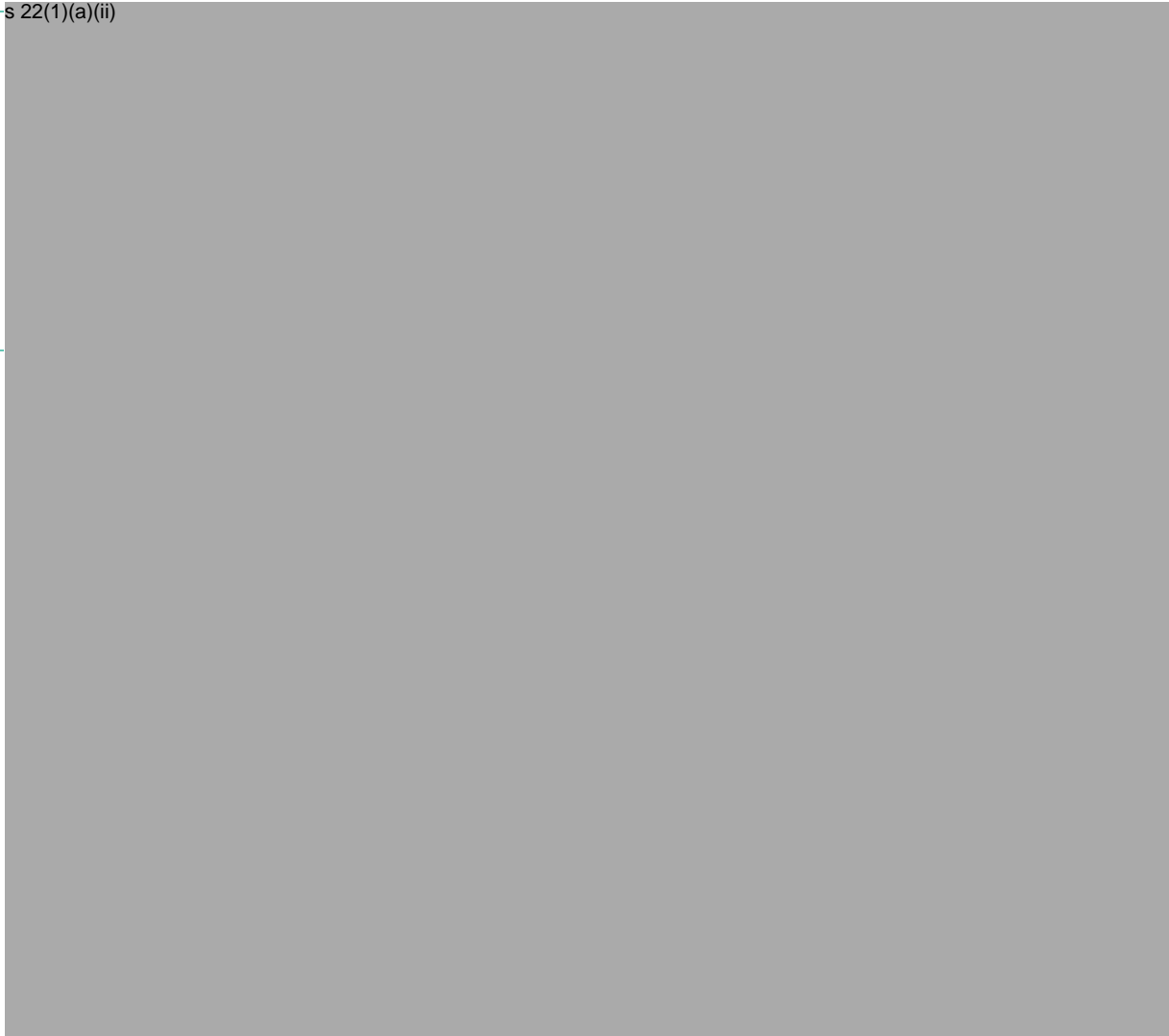


s 22(1)(a)(ii)

Gender budgeting in Jordan

Note: It is difficult to find substantial evidence of action or initiatives by Jordan on gender budgeting. Jordanian election law has increasingly enhanced women's present in political life and their participation in the parliamentary arena. The most recent reform of election law in 2022 increased the number of seats referred for women under the quota to 18 seats at the local level and one seat for the general constituency at the national level.

s 22(1)(a)(ii)



Gender budgeting in New Zealand

New Zealand commenced a Gender Budgeting Pilot as part of the 2022 Budget. The gender budgeting template is now a part of the main budget template, which agencies are able to opt in to. Agencies are asked to identify direct and indirect impacts of Budget initiatives on women and girls, with a focus on Maori women and girls, and to demonstrate alignment to the Government's Wellbeing Objectives. An intersectional gender lens has been important for New Zealand, with the recognition that women and men are not homogenous groups, with different needs and goals. A gender analysis tool for policy analysis, called Bringing Gender In, is available to support everyone participating in gender budgeting. New Zealand does not have an enabling legislation for gender budgeting, so agreement needs to be sought for its inclusion into the budget process each year.

s 22(1)(a)(ii)

Gender budgeting in the Philippines

The Philippines' history of gender equality budgeting dates back to 1995 when it introduced the Women's Budget. The Gender and Development budget policy is institutionalised under the Magna Carta for Women. The Philippines have a gender focal point system in each government agency and has a range of tools and process to support Government agencies with gender analysis. The Philippine Commission on Women supports the implementation of gender budgeting across government.

The Philippines has been an involved partner in Australia's APEC project on gender budgeting (led by the Office for Women). Our engagement with the Philippine Commission on Women has been positive and we appreciate their co-sponsorship of and active engagement in our project.

**CSW68 MINISTERIAL ROUNDTABLE:
STRENGTHENING INSTITUTIONS AND MAXIMISING FINANCE TO ACHIEVE
GENDER EQUALITY AND THE EMPOWERMENT OF ALL WOMEN AND GIRLS**

<p>Time and Place</p> <p>Wednesday 13 March</p> <p>11.30-13.00</p> <p>Venue: ECOSOC</p>	<p>Attendees</p> <ul style="list-style-type: none"> • Chair: Minister from Argentina • Ministers from 28 countries (Attachment B) <p><u>Australian attendees:</u></p> <ul style="list-style-type: none"> • Padman Raman PSM (on behalf of Minister)
<p>Minister’s role, objective, context and sensitivities</p> <p>Note: Padma Raman PSM will deliver Australia’s Statement on behalf of Minister Gallagher</p> <p>The CSW Ministerial Roundtables provide Ministers an opportunity to exchange experiences and good practices on the topic of strengthening institutions and maximising finance to achieve gender equality and the empowerment of all women and girls.</p> <p>This Roundtable and your intervention provide an opportunity to further solidify Australia’s position as a global leader in gender equality. You will highlight how Australia is strengthening our gender responsive budgeting system.</p>	
<p>Handling note</p> <p>Despite the event being titled a Roundtable, it follows the format of Member States delivering pre-prepared interventions. It is not a dialogue but rather a set piece format.</p> <p>The roundtable is being facilitated by the Minister from Argentina, who will invite you to deliver your intervention. You will be the fifth speaker to deliver an intervention (out of 20). Estimated delivery time is 12.00pm but you will be updated on the ground.</p> <p>You are allocated 3 minutes maximum for your intervention. Your microphone will be turned off automatically after 3 minutes. Your remarks will be simultaneously translated into UN languages, so please include pauses in your delivery.</p>	
<p>Attachments</p> <p>Attachment A – Intervention</p> <p>Attachment B – Provisional Attendee List</p>	

ATTACHMENT A – Intervention: CSW68 Ministerial Roundtable

411 words – 2 min 55 sec at 160wpm

Thank you Chair.

I extend my respect and acknowledgement to the Lenape [*Le-nuh-pee*] people whose traditional land I stand on today.

The Australian Government is committed to putting gender equality at the heart of decision-making through our first ever national strategy for gender equality - a document that will guide action over the next decade and provide a high-level framework for Government decision making.

This sits alongside gender responsive budgeting, which we have introduced as an ingrained part of our budget system.

To do this, we have mandated all Government agencies include gender analysis with all new proposals being considered by the Cabinet.

Understanding how each proposal impacts individuals differently is now a core part of the way policy is shaped in Australia.

We know that men and women have vastly different experiences of government and economic systems.

And responding to these differences is critical to progress towards gender equality.

The same is true with the Australian income tax system.

It has only been since last year that Australia's Treasury department has applied gendered distributional analysis to our tax system. This is a significant shift given historical resistance to acknowledging that tax systems may not be gender neutral.

Putting this in practice, the Australian Government recently introduced tax reforms to provide tax relief to all Australians who pay income tax. The design of these reforms was informed by gender analysis and will benefit more women than previously legislated tax cuts by targeting low and middle income earners.

Women are over-represented in these tax brackets and they remain concentrated in lower paying jobs or are more likely to work part time.

The gender analysis shows the impact on women, including that 90 per cent of women tax payers will be better off under these changes.

Through these reforms, we are ensuring Australia's tax system is more responsive to the experiences of women.

Robust data is critical to ensure decisions are informed by evidence.

The Australian Government is prioritising the collection of data including by:

- strengthening the data capability of Australia's civil service;
- legislating to improve the availability and sharing of Government data; and
- a National Data Commissioner to regulate this and provide advice.

There is still much work to be done to identify and resolve data gaps, particularly in understanding the diverse and intersectional experiences of different groups of people.

I look forward to hearing from others on how we can work together to ensure our institutions and processes to contribute to achieving gender equality.

ATTACHMENT B – Provisional Attendee List

	Delegation	Name and Title
1.	POLAND	s 22(1)(a)(ii)
2.	CZECHIA	
3.	CHILE	
4.	LUXEMBOURG	
5.	AUSTRALIA	
6.	SWEDEN	
7.	TUVALU	
8.	BURUNDI	
9.	MALI	
10.	SAINT LUCIA	
11.	UNITED REPUBLIC OF TANZANIA	
12.	KYRGYZSTAN	
13.	ROMANIA	
14.	OMAN	
15.	LIBERIA	
16.	DOMINICAN REPUBLIC	
17.	PAPUA NEW GUINEA	

18.	BELIZE	§ 22(1)(a)(ii)
19.	SOMALIA	
20.	KAZAKHSTAN	
21.	SINGAPORE	
22.	GEORGIA	
23.	GREECE	
24.	LITHUANIA	
25.	LEBANON	
26.	PORTUGAL	
27.	HUNGARY	
28.	URUGUAY	
29.	BAHAMAS	

Talking Points – Women and Girls in Afghanistan

DFAT Version 1.03

Talking Points (if asked)

- Australia is committed to assisting the people of Afghanistan who are suffering in one of the world's worst humanitarian crises – Australia has allocated \$50 million per year in humanitarian aid, despite declining international donor funding.
- The human rights situation has continued to deteriorate under Taliban rule and Australia is active and consistent in publicly calling out the Taliban's egregious behaviour, particularly against women and girls.
- We have not formally recognised the Taliban as the government of Afghanistan but meet with its representatives in group settings to press key interests.
- We regularly meet with diaspora representatives, NGOs and other stakeholders on the situation in Afghanistan.

Background

- Australia has joined international calls for the Taliban to uphold the human rights of all Afghans.
- We are extremely concerned about the Taliban edicts which involve the most acute and systematic oppression of women and girls
 - these include restrictions on schooling, freedom of movement, clothing and non-inclusion in government and civil society.
- We are committed to standing by the women and girls of Afghanistan and are working closely with international partners to push back against the Taliban's repressive edicts and to advocate for fair and equal treatment of women and girls.
 - Australia has condemned Taliban decisions constraining the lives of women and girls
 - including through the Foreign Minister's joint statements [28 December 2022 and 9 March 2023]
 - co-sponsoring UN Security Resolution 2681 condemning the Taliban's ban on Afghan women working for the UN (27 April 2023)
 - National Statements delivered to the Human Rights Council this year [6 March, 19 June and 11 September 2023]

- co-ordinating and co-sponsoring a joint statement on the human rights of women and girls in Afghanistan during UN General Assembly Third Committee General Debate on the advancement of women [3 October 2023].
 - and a national statement delivered during an interactive dialogue with the Special Rapporteur on the situation of human rights in Afghanistan during UNGA78 Third Committee [24 October 2023].
 - We also remain deeply concerned by the continued reports of human rights abuses and violations which have taken place in Afghanistan since the Taliban takeover
 - including reports of extrajudicial killing and arbitrary arrest and detention
 - and threats to journalists and media workers to silence dissent.
 - Australia has welcomed the decision by the ICC Prosecutor to focus his Afghanistan investigation on crimes committed by the Taliban and IS-KP
 - the decision whether to investigate or prosecute the Taliban's treatment of women as a crime against humanity is a matter for the Prosecutor in the independent exercise of his functions.
 - We are continuing to work closely with our international partners to push back against the Taliban's repressive edicts and to advocate for fair and equal treatment of women
 - Australia is committed to standing by the women and girls of Afghanistan.
-

Talking Points – Hamas/Israel Conflict

DFAT Version 20

Talking Points (if asked)

- Australia unequivocally condemns the Hamas attacks on Israel as abhorrent acts of terror against innocent civilians.
- Australia affirms Israel's right to defend itself, however, the way it does so matters
 - Israel must respect international humanitarian law and protect civilian lives.
- Australia continues to call for the immediate and unconditional release of all hostages.
- We also continue to call for safe, unimpeded, and sustained humanitarian access in Gaza, and safe passage for civilians.
- Australia wants parties to take further steps towards a sustainable and permanent ceasefire, but this cannot be one-sided – it must be agreed by both parties.
- Practical steps are needed to find an enduring solution to the conflict.

Background

- Foreign Minister Wong visited the Middle East from 16 to 19 January to strengthen Australia's urgent diplomacy on the crisis in Gaza and support efforts towards a lasting peace in the Middle East.
- Australia is gravely concerned about the dire humanitarian situation in Gaza and the number of civilian deaths, including children.
- Australia condemns Hamas's ongoing acts of terror; use of human shields; and use of civilian infrastructure to launch attacks on Israel.
- Hamas must be defeated and dismantled – but this cannot be without account for the protection and welfare of Palestinian civilians
 - civilians and civilian infrastructure, including hospitals, must be protected.
- We want to see humanitarian pauses resume so that urgent humanitarian aid can flow.
- We see such pauses as steps on a path to a sustainable and permanent ceasefire
 - but such a ceasefire cannot be one-sided – Hamas must release all hostages, stop using Palestinian civilians as human shields, and lay down its arms.
- The devastating crisis underscores the need for a political solution to the long-running conflict between Israelis and Palestinians.

- The Australian Government's guiding principle has always been the pursuit of a just and enduring peace in the form of a two-state solution.
 - where Israelis and Palestinians can live side-by-side in peace and security within internationally recognised borders.
-

Talking Points – Russian Invasion of Ukraine

DFAT- Version 51

Talking Points (if asked)

- Australia condemns Russia's illegal and immoral invasion of Ukraine
- Russia's invasion of Ukraine violates the fundamental principles of sovereignty and territorial integrity
- *Two years on since Russia's full-scale invasion*, Australia continues to strongly support Ukraine's sovereignty and territorial integrity
 - and is working closely with our partners to support Ukraine to end the war on its own terms, and maintain pressure on Russia.
- Aside from terrible damage and loss of life in Ukraine, the war is also compounding human suffering and propelling the global crisis in food and energy security.

Background

Australia's actions to support Ukraine

- Australia is proud to have contributed important defence, economic and emergency humanitarian assistance.
 - Australian assistance committed to date [to the Ukrainian Government and to Ukrainian people in need of humanitarian assistance] is approximately AUD 960 million.
- Australia has prioritised visa applications from Ukrainian nationals, particularly those with Australian connections.

Australia's actions taken against Russia

- Russia must pay a price for its actions against national sovereignty, the rule of law and the UN Charter.
- Australia has imposed a comprehensive suite of measures against Russia in response to its invasion of Ukraine. This includes:
 - more than 1,100 targeted financial sanctions, and trade sanctions banning the import of Russian oil, refined petroleum products, coal and gas, the import of Russian gold, and the export of certain luxury goods to Russia, including wine, cosmetics and all machinery and related parts to Russia and areas temporarily under Russian control.
 - implementing the G7+ a price cap on Russian oil and refined petroleum products.
- Australia has supported legal mechanisms to hold Russia accountable. Australia has:

- joined the Core Group on the Special Tribunal for the Crime of Aggression, to consider options for holding Russia's political and military leadership to account [25 January 2023]
 - co-sponsored Ukraine's proposed UN General Assembly resolution recognising the need for an international compensation mechanism for damage arising from Russia's invasion [tabled 7 November 2022]
 - intervened at the International Court of Justice in support of Ukraine in its case against Russia [30 September 2022]
 - Solicitor-General Dr Stephen Donaghue KC delivered Australia's statement to the Court on 20 September 2023
 - committed AUD 1 million and three professional staff to the International Criminal Court, including to support its investigation into the situation in Ukraine
 - co-sponsored a UN Human Rights Council resolution to establish an independent Commission of Inquiry into violations and abuses of human rights, and violations of international humanitarian law [4 March 2022]
 - and co-sponsored the HRC resolution to extend the COI's mandate for another year [4 April 2023]
 - joined the Group of Friends of Accountability [launched on 25 March 2022], which aims to promote and coordinate accountability measures on the invasion of Ukraine
 - supported significant restrictions to Russia's Financial Action Task Force membership rights imposed in June and October 2022
 - co-signed the Political Declaration of the Ministerial Ukraine Accountability Conference [14 July 2022], which will establish a Dialogue Group on Accountability to promote issues relevant to the situation in Ukraine.
-