

AUSTRALIAN WOMEN LABOR'S PLAN FOR EQUALITY



Labor



A Fair Go
For Australia

A MESSAGE FROM BILL SHORTEN



Equality for Australian women is at the heart of Labor's mission.

Achieving equality is a test of our national character and an essential building block for national prosperity and improving the lives of all Australians.

Australian women continue to face a gender pay gap that effectively means they work two months of every year for free. Women are retiring with around 40 per cent less super than men.

Around one in four women have experienced violence at the hands of their partner.

Family violence – all forms of violence against women – is a national emergency. We need to start driving down rates of violence.

A Shorten Labor Government will deliver a record Commonwealth investment of more than \$660 million in the Fourth Action Plan to Reduce Violence Against Women and their Children – more than doubling the Liberals' investment. And Labor will legislate for 10 days paid domestic violence leave.

“At the heart of our Labor vision for the future, at the very centre of our plan for a fair go for all, is our determination to achieve true equality for the women of Australia: equality in pay, in opportunity, in leadership and in freedom from violence.”

Labor will lead a national push to help close the gender pay gap and make sure women get a fair go at work.

We will also invest more than \$400 million to boost women's retirement incomes and pay superannuation on paid parental leave.

And we will deliver a ground-breaking National Reproductive Health Strategy so all Australian women can access safe, legal, affordable reproductive health services.

If Labor is successful at the election, we are on track to be the first national government in Australian history with around half of its members being women.

A parliament that better reflects the people it represents will make better decisions for all of us. That is why Labor will:

- Choose hospitals and schools over big banks and multinationals.
- Support secure, flexible work with fair wages.
- Tackle housing affordability.
- Take strong action on climate change, and invest in cheaper, cleaner renewable energy.

A Shorten Labor Government will be committed to building a fairer society for us and our children. This is our plan for equality.

A handwritten signature in black ink that reads "Bill Shorten". The signature is fluid and cursive.

Bill Shorten

ENDING VIOLENCE AGAINST WOMEN

A Shorten Labor Government will make a record Commonwealth investment of over \$660 million in the Fourth Action Plan to Reduce Violence against Women and their Children, more than doubling current funding and committing to long-term change.

Long-Term Commitment

A Shorten Labor Government will deliver a new National Plan to Reduce Violence Against Women and their Children, set a target to reduce rates of family violence and make prevention of family violence a national priority through the Council of Australian Governments.

Labor will establish a National Advisory Group to guide the development of the National Plan – restoring the government advisory panel axed by the Liberals.

Family Violence Justice Fund

A Shorten Labor Government will invest an extra \$90 million in a Family Violence Justice Fund to make sure women threatened by violence don't go through the legal system alone. The fund will include:

- ✓ \$42.5 million for Community Legal Centres.
- ✓ \$21.5 million for Family Violence Prevention Legal Services.
- ✓ \$21 million to double Specialist Domestic Violence Units and Health Justice Partnerships.
- ✓ \$5 million to set national standards and improve training to expand the use of specialist Family Violence Courts.

Flexible Support Packages

Labor will deliver around 20,000 Flexible Support Packages to provide financial support to people escaping family violence, at a cost of \$60 million. These will provide up to \$10,000 in practical assistance such as rent, furniture, transport, medication, home security and transport costs at a time survivors of family violence and their children need it most.

Safe Housing for Women

Domestic and family violence is one of the major causes of homelessness in Australia.

The Australian Institute of Health and Welfare has found that 42 per cent of people using specialist homelessness services have experienced family violence. Every day, around 240 people are turned away from services – two thirds are women.

In November 2018, Labor announced \$18 million for Safe at Home Grants to help people affected by violence stay safe in their own home.

Labor will invest in an \$88 million Safe Housing Fund to deliver transitional housing for women and children escaping violence, older women at risk of homelessness and young people exiting out-of-home care as they move between crisis accommodation and a long-term home.

A Shorten Labor Government will launch a national refuge build, doubling the Liberals' funding for refuges and emergency housing, with an extra \$60 million to deliver new refuges, upgrades, accessibility improvements and better facilities for children across the country. At least \$20 million of this investment will go to improving refuges and safe houses for First Nations people.

A Shorten Labor Government will also build 250,000 new affordable rental properties, helping thousands of women and children escaping violence find long-term affordable housing to rebuild their lives.

Domestic and Family Violence Leave

A Shorten Labor Government will legislate for ten days paid domestic and family violence leave in the National Employment Standards.

Support for Women on Temporary Visas

Women in Australia on temporary visas are particularly vulnerable to family violence and often struggle to access the services they need.

A Shorten Labor Government will review immigration and social services arrangements to make sure women and children who are victims of violence while on temporary visas can access the support they need. Labor will provide \$5 million to frontline services and interpreters and make Flexible Support Packages available to meet the needs of women on temporary visas.

Community Prevention & Front-Line Service Grants

Labor will invest an extra \$62 million in community-based prevention programs and frontline services, including programs working with children who have experienced violence, sporting clubs, perpetrator programs and community groups.

There will be dedicated funding for programs working to address violence against First Nations women, culturally and linguistically diverse women, women with disability, and LGBTIQ communities.

Early Intervention and Risk Management

Labor will provide \$2 million to pilot Integrated Safety Response services for at-risk families. This approach co-ordinates services to deliver early intervention to help women and children on the path to safety, and supports perpetrator behaviour change programs.

Better Supports and Services

Too often, women and children fleeing family violence are let down by the social security system. Labor will invest in 25 Family Violence Specialists at Centrelink, introduce a dedicated family violence phone line and make sure Centrelink staff have up-to-date training.

A Shorten Labor Government will also change the law so Centrelink can waive debts when victims of violence have been coerced into misreporting and we will increase the window of time for claiming Crisis Payments from one week to four weeks in cases of family violence.

Ending Forced Marriage

A Shorten Labor Government will overhaul Australia's response to forced marriage to improve support for victims, fund prevention efforts, introduce forced marriage protection orders and establish a Commonwealth Forced Marriage Unit to assist victims.

Respectful Relationships Education

Educating children and young people about healthy and respectful relationships is crucial to promoting gender equality, and preventing family violence, sexual assault and harassment.

A Shorten Labor Government will provide \$35 million in grants to deliver high-quality, evidence-based, age-appropriate respectful relationships education in schools.

Safety from Sexual Violence

Half of Australian women have experienced sexual harassment and one in five women have experienced sexual violence.

A Shorten Labor Government will work closely with stakeholders to take action on the recommendations of the National Inquiry into Sexual Harassment in Australian Workplaces and will make addressing sexual violence a priority through our new National Plan to Reduce Violence Against Women and their Children.



CLOSING THE GENDER PAY GAP

A Shorten Labor Government will lead a national push to help close the gender pay gap.

The gender gap in total pay is currently 17 per cent. This means Australian women are effectively working two months of every year for free.

The Liberals have ignored the gender pay gap, supported cuts to penalty rates that disproportionately harm women and refused to support increases to the minimum wage.

A Fair Go for Working Women

One of the key drivers of the gender pay gap is that work in traditionally female-dominated industries is under valued. Women working in the most feminised industries such as healthcare, social assistance and education are paid around \$30,000 less than the average man working in the most male-dominated industries such as mining and construction.

Labor will deliver a living wage to make sure people earn enough to make ends meet, and we will change the *Fair Work Act* to make gender pay equity a central objective of the workplace relations system. We will establish a statutory Equal Remuneration Principle and set up a new Pay Equity Panel in the Fair Work Commission, supported by a specialist Pay Equity Unit.

These reforms will make it easier for the Commission to order pay increases for workers in female-dominated industries such as early childhood education, aged care and disability services.

Public Pay Gap Reporting

A Shorten Labor Government will require big business to publish their gender pay gaps for the first time, to boost transparency and encourage action on pay inequity.

Companies already report their gender pay data to the Workplace Gender Equality Agency. Labor will make it public. People will be able to access information online about companies' overall pay gaps, and the pay gaps for managerial and non-managerial staff.

Ban Pay Secrecy

A Shorten Labor Government will ban pay secrecy clauses and give employees the right to disclose (or not disclose) their pay. It is no coincidence that the industry with the highest gender pay gap – financial services – is one of the heaviest users of pay secrecy clauses.

Restore Penalty Rates

Australian women have been disproportionately impacted by penalty rate cuts.

A Shorten Labor Government will reverse the Liberals' cuts to penalty rates within the first 100 days of government.

Pay Equity in the Australian Public Service

Labor will require all federal government departments and agencies to conduct a gender pay audit within the first year of government.

A Shorten Labor Government will also reinstate gender pay equity as a principle of Australian public service bargaining.

Boosting Women's Workforce Participation

Labor knows that increasing women's workforce participation leads to better living standards and is good for our economy. Good jobs with fair pay give women control over their lives and power to make genuine choices. Labor will meet the G20 target of reducing the gap in women's workforce participation by 25 per cent by 2025.



FAIRER RETIREMENT INCOMES

Right now, Australian women are retiring, on average, with \$113,000 less superannuation than the average man – that's over 40 per cent less. Around 30 per cent of single women over sixty are living in poverty.

Closing the retirement income gap is critical to ensuring that Australian women enjoy dignity and security in their retirement.

Boosting Women's Super

A Shorten Labor Government will invest over \$400 million to boost superannuation balances for women and low income earners. Labor will:

- ✓ **Pay superannuation on Commonwealth paid parental leave** for the first time. Almost 170,000 recipients, mostly women, will benefit in the first year, along with 80,000 parents receiving Dad and Partner Pay.
- ✓ **Remove the \$450 a month minimum threshold for superannuation contributions** so people working casual, part-time or multiple low-paid jobs – often women – don't miss out on super.
- ✓ **Make it easier for employers to make extra superannuation contributions to women.** Labor will amend the *Sex Discrimination Act* to ensure businesses are able to make higher superannuation payments for their female employees when they wish to do so. We will ask the Australian Human Rights Commission to develop guidelines and advise on the most appropriate legislative approach.
- ✓ **Improve transparency** by committing to considering and publishing the impact that any future changes to superannuation would have on women.



Protecting Age Pensions

Labor believes the Age Pension should guarantee an adequate and dignified retirement for all Australians who need it.

The Liberals cut the pension to 370,000 people, including kicking over 88,000 retirees off the pension entirely. They also cut \$1 billion from pensioner concessions, tried to scrap the Energy Supplement that helps pensioners with power bills and tried to cut pension indexation arrangements that keep the pension in line with the standard of living of other Australians. Labor opposed all these cuts.

Labor also fought and blocked the Liberals' plans to increase the pension age to 70.

The last Labor government delivered the biggest pension increase in history - lifting over 1 million Australians out of poverty. Pensioners will always be better off under Labor.

Tackling Homelessness Among Older Women

Older single women are one of the fastest-growing groups of people falling into homelessness.

A Shorten Labor Government will invest \$88 million in a new Safe Housing Fund that will increase transitional accommodation options for older women experiencing homelessness, women and children escaping violence and young people exiting out-of-home care.

Labor will also invest in building 250,000 new affordable rental homes to provide stable, affordable long-term housing that will benefit thousands of older women.

Labor will restore national leadership by developing and implementing a plan to reduce homelessness through the Council of Australian Governments. Labor's plan will consider the gendered drivers of homelessness.

WOMEN'S HEALTH

Labor will invest so all Australians can access and afford the best possible quality of health care. Labor will invest an extra \$2.8 billion in building new hospitals and wards, reducing elective surgery and emergency department waiting times and restoring the core health funding cut by the Liberals.

We will invest more in Medicare and lift the Liberals' rebate freeze within our first 50 days in government.

And we will deliver the biggest cancer care package in Australian history, with a \$2.3 billion investment to dramatically slash out-of-pocket costs for cancer patients.

Making Women's Health a National Priority

A Shorten Labor Government will make women's health a national priority by committing to the *Australian Women's Health Charter* as proposed by the Australian Women's Health Network. Labor will:

- ✓ Implement a National Women's Health Policy that addresses women's health needs throughout their lives, and addresses gender and other social determinants of health.
- ✓ Restore funding the Liberals cut from the Australian Women's Health Network, committing \$1.1 million to Australia's only independent peak body for women's health.

Leading on Women's Reproductive Health

A Shorten Labor Government will deliver Australia's first ever National Sexual and Reproductive Health Strategy so all Australian women can access legal, safe, affordable reproductive health services. Labor will:

- ✓ Improve access to effective contraceptives to reduce rates of unplanned pregnancy, by reviewing the Medicare rebate for long-acting reversible contraceptives.
- ✓ Ask the Therapeutic Goods Administration to advise Government on options to reduce barriers and improve access to the contraceptive pill.
- ✓ Take national leadership to progress the decriminalisation of abortion across Australia.
- ✓ Use Commonwealth funding agreements to make sure women can access termination services in public hospitals.
- ✓ Establish a new Tasmanian Reproductive Health Hub so women are not forced to travel interstate to have a termination.
- ✓ Invest in a national telephone referral service and a new online community of practice so GPs and pharmacists who provide medical terminations can access peer support and advice.



- ✔ Review Medicare rebates associated with medical terminations to address access and affordability issues.
- ✔ Address reproductive health issues such as polycystic ovarian syndrome; transvaginal mesh; female genital mutilation; and endometriosis, including over \$10 million in funding for endometriosis.

The Liberals have refused to support improved reproductive health services, saying the debate about women’s access to basic health care needs is not “good for our country”.

Tackling Breast and Ovarian Cancer

A Shorten Labor Government will invest \$2.3 billion in a Medicare Cancer Plan to cut cancer patients’ out-of-pocket costs. Cancer makes you sick – it should not leave you poor.

Labor will also:

- ✔ Invest \$47 million to cover the cost of breast cancer MRIs.
- ✔ Provide \$20 million to the Olivia Newton-John Cancer Research Institute for research into advanced breast cancer and brain cancer.
- ✔ Fund metastatic cancer nurses in 24 new locations, at a cost of \$12.5 million.
- ✔ Provide \$12 million towards Ovarian Cancer Australia’s National Action Plan for Ovarian Cancer Research, funding BRCA gene testing and potentially preventing 2,500 cases of breast cancer and 800 cases of ovarian cancer.



Heart Health

Heart disease is the biggest killer of Australian women – but prevention, diagnosis and treatment are being undermined by a perception that heart disease is a men’s problem.

A Shorten Labor Government will raise public awareness of women’s heart health by investing \$300,000 in a community grants program for potentially life-saving new campaigns in communities across Australia.

This builds on Labor’s commitment to invest \$170 million in Medicare to cover heart health checks.

Maternal Health

Labor is committed to improving maternal health so that mums and their babies get the best start in life. Labor will provide \$5 million to build the new Griffith Centre for Strong Foundations – a world-class research, teaching and health service focused on pregnancy, birth and the first two years of a child’s life. Labor has also committed \$29.2 million to establish a stand-alone Child and Youth Health Centre near Gundu Pa to offer services such as child development, and Indigenous maternal and child health services.

Thousands of premature or underweight babies will get access to life-saving donor breast milk under a Shorten Labor Government plan to roll out the Red Cross Milk Bank across Australia. Labor’s \$15.2 million breastfeeding package will improve the health outcomes of newborns and mothers alike.

Labor will also invest \$26 million in funding for peri-natal mental health and wellbeing programs.

Stillbirth

A Shorten Labor Government will invest \$5 million in driving down Australia’s stillbirth rate, helping educate women on what they can do to avoid this heartbreak, as well as funding important research.

LGBTIQ+ Health

Labor will work with LGBTIQ groups to develop a National LGBTIQ Health and Inclusion strategy.



EQUAL OPPORTUNITY IN EDUCATION

Schools

Girls and young women deserve to reach their full potential – and to get the best start in life through a great education.

A Shorten Labor Government will deliver the biggest investment in public schools in Australian history, ensuring that every child in every school gets the education they deserve.

Labor will deliver an extra \$14 billion for public schools over the next decade, with \$3.3 billion extra flowing in the first three school years alone.

Respectful Relationships

As part of our investment in preventing family violence, a Shorten Labor Government will invest \$35 million over three years to deliver high-quality, evidence-based respectful relationships education in more than 3,000 Australian schools.

Educating children and young people about healthy and respectful relationships is crucial to promoting gender equality, and preventing family violence, sexual assault and harassment.

Respectful Relationships is already a part of the curriculum in all Australian schools. Labor's policy would make sure schools receive support to deliver best-practice, whole-school programs by working with state, territory, Catholic and independent schools.



Better Support for TAFE and Apprenticeships

Labor will waive upfront fees for 100,000 TAFE students – including 10,000 places in early education and 20,000 places in disability and aged care.

We will reserve half of Labor's 100,000 fee-free TAFE places for women.

Labor will also invest \$40 million in building the NDIS workforce, including providing payments of up to \$4,000 to support students while they get the skills they need for the 90,000 new NDIS jobs expected to be created over the next five years.

Supporting Women in Trades

Labor's Apprenticeship Advocate will bring together workers, TAFEs, group training organisations and employers, with women in trades groups to design and implement place-based strategies to support women in traditional trades.

Safe Campus Taskforce

All Australian students have the right to an education free from harassment. A Shorten Labor Government will create an independent taskforce to crack down on sexual harassment and assault at universities, TAFEs and residential colleges.

Best-Practice STEM Support

A Shorten Labor Government will create Australia's first National Evaluation Framework for Girls and Women in STEM Initiatives. There are more than 300 initiatives to support women and girls' participation in STEM fields around the country - we need to find out what's working best to shape future investment.

Labor will also fund the Science and Gender Equity (SAGE) program to drive gender equity in science and research institutions, establish a National Women in Science Day and work with the Australian Research Council and Medical Research Council to find structural fixes to barriers to women's participation in research.



SUPPORT BALANCING FAMILIES AND CARING

For Australia to achieve gender equality in the workplace or in leadership positions, we also need to shift the way we share family responsibilities and caring work.

Labor is committed to supporting parents to manage work and care responsibilities and make decisions about how to raise their families based on what is best for their family.

Protecting Paid Parental Leave

Labor introduced Australia's first ever paid parental leave scheme in 2011 and introduced to make sure both parents can spend time at home with their newborn baby.

The Liberals have repeatedly tried to slash paid parental leave, calling mothers "rorters", "fraudsters" and "double dippers."

Labor will protect paid parental leave and we will pay superannuation on paid parental leave for the first time – because parents should not be penalised for spending time with their families.

A Shorten Labor Government will also consult with experts on ways to make paid parental leave more flexible so it meets the needs of Australian families.

Early Childhood Education

A Shorten Labor Government will invest \$1.75 billion in a National Preschool and Kindy Program. Under Labor, every three and four year old will receive 15 hours of subsidised preschool per week.

High-quality early learning has major benefits for children's educational and social outcomes – it is an important weapon in the fight against inequality. 15 hours a week of subsidised, high-quality early education and care is also an important support for women's participation in the workforce.

Reviewing Newstart

Labor recognises that the rate of Newstart is too low and is now acting as a barrier to people finding work, with people struggling to afford transport, clothes and essentials. Labor will conduct a root and branch review of Newstart – as well as related payments and supports.

Flexible Work in the APS

A Shorten Labor Government will work with the Australian Public Service Commission and Commonwealth Public Sector Union to promote more flexible working arrangements for women and men across the APS.

Better Valuing Unpaid Care Work

A Shorten Labor Government will restore the Time Use Survey so we can better value women's unpaid work, acknowledge its economic importance and inform better policy-making.

Ending Punitive Programs

The Liberals' ParentsNext program is hurting kids and failing to help vulnerable parents.

A Shorten Labor Government will overhaul the program and put in place a new approach that puts the interests of children first.

Labor will tailor programs to the needs of individual families and put an end to the damaging rules that hurt parents and penalise children who are never to blame.



FIRST NATIONS WOMEN

A Shorten Labor Government will reset the relationship between Government and First Nations people, based on the principles of honour, equality, respect, recognition and co-design. Labor will establish a Voice for First Nations people and a Makarrata Commission for truth-telling and agreement making.

Indigenous Health

A Shorten Labor Government will deliver a \$115 million Indigenous health and wellbeing package that will put First Australians at the centre of decision making – from primary care delivery, to health research.

The package includes funding for sexual health promotion, youth mental health and suicide, and mental health awareness.

End Violence Against Women

Labor will work in partnership with First Nations women to address unacceptably high rates of violence against Indigenous women. Labor will provide a dedicated First Nations stream of the \$60 million *Community Prevention & Front-Line Service Grants* program to support community-led and culturally-appropriate prevention programs.

We will also invest in Aboriginal-controlled frontline services, including at least \$20 million for refuges and safe houses and a \$21.5 million boost to Family Violence Prevention Legal Services.

These commitments form part of Labor's family violence commitment.

First Nations Children

In the first 100 days of a Shorten Labor Government, Labor will hold a summit with First Nations people to develop a National Strategy for First Nations children to tackle child removal, incarceration and family wellbeing.

Indigenous Justice Targets

A Shorten Labor Government will deliver a nationally-coordinated approach to closing the gap in Indigenous incarceration rates.

Labor will set new justice targets under the Closing the Gap strategy through the Council of Australian Governments and invest over \$18 million to expand justice reinvestment programs.

Doubling Indigenous Rangers

First Nations women and girls are playing a growing role in protecting Australia's natural and cultural wealth through the Indigenous Rangers Program.

Labor will double the number of Indigenous Rangers, with a focus on increasing women ranger numbers and growing the number of women ranger groups.

Empowering First Nations Girls Through Education

Currently, fewer than three in five young First Nations women complete secondary school, compared to more than four in five non-Indigenous students.

Labor will provide \$19.5 million on top of existing investments, to create almost 8,000 new places in the Stars Foundation's successful programs to tackle educational disadvantage faced by First Nations girls and young women – tripling the number of girls supported each year.



SUPPORTING WOMEN'S LEADERSHIP & REPRESENTATION

Women in Parliament

If Labor is successful at the election, we are on track to be the first national government in Australian history with around half its members being women. Labor has almost double the number of women standing for the House of Representatives as the Coalition.

Labor will continue to work to support women's representation in politics and in Parliaments across Australia.

Representation on Government Boards

A Shorten Labor Government will meet our target of 50 per cent representation of women on Australian Government boards within our first term, and we will work to boost the representation of women in Chair and Deputy Chair positions to 40 per cent.

We will also work to tackle the under-representation of women from culturally and linguistically diverse backgrounds in board positions.

Labor will continue to work with ASX companies to boost the representation of women on private boards.

Supporting Women in the APS

A Shorten Labor Government will set a stretch target of 50 per cent representation of women in senior public service roles by 2025.

Recognising Women's Contributions

Labor will modernise the Australian honours system to better reflect the contributions and achievements of Australian women, including by setting a 40 per cent target for nominations and awards by 2020, moving towards a target of 50 per cent.

Labor will also appoint a woman as the next Governor-General.

A Judiciary that Reflects our Community

A Shorten Labor Government will introduce a rigorous, merit-based process for appointments to the federal judiciary, modelled on the process Labor implemented when last in government. We will emphasise the need for a judiciary that is reflective of modern Australia, including gender and ethnic diversity.

PROMOTING WOMEN'S SPORT

Labor is leading the way in supporting women's sport. We have already committed more than \$75 million for local, grassroots sporting clubs across Australia to provide dedicated women's facilities and infrastructure to support growing women's participation.

Labor has committed \$20 million to Netball Australia to help fund a range of participation and engagement programs, and ensure a strong future for netball - from local netball clubs, to our outstanding national team, the Diamonds.

Labor has committed \$25 million towards the establishment of a permanent AFL presence in Tasmania - supporting the establishment of both women's and men's teams at AFL, VFL and TAC levels.

We have also committed \$10 million to a new State Football Centre in Western Australia that will become the hub of women's football programs for the state.

ADVANCING WOMEN'S WELLBEING AT HOME AND ABROAD

Historically, women bear the brunt of poverty, are worst affected by humanitarian disasters and are often marginalised when it comes to economic decision-making.

In government, Labor put gender equality at the centre of our aid program. The Liberals have cut over \$11 billion from our aid program, taking aid spending to just 0.19 per cent of Gross National Income (GNI) - the lowest level on record.

A Shorten Labor Government will rebuild and grow Australia's international development program and increase Official Development Assistance as a percentage of GNI every year we are in office, starting with our first budget.

Our development assistance programs will promote human rights and good governance, and expand women and girls' access to political, economic and social opportunities across the world.

LABOR GOVERNMENT LEADERSHIP

Equality for Australian women is a central priority for a Shorten Labor Government.

Labor's women's caucus has spent the past six years speaking to thousands of women across the country through our *Setting the Agenda* national consultation.

A National Strategy for Gender Equality

Labor's new National Strategy for Gender Equality will set targets for change, drive measurable action to tackle inequality and report on Australia's progress through an annual update to the parliament.

The Office for Women

Labor will place the Office for Women at the centre of a new program of gender-responsive policy making. The Office for Women will form a hub of expertise on gender impact assessment and provide cross-portfolio analysis and oversight of all policies that impact on the wellbeing and participation of Australian women.

Annual Women's Budget Statements

Labor will bring back the annual Women's Budget Statement to assess the impact of Budget decisions on women and examine how government spending and revenue decisions impact gender equality.

A Government Gender Lens on Policy

A Shorten Labor Government will ensure cabinet submissions and government legislation are accompanied by a gender impact statement.

Labor has started doing this from Opposition, restoring past practice and maintaining the commitment to equality across policy priorities.

What Counts, Matters

Under Labor, government departments will set and publicly report on gender targets. In the first year of government, we will establish a baseline to track improvements.

Diversity and inclusion will be key performance indicators for public service leaders.

Support for the National Women's Alliances

A Shorten Labor Government will boost funding to the six National Women's Alliances, strengthening advocacy and collaboration on issues affecting women at all levels of government and ending the Liberals' funding freeze.

Labor will continue to support:

- ✓ Equality Rights Alliance.
- ✓ Australian Women Against Violence Alliance.
- ✓ Economic Security4Women.
- ✓ Harmony Alliance.
- ✓ National Aboriginal and Torres Strait Islander Women's Alliance.
- ✓ National Rural Women's Coalition.

A Ministerial Council to Advance Gender Equality

A Shorten Labor Government will reconvene a Ministerial Council on Gender Equality with state and territory governments.



A UNITED LABOR TEAM WILL PUT PEOPLE FIRST

From the day Bill Shorten became Leader, Labor's team has remained united, with a single-minded commitment to delivering policies that put people first. A healthcare system underpinned by Medicare. An education system that gives every child in every school more individual attention – public, Catholic or independent. University and TAFE that are accessible for all.

**We have put forward our positive plans.
We are united. We are ready.**



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