



Women's Safety - Respect@Work	
Party:	Australian Labor Party
<p>Summary of proposal:</p> <p>The proposal contains 5 components which would provide funding for programs addressing workplace sexual harassment.</p> <p>Component 1: Stopping sexual harassment at work – Respect@Work</p> <p>Implement all 55 recommendations of the Sex Discrimination Commissioner’s report <i>Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces</i> and introduce legislation to strengthen laws that prevent sexual harassment.</p> <p>Component 2: Stopping sexual harassment at work – Positive Duty</p> <p>The Workplace Sexual Harassment Council would draft legislation to establish a positive duty for employers to take reasonable and proportionate measures to eliminate sex discrimination, sexual harassment and victimisation.</p> <p>Component 3: Australian Human Rights Commission – disclosure process for victims of historical sexual harassment matters</p> <p>The Australian Human Rights Commission would receive funding of \$1.5 million over 2 years (distributed evenly in 2022-23 and 2023-24) to develop a disclosure process for victims of historical sexual harassment matters.</p> <p>Component 4: Working Women's Centres</p> <p>Working Women's Centres would receive grant funding of \$8 million per year from 2022-23.</p> <p>Component 5: Australian Human Rights Commission – One-Stop Shop</p> <p>The Australian Human Rights Commission would receive funding of \$420,000 per year from 2022-23 to establish to establish a One-Stop Shop which would assist victims of workplace sexual harassment.</p>	

Costing overview

This proposal would be expected to decrease both the fiscal and underlying cash balances by around \$35.2 million over the 2022-23 Budget forward estimates period. This impact reflects administered expenses associated with the funding specified in Components 3 and 4, and departmental expenses associated with the funding specified in Component 5.

The proposal would have ongoing impact beyond the 2022-23 Budget forward estimates period. A breakdown of the financial implications (including separate public debt interest (PDI) tables) over the period to 2032-33 is provided at Attachment A.

The estimated financial implications of this proposal are sensitive to the assumption that the resourcing requirements associated with Component 1 and 2 would be met from within existing departmental funding.

Table 1: Financial implications (\$m)^{(a)(b)}

	2022-23	2023-24	2024-25	2025-26	Total to 2025-26
Fiscal balance	-9.2	-9.2	-8.4	-8.4	-35.2
Underlying cash balance	-9.2	-9.2	-8.4	-8.4	-35.2

(a) A positive number represents an increase in the relevant budget balance; a negative number represents a decrease.

(b) PDI impacts are not included in the totals.

Key assumptions

The Parliamentary Budget Office (PBO) has made the following assumptions in costing this proposal.

Components 1 and 2

The resourcing requirements of Components 1 and 2 would be met from within existing resources of the Attorney-General's Department.

Components 4 and 5

Consistent with the PBO's general election guidance, in the absence of a public statement specifying that this policy is terminating, the PBO has assumed that Components 4 and 5 are ongoing.

Methodology

Component 3

Financial implications over the forward estimates period were calculated based on the capped funding specified.

Components 4 and 5

Financial implications over the forward estimates period were calculated based on the funding specified.

Financial implications were rounded consistent with the PBO's rounding rules as outlined on the PBO Costings and budget information webpage.¹

Data sources

The Department of Finance provided indexation parameters as at the 2022-23 Budget.

¹ https://www.aph.gov.au/About_Parliament/Parliamentary_Departments/Parliamentary_Budget_Office/Costings_and_budget_information

Attachment A – Women's Safety - Respect@Work – financial implications

Table A1: Women's Safety - Respect@Work – Fiscal and underlying cash balances (\$m)^(a)

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	Total to 2025-26	Total to 2032-33
Expenses													
Administered													
<i>Australian Human Rights Commission – disclosure process for victims of historical sexual harassment matters</i>	-0.8	-0.8	-	-	-	-	-	-	-	-	-	-1.6	-1.6
<i>Working Women's Centres</i>	-8.0	-8.0	-8.0	-8.0	-8.2	-8.4	-8.6	-8.8	-9.0	-9.3	-9.5	-32.0	-93.8
Total – administered	-8.8	-8.8	-8.0	-8.0	-8.2	-8.4	-8.6	-8.8	-9.0	-9.3	-9.5	-33.6	-95.4
Departmental													
<i>Stopping sexual harassment at work – Respect@Work</i>	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Stopping sexual harassment at work – Positive Duty</i>	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Australian Human Rights Commission – One-Stop Shop</i>	-0.4	-0.4	-0.4	-0.4	-0.4	-0.4	-0.4	-0.4	-0.5	-0.5	-0.5	-1.6	-4.7
Total – departmental	-0.4	-0.4	-0.4	-0.4	-0.4	-0.4	-0.4	-0.4	-0.5	-0.5	-0.5	-1.6	-4.7
Total – expenses	-9.2	-9.2	-8.4	-8.4	-8.6	-8.8	-9.0	-9.2	-9.5	-9.8	-10.0	-35.2	-100.1
Total (excluding PDI)	-9.2	-9.2	-8.4	-8.4	-8.6	-8.8	-9.0	-9.2	-9.5	-9.8	-10.0	-35.2	-100.1

(a) A positive number for the fiscal balance indicates an increase in revenue or a decrease in expenses or net capital investment in accrual terms. A negative number for the fiscal balance indicates a decrease in revenue or an increase in expenses or net capital investment in accrual terms. A positive number for the underlying cash balance indicates an increase in receipts or a decrease in payments or net capital investment in cash terms. A negative number for the underlying cash balance indicates a decrease in receipts or an increase in payments or net capital investment in cash terms.

- Indicates nil.

Table A2: Women's Safety - Respect@Work – Memorandum item: Public Debt Interest (PDI) impacts – Fiscal and underlying cash balances (\$m)^{(a)(b)}

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	Total to 2025-26	Total to 2032-33
<i>Fiscal balance</i>	-0.1	-0.3	-0.5	-0.7	-0.9	-1.2	-1.5	-1.8	-2.1	-2.5	-3.0	-1.6	-14.6
<i>Underlying cash balance</i>	-0.1	-0.3	-0.5	-0.7	-0.9	-1.2	-1.4	-1.7	-2.1	-2.5	-3.0	-1.6	-14.4

- (a) As this table is presented as a memorandum item, these figures are not reflected in the totals in the table above. This is consistent with the approach taken in the budget where the budget impact of most measures is presented excluding the impact on PDI. If the reader would like a complete picture of the total aggregate, then these figures would need to be added to the figures above. For further information on government borrowing and financing please refer to the PBO's online budget glossary².
- (b) A positive number for the fiscal balance indicates an increase in revenue or a decrease in expenses or net capital investment in accrual terms. A negative number for the fiscal balance indicates a decrease in revenue or an increase in expenses or net capital investment in accrual terms. A positive number for the underlying cash balance indicates an increase in receipts or a decrease in payments or net capital investment in cash terms. A negative number for the underlying cash balance indicates a decrease in receipts or an increase in payments or net capital investment in cash terms.

² [Online budget glossary – Parliament of Australia \(aph.gov.au\)](https://aph.gov.au)