

GENDER FRAMEWORK – FIVE PRINCIPLES AND PRIORITY PROJECTS

The Gender Framework is an agency driven labour market and skills framework to embed and build capability in gendered and intersectional analysis across JSA. The **framework is like other Government guides** such as gender responsive budgeting and policy impact assessment guides that mandate a more focused gender analysis and offer best practice advice on how to do it.



PRIORITY PROJECTS

Data Review and Report

A targeted data review to deliver recommendations on how to record and manage data gaps, bias and limitations; and test where intersectional data disaggregation is possible and will have the most impact. This is key to agency level change.

Intersectionality Definition and Analyst Toolkit

JSA will adopt an intersectionality definition and develop an analyst toolkit to build capability, set up processes offer best practice advice for JSA analysts and eventually others such as Jobs and Skills Councils.

JSA First Nations Framework

A dedicated First Nations Framework to cement Indigenous Data Sovereignty and a cultural lens across JSA's work. A Disability Framework should follow in conjunction with the finalisation of the National Disability Data Asset.

OSCA Gender Spotlight

JSA will better identify the social, cultural, regulatory and environmental underpinnings of the traditional labour market and skills ecosystem. This means developing insights on the gendered and racialised nature of some labour market and skills classifications, indicators, standards and methodologies.

New Regular Spotlight Series Product

Innovate with a new JSA Spotlight Series product to showcase gendered and intersectional analysis – including potential development of new indicators over time to track progress towards gender economic equality.

NEXT STEPS

1

Continued consultation across tripartite stakeholders and Government

2

Publication of OSCA spotlight as part of the Gender Economic Equality Study.

3

1-year impact assessment and 3-year evaluation (post-2026 census)

What is Intersectionality?

Intersectionality is about capturing and recognising the diverse and multiple identities different people and communities can hold. This means acknowledging the most significant, multiple, **intersecting and compounding forms of marginalisation, disadvantage, discrimination, oppression, privilege, and inequality in our society**. However, strengths-based understandings of intersectionality that celebrate the diversity and enrichment of multiple identities and communities are also key.

Intersectionality assumes that both disadvantage and advantage are closely linked to different aspects of lived experience, identity, status and social characteristics. These characteristics generally fall under the broad categories of gender, cultural/ethno-racial identity and background, socio-economic status, geographical location and other demographics like disability, sexuality and age.

Why?

The **key rationale** is that analysing labour market and skills systems through gendered and intersectional lenses has now been established at both the macroeconomic and microeconomic level as beneficial for developing effective evidence-based policy and making faster progress towards gender economic equality.

To understand the complexity of current labour market dynamics we need to move beyond headline measures and explore cohort experiences, pathways and trends within occupations, industries and regions. This translates to better evidence for policy making and government decisions.

How?

The framework has **five principles with priority projects** to ensure practical implementation including accountability and evaluation mechanisms. The Framework is intended as a constantly evolving guide with progressive feedback loops to align with other Government reforms and developments such as Closing the Gap and the National Data Disability Asset.

Who?

There are **multiple audiences** for the Framework, including the general public, but whilst the framework is still in-development the primary audience is JSA analysts so we can refine our approach and investigate intersectional data possibilities. As the Framework evolves the audience will broaden to all levels of Government as well as tripartite stakeholders across the labour market and skills ecosystem.