



Workplaces that Work for Women

Party:

Australian Greens

Summary of proposal:

This proposal has 9 components that all have effect from 1 July 2022.

Component 1 would increase the low-income superannuation tax offset cap to \$1,000.

Component 2 would require the Productivity Commission to undertake a review of options to recognise currently unpaid care work.

Component 3 the reporting obligations under the *Workplace Gender Equality Act 2012* would be extended to both of the following:

- private sector employers with 50 or more employees
- public sector employers with 50 or more employees.

Component 4 would establish a micro-financing concessional loan facility for women-led businesses. These businesses would be eligible for loans up to \$10,000 on the following terms:

- loans of \$1,500 to \$3,000 would be interest-free with a repayment term of 12 months
- loans of \$3,001 to \$10,000 would be provided at an interest rate of 3% with a repayment term of 24 months
- the initial investment in the facility would be capped at \$10 million, with repayments being reinvested within the facility.

Component 5 would provide total funding of \$8 million to Working Women's Centres each year (\$1 million per centre for each State or Territory).

Component 6 would expand eligibility for grants under the Entrepreneurs Program for women-led businesses:

- The eligibility criteria would be amended for the Entrepreneurs' Program administered by the Department of Industry, Science, Energy and Resources to:
 - recognise women-led businesses as a Growth Sector within the meaning of the grant guidelines
 - reduce the turnover threshold for eligibility women-led business to \$750,000 regardless of location, in line with the threshold for rural and regional businesses
 - the overall funding available under the Entrepreneurs Program would not be increased.

Component 7 would top-up Superannuation for primary carers:

- The government would provide \$500 per year into the superannuation account of a care giver who is:
 - the primary carer for one or more children who are under 6 years old or under 16 years old and have a disability requiring intensive care
 - earns less than \$37,000 per year.

Component 8 would provide pay rises for female-dominated industries:

- The government would provide wage increases for female-dominated industries by applying a 0.5% wage increase above consumer price (CPI) for each year over 10 years. This would apply to the following awards:
 - Children’s Services Award 2010
 - Cleaning Services Award 2010
 - Educational Services (School) General Staff Award 2020
 - Educational Services (Teachers) Award 2020
 - General Retail Industry Award 2020
 - Health Professional and Support Services Award 2020
 - Nurses Award 2020
 - Textile, Clothing, Footwear and Associated Industries Award 2020.

Component 9 would modify the *Paid Parental Leave Act 2010* to allow the biological father of a child or the partner of the child’s birth mother to make a primary claim for Parental Leave Pay (PLP) if the child’s birth mother does not, or is not likely to, satisfy the income test at the relevant time.

Costing overview

This proposal would be expected to increase the fiscal balance by around \$1,919 million, the underlying cash balance by around \$2,002 million and headline cash balance by around \$1,998 million over the 2022-23 Budget forward estimates period. On a fiscal balance basis, this impact reflects an increase in revenue of around \$3,027 million, an increase in expenditures of around \$1,186 million and an increase in public debt interest expenses of around \$78 million.

This proposal would be expected to have an ongoing impact that extends beyond the 2022-23 Budget forward estimates period. A breakdown of the financial implications over the period to 2032-33 is included at Attachment A.

Under Component 1, the differences between the fiscal and underlying cash balance impacts reflect timing differences between when payments are recognised and when they are paid.

Under Component 4, the fiscal, underlying cash and headline cash balance impacts differ in the treatment of interest payments and the flow of loan principal amounts. In particular, only the fiscal balance reflects the concessional loan discount expense, associated unwinding income, and loan write-downs, and only the headline cash balance includes transactions related to the loan principal amount. The impact on net debt will be broadly consistent with movements in the headline cash balance. A note on the accounting treatment of concessional loans is included at Attachment B.

Consistent with *Parliamentary Budget Office (PBO) Guidance 02/2015*, public debt interest expense impacts have been included in this costing because the concessional loans provided in Component 4 of this proposal involve financial asset transactions.

Departmental expenses to implement and administer the proposal have been included for the following departments:

- Productivity Commission (PC)
- Workplace Gender Equality Agency (WGEA)
- Department of Industry, Science, Energy and Resources (DISER).

For Component 7, there is uncertainty surrounding the number of primary carers that would receive the superannuation top-up payment. To the extent that carers reduce their income in order to receive the payment, the cost of the component would increase.

For Component 8, there is some uncertainty surrounding how the wages of workers in the same industry, but not covered by the specified awards, may respond. However, it is likely wage growth in these industries would match those under the award. Therefore, industry level data has been used to calculate the financial impact of the proposal on the change in Personal Income Tax. A concordance between awards and the Australian Bureau of Statistics industry subdivisions used in this costing is provided at Attachment C.

It is also unclear how this component may affect the broader economy, the behavioural impact it will have on the labour market, and the flow on effects to other policy areas:

- An increase in wages may attract greater labour supply, while at the same time higher wages could mean that workers can afford to work fewer hours while maintaining the same level of pay. The composition of full-time and part-time workers may change, as would the proportion of people in the labour force. This may have further flow on effects into the demand for child-care.
- Labour supply may shift to industries affected by the wage increases, and to compete with this, other industries may also match the wage increases.
- There would be flow on effects to transfer payments, due to the interaction of the increased wages with means testing these payments.
- Higher wages could result in higher superannuation which would have an impact on the size of taxable superannuation, though the magnitude of this is unclear.
- There may be other broader economic impacts, such as structural changes in employment and inflationary pressures from the wage increases.

Some of these broader effects will offset each other and the net financial impact is expected to be smaller than the change in personal income tax and company tax revenues. As a result, these estimates should be considered as capturing only a part of the total impact of the proposal and treated with caution.

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

	2022-23	2023-24	2024-25	2025-26	Total to 2025-26
Fiscal balance	389.5	366.1	475.8	688.0	1,919.4
Underlying cash balance	450.5	378.0	480.8	692.2	2,001.5
Headline cash balance	445.9	379.8	479.5	692.4	1,997.6

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

Key assumptions

The PBO has made the following assumptions in costing this proposal.

Component 2 - PC review of unpaid care work

- The cost of the PC conducting an inquiry would be in line with the cost of similar inquiries.
- The inquiry would take 1 year to complete.

Component 3 – Extended WGEA reporting requirements

- WGEA staffing levels would increase in line with the increase in private and public sector organisations reporting under this component.
- One third of WGEA staff would work on compliance and reporting requirements.

Component 4 – Concessional loan facility for women-led businesses

- The initial loans principal of \$10 million would be fully lent out in the first year.
- Market interest rates would move in line with the five-year government bond rate projections.
- Debt not expected to be repaid would on average be 6% of loans issued, based on the historical bad debt rates of similar loans.
- About 30% of loans would be no-interest loans and the remaining 70% would be low-interest loans.
- Repayment of the initial principal for low-interest loans would be evenly spread over 2 years.

Component 6 – Expanding eligibility for grants under the Entrepreneurs Program for women-led businesses

- The increased number of applications under the expanded eligibility criteria is not expected to require additional departmental resources.

Component 7 – Superannuation top-up for primary carers

- The number of primary carers would grow over the medium term consistent with medium-term projections for population growth.
- Taxable incomes of primary carers would closely align with the income distribution of tax-filers. The average family size would remain at the current average of 1.9 dependent children per family over the medium term.
- Superannuation funds would experience capital gains of 3.9% per annum and earnings of 4.5% per annum consistent with average rates over the previous decade.

- Superannuation funds would pay management fees of 1.1% per annum consistent with the average rate for 2019.

Component 8 – Pay rises for female-dominated industries

- In the base case, wages would grow by the industry average wage growth rate between 2013-14 and 2018-19. The 2019-20 wage growth was excluded from the average due to the impact of the COVID-19 pandemic.
- In the proposed policy cases, wages from the same industry as those covered by the awards would grow by the greater of CPI plus 0.5% or the industry average growth rate.
- The number of workers employed would grow over the medium term in line with the projected total employment growth rate.
- The average marginal personal income tax rate over the medium term would be 32.5%.
- The entire increase in wages would be deductible by businesses at an average tax rate of 27.5%.
- 50% of the residential care services and social assistance services industries would be covered under the Aged Care Award 2010, which has been excluded under this proposal.

Component 9 – Paid Parental Leave

- Australia-wide age-specific fertility rates would apply to women earning above the PLP income test threshold.
- Recipients who opt-in to receive PLP as a result of the proposal would access the two weeks of Dad and Partner Pay (DaPP) when their child is born, and then later claim PLP when the child's birth mother returns to work and is no longer the primary carer.
- Take-up of the proposal would be 50% of eligible families; however the majority would access PLP for two or four weeks and only a small proportion would take the maximum length of leave.
 - These assumptions have been influenced by analysis of the low take-up of paid and unpaid parental leave by fathers in Australia and across Organisation for Economic Co-operation and Development (OECD) countries. For example, a 2014 survey from the Human Rights Commission found that 75% of partners would have liked to have taken additional leave following the birth of their child, however gender norms, loss of income and a lack of other male role models taking extended parental leave prevented them from doing so. As the leave would be paid at the minimum wage, this also contributes to the assumed lower take up of the proposal.

Methodology

Component 1 – Increase in the low-income superannuation tax offset cap

The financial implications and number of affected taxpayers were estimated using a 16% sample of de-identified personal income tax returns for 2018-19 projected over the period to 2032-33 using economic parameter projections as at the 2022-23 Budget.

Component 2 – PC review of unpaid care work

The cost of a PC inquiry was estimated based on the historical cost of other similar inquiries undertaken by the commission.

Component 3 – Extended WGEA reporting requirements

Departmental expenses for this component were estimated based on the assumed additional WGEA staff involved in compliance activity for the additional private and public sector entities that would be reporting after the change.

Component 4 – Concessional loan facility for women-led businesses

The financial implications of this component were calculated in accordance with the Department of Finance's guidance for the accounting of concessional loans.

Departmental expenses for this component were estimated based on the 2014-15 Budget measure *Infrastructure Growth Package – WestConnex Stage 2 – provision of a concessional loan* and the 2021-22 Budget measure *Increasing the Flexibility of the Pension Loans Scheme*.

Component 5 – Capped funding for Working Women's Centres

The departmental expenses of this component are immaterial and would be able to be absorbed by the DISER. The administered expenses are as specified in the policy description.

Component 7 – Superannuation top-up for primary carers

The number of primary carers is estimated by summing the number of children under the age of six and the number of disabled children between the ages of six and sixteen and then divided by the average family size. The number of primary carers was grown out over the medium term in line with population growth. Primary carers estimated to earn less than \$37,000 are excluded to give the population of eligible carers. The number of eligible carers is multiplied by the payment amount to give the expense associated with Component 7.

The additional payments into the superannuation system are grown by the capital gains and earnings rates and then taxed to give revenue clawback associated with the proposal.

Departmental expenses were estimated by multiplying the per-unit cost of administering the paid-parental-leave scheme by the number of recipients under the proposal.

Component 8 – Pay rises for female-dominated industries

The financial impact of this component was based on the Australian Bureau of Statistics *Labour Account Australia, Annual 2020* dataset. The revenue impact was estimated by subtracting the estimated Personal Income and Company Tax revenue generated in the absence of the proposal from the Personal Income and Company Tax generated under the proposal.

Estimated Personal Income Tax revenue was calculated by multiplying the total of all wages earned for an industry by the assumed average marginal personal income tax rate.

Estimated Company Tax revenue was calculated by multiplying earnings for an industry by assumed average company tax rate.

Component 9 – Paid Parental Leave

The financial implications of this component take account of the 2022-23 Budget measure 'Enhanced Paid Parental Leave' and so there is only an impact in the first year of the proposal.

This has been estimated using a 16% sample of de-identified personal income tax and superannuation returns for 2018-19 provided by the Australian Taxation Office.

The data were grouped over the medium term and combined with age-specific fertility rates to determine families eligible for PLP as a result of the proposal.

The take-up assumptions were then applied to determine the increase in administered expenses for PLP.

The administrative personal income tax dataset was also used to estimate the change in tax payable as a result of the reduction in personal income tax. This reduction in personal income tax is due to a lower level of earnings across the eligible population, as these individuals are being paid at the minimum wage rather than their regular wage.

The ongoing departmental impact was calculated by multiplying the number of additional recipients for PLP that would result from this proposal by the estimated annual cost of administering the payments to each new recipient. Departmental implementation costs were estimated based on a similar previous Budget measure to alter payments administered by Services Australia.

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 Australian Taxation Office provided a 16% sample of de-identified personal income tax and superannuation returns for the 2018-19 income year.

The Treasury provided economic and population parameter forecasts as at the *Budget 2022-23*.

Adema, W., Clarke, C. and Frey, W. (2015) *Paid Parental Leave: Lessons from OECD Countries and Selected U.S. States*, OECD Social, Employment and Migration Working Papers No. 172.

Australian Bureau of Statistics (2020) [Labour Account Australia, Annual Balanced: Subdivision, Division and Total All Industries](#), Australian Government, accessed 9 June 2022.

Australian Bureau of Statistics (2018) [Disability, Ageing and Carers, Australia: Summary of findings. Carers tables](#), Australian Government.

Australian Bureau of Statistics (2021) [Labour Force Status of Families. Table 5: Families by age of dependent children](#), Australian Government, accessed 9 June 2022.

Australian Human Rights Commission (2014) [Supporting Working Parents: Pregnancy and Return to Work National Review – Report](#), Australian Government, accessed 9 June 2022.

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Commonwealth of Australia (2014) *2014-15 Budget*, Australian Government.

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Department of Health (2020) [Aged Care Workforce Census Report](#), Australian Government, accessed 9 June 2022.

National Skills Commission (2022) [Healthcare and Social Assistance](#), Australian Government, accessed 9 June 2022 .

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

Organisation for Economic Co-operation and Development (2016) [Policy Brief - Parental leave: Where are the fathers?](#), OECD, accessed 9 June 2022.

Productivity Commission (2020) *Annual Report 2019-20*, Australian Government.

Rainmaker Information (2019) [Superannuation fees fall for the first time in six years](#), Rainmaker Information, accessed 9 June 2022.

The Australian Small Business and Family Enterprise Ombudsman (2020) [Small Business Counts: December 2020](#), Australian Government, accessed 9 June 2022.

Workplace Gender Equality Agency (2021) [WGEA Annual Report 2020-21](#), Australian Government, accessed 9 June 2022.

Attachment A – Workplaces that Work for Women – financial implications

Table A1: Workplaces that Work for Women – Fiscal balance (\$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
Revenue													
Tax revenue													
<i>Component 7 - Superannuation top-up for primary carers</i>	2.6	5.4	8.2	11.3	14.5	17.9	21.5	25.3	29.3	33.6	38.1	27.5	207.7
<i>Component 8 - Pay rises for female-dominated industries - Personal Income Tax Revenue</i>	1,400.0	2,600.0	3,700.0	4,800.0	5,700.0	6,600.0	7,700.0	9,000.0	10,300.0	11,700.0	13,200.0	12,500.0	76,700.0
<i>Component 8 - Pay rises for female-dominated industries - Company Tax Revenue</i>	-900.0	-1,900.0	-2,900.0	-3,800.0	-4,600.0	-5,400.0	-6,300.0	-7,300.0	-8,400.0	-9,600.0	-10,900.0	-9,500.0	-62,000.0
<i>Component 9 - Paid Parental Leave</i>	-2.2	-	-	-	-	-	-	-	-	-	-	-2.2	-2.2
Total – tax revenue	500.4	705.4	808.2	1,011.3	1,114.5	1,217.9	1,421.5	1,725.3	1,929.3	2,133.6	2,338.1	3,025.3	14,905.5
Non – tax revenue													
<i>Component 4 - Income from unwinding concessional loan discounts</i>	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.8	2.2
<i>Component 4 - Loan interest accrued</i>	0.3	0.3	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	1.1	2.5
Total – non-tax revenue	0.5	0.5	0.5	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	1.9	4.7
Total – revenue	500.9	705.9	808.7	1,011.7	1,114.9	1,218.3	1,421.9	1,725.7	1,929.7	2,134.0	2,338.5	3,027.2	14,910.2
Expenses													
Administered													
<i>Component 1 - Low-income superannuation tax offset</i>	-64.1	-69.6	-75.7	-82.8	-80.4	-77.9	-75.0	-72.1	-69.1	-66.1	-63.1	-292.2	-795.9
<i>Component 4 - Concessional loan discount expense</i>	-0.2	-0.1	-0.2	-0.2	-0.2	-0.2	-0.2	-0.2	-0.2	-0.2	-0.3	-0.7	-2.2

	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>Component 4 - Bad debt write-offs</i>	-0.5	-0.3	-0.4	-0.3	-0.3	-0.3	-0.3	-0.3	-0.3	-0.3	-0.3	-1.5	-3.6
<i>Component 5 - Funding Working Womens' Centres</i>	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-32.0	-88.0
<i>Component 7 - Superannuation top-up for primary carers</i>	-	-246.0	-242.0	-239.0	-235.0	-224.0	-220.0	-216.0	-211.0	-206.0	-201.0	-727.0	-2,240.0
<i>Component 9 - Paid Parental Leave</i>	-5.3	-	-	-	-	-	-	-	-	-	-	-5.3	-5.3
Total – administered	-78.1	-324.0	-326.3	-330.3	-323.9	-310.4	-303.5	-296.6	-288.6	-280.6	-272.7	-1,058.7	-3,135.0
Departmental													
<i>Component 2 - Productivity Commission</i>	-5.2	-	-	-	-	-	-	-	-	-	-	-5.2	-5.2
<i>Component 3 - WGEA reporting</i>	-3.2	-3.3	-3.4	-3.5	-3.6	-3.7	-3.8	-3.9	-4.1	-4.2	-4.3	-13.4	-41.0
<i>Component 6 - Expanding eligibility for grants under the Entrepreneurs Program - women-led businesses</i>	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Component 7 - Superannuation top-up for primary carers</i>	-26.8	-26.5	-26.2	-25.9	-24.8	-24.5	-24.1	-23.6	-23.2	-22.7	-21.1	-105.4	-269.4
<i>Component 9 - Paid parental leave</i>	-3.1	-	-	-	-	-	-	-	-	-	-	-3.1	-3.1
Total – departmental	-38.3	-29.8	-29.6	-29.4	-28.4	-28.2	-27.9	-27.5	-27.3	-26.9	-25.4	-127.1	-318.7
Total – expenses	-116.4	-353.8	-355.9	-359.7	-352.3	-338.6	-331.4	-324.1	-315.9	-307.5	-298.1	-1,185.8	-3,453.7
Total (excluding PDI)	384.5	352.1	452.8	652.0	762.6	879.7	1,090.5	1,401.6	1,613.8	1,826.5	2,040.4	1,841.4	11,456.5
PDI impacts	5.0	14.0	23.0	36.0	53.0	75.0	105.0	144.0	195.0	258.0	340.0	78.0	1,248.0
Total (including PDI)	389.5	366.1	475.8	688.0	815.6	954.7	1,195.5	1,545.6	1,808.8	2,084.5	2,380.4	1,919.4	12,704.5

(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.

- Indicates nil.

Table A2: Workplaces that Work for Women – Underlying cash balance (\$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
Receipts													
Tax receipts													
<i>Component 7 - Superannuation top-up for primary carers</i>	-	2.6	5.4	8.2	11.3	14.5	17.9	21.5	25.3	29.3	33.6	16.2	169.6
<i>Component 8 - Pay rises for female-dominated industries - Personal Income Tax Revenue</i>	1,400.0	2,600.0	3,700.0	4,800.0	5,700.0	6,600.0	7,700.0	9,000.0	10,300.0	11,700.0	13,200.0	12,500.0	76,700.0
<i>Component 8 - Pay rises for female-dominated industries - Company Tax Revenue</i>	-900.0	-1,900.0	-2,900.0	-3,800.0	-4,600.0	-5,400.0	-6,300.0	-7,300.0	-8,400.0	-9,600.0	-10,900.0	-9,500.0	-62,000.0
<i>Component 9 - Paid Parental Leave</i>	-2.2	-	-	-	-	-	-	-	-	-	-	-2.2	-2.2
Total – tax receipts	497.8	702.6	805.4	1,008.2	1,111.3	1,214.5	1,417.9	1,721.5	1,925.3	2,129.3	2,333.6	3,014.0	14,867.4
Non-tax receipts													
<i>Component 4 - Loan interest received</i>	0.3	0.3	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	1.1	2.5
Total – non-tax receipts	0.3	0.3	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	1.1	2.5
Total – receipts	498.1	702.9	805.7	1,008.4	1,111.5	1,214.7	1,418.1	1,721.7	1,925.5	2,129.5	2,333.8	3,015.1	14,869.9
Payments													
Administered													
<i>Component 1 - Low-income superannuation tax offset</i>	-	-54.1	-67.3	-73.8	-81.5	-80.5	-78.3	-75.5	-72.6	-69.7	-66.6	-195.2	-719.9
<i>Component 5 - Funding Working Womens' Centres</i>	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-32.0	-88.0
<i>Component 7 - Superannuation top-up for primary carers</i>	-	-246.0	-242.0	-239.0	-235.0	-224.0	-220.0	-216.0	-211.0	-206.0	-201.0	-727.0	-2,240.0
<i>Component 9 - Paid Parental Leave</i>	-5.3	-	-	-	-	-	-	-	-	-	-	-5.3	-5.3
Total – administered	-13.3	-308.1	-317.3	-320.8	-324.5	-312.5	-306.3	-299.5	-291.6	-283.7	-275.6	-959.5	-3,053.2

	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
Departmental													
<i>Component 2 - Productivity Commission</i>	-5.2	-	-	-	-	-	-	-	-	-	-	-5.2	-5.2
<i>Component 3 - WGEA reporting</i>	-3.2	-3.3	-3.4	-3.5	-3.6	-3.7	-3.8	-3.9	-4.1	-4.2	-4.3	-13.4	-41.0
<i>Component 6 - Expanding eligibility for grants under the Entrepreneurs Program - women-led businesses</i>	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Component 7 - Superannuation top-up for primary carers</i>	-26.8	-26.5	-26.2	-25.9	-24.8	-24.5	-24.1	-23.6	-23.2	-22.7	-21.1	-105.4	-269.4
<i>Component 9 - Paid Parental Leave</i>	-3.1	-	-	-	-	-	-	-	-	-	-	-3.1	-3.1
Total – departmental	-38.3	-29.8	-29.6	-29.4	-28.4	-28.2	-27.9	-27.5	-27.3	-26.9	-25.4	-127.1	-318.7
Total – payments	-51.6	-337.9	-346.9	-350.2	-352.9	-340.7	-334.2	-327.0	-318.9	-310.6	-301.0	-1,086.6	-3,371.9
Total (excluding PDI)	446.5	365.0	458.8	658.2	758.6	874.0	1,083.9	1,394.7	1,606.6	1,818.9	2,032.8	1,928.5	11,498.0
PDI impacts	4.0	13.0	22.0	34.0	51.0	72.0	101.0	139.0	189.0	251.0	331.0	73.0	1,207.0
Total (including PDI)	450.5	378.0	480.8	692.2	809.6	946.0	1,184.9	1,533.7	1,795.6	2,069.9	2,363.8	2,001.5	12,705.0

(a) 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 A3: Workplaces that Work for Women – Headline cash balance (\$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
Receipts													
Tax receipts													
<i>Component 7 - Superannuation top-up for primary carers</i>	-	2.6	5.4	8.2	11.3	14.5	17.9	21.5	25.3	29.3	33.6	16.2	169.6
<i>Component 8 - Pay rises for female-dominated industries - Personal Income Tax Revenue</i>	1,400.0	2,600.0	3,700.0	4,800.0	5,700.0	6,600.0	7,700.0	9,000.0	10,300.0	11,700.0	13,200.0	12,500.0	76,700.0
<i>Component 8 - Pay rises for female-dominated industries - Company Tax Revenue</i>	-900.0	-1,900.0	-2,900.0	-3,800.0	-4,600.0	-5,400.0	-6,300.0	-7,300.0	-8,400.0	-9,600.0	-10,900.0	-9,500.0	-62,000.0
<i>Component 9 - Paid Parental Leave</i>	-2.2	-	-	-	-	-	-	-	-	-	-	-2.2	-2.2
Total – tax receipts	497.8	702.6	805.4	1,008.2	1,111.3	1,214.5	1,417.9	1,721.5	1,925.3	2,129.3	2,333.6	3,014.0	14,867.4
Non-tax receipts													
<i>Component 4 - Loan Principal repayments</i>	5.4	7.4	6.3	6.7	6.4	6.4	6.3	6.2	6.2	6.1	6.0	25.8	69.4
<i>Component 4 - Loan interest received</i>	0.3	0.3	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	1.1	2.5
Total – non-tax receipts	5.7	7.7	6.6	6.9	6.6	6.6	6.5	6.4	6.4	6.3	6.2	26.9	71.9
Total – receipts	503.5	710.3	812.0	1,015.1	1,117.9	1,221.1	1,424.4	1,727.9	1,931.7	2,135.6	2,339.8	3,040.9	14,939.3
Payments													
Administered													
<i>Component 1 - Low-income superannuation tax offset</i>	-	-54.1	-67.3	-73.8	-81.5	-80.5	-78.3	-75.5	-72.6	-69.7	-66.6	-195.2	-719.9
<i>Component 4 - Loan Principal funded by initial and re-invested capital</i>	-10.0	-5.6	-7.6	-6.5	-6.9	-6.6	-6.7	-6.5	-6.5	-6.4	-6.3	-29.7	-75.6
<i>Component 5 - Funding Working Womens' Centres</i>	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-8.0	-32.0	-88.0

	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>Component 7 - Superannuation top-up for primary carers</i>	-	-246.0	-242.0	-239.0	-235.0	-224.0	-220.0	-216.0	-211.0	-206.0	-201.0	-727.0	-2,240.0
<i>Component 9 - Paid Parental Leave</i>	-5.3	-	-	-	-	-	-	-	-	-	-	-5.3	-5.3
Total – administered	-23.3	-313.7	-324.9	-327.3	-331.4	-319.1	-313.0	-306.0	-298.1	-290.1	-281.9	-989.2	-3,128.8
Departmental													
<i>Component 2 - Productivity Commission</i>	-5.2	-	-	-	-	-	-	-	-	-	-	-5.2	-5.2
<i>Component 3 - WGEA reporting</i>	-3.2	-3.3	-3.4	-3.5	-3.6	-3.7	-3.8	-3.9	-4.1	-4.2	-4.3	-13.4	-41.0
<i>Component 6 - Expanding eligibility for grants under the Entrepreneurs Program - women-led businesses</i>	-	-	-	-	-	-	-	-	-	-	-	-	-
<i>Component 7 - Superannuation top-up for primary carers</i>	-26.8	-26.5	-26.2	-25.9	-24.8	-24.5	-24.1	-23.6	-23.2	-22.7	-21.1	-105.4	-269.4
<i>Component 9 - Paid Parental Leave</i>	-3.1	-	-	-	-	-	-	-	-	-	-	-3.1	-3.1
Total – departmental	-38.3	-29.8	-29.6	-29.4	-28.4	-28.2	-27.9	-27.5	-27.3	-26.9	-25.4	-127.1	-318.7
Total – payments	-61.6	-343.5	-354.5	-356.7	-359.8	-347.3	-340.9	-333.5	-325.4	-317.0	-307.3	-1,116.3	-3,447.5
Total (excluding PDI)	441.9	366.8	457.5	658.4	758.1	873.8	1,083.5	1,394.4	1,606.3	1,818.6	2,032.5	1,924.6	11,491.8
PDI impacts	4.0	13.0	22.0	34.0	51.0	72.0	101.0	139.0	189.0	251.0	331.0	73.0	1,207.0
Total (including PDI)	445.9	379.8	479.5	692.4	809.1	945.8	1,184.5	1,533.4	1,795.3	2,069.6	2,363.5	1,997.6	12,698.8

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

- Indicates nil.

Attachment B – Accounting of concessional loans

A concessional loan is a loan provided on more favourable terms than the borrower could obtain in the financial market. The most common concession is a below-market interest rate, but concessions can also include favourable repayment conditions. The income contingent loans available through the Higher Education Loan Program are an example of concessional loans offered by the Commonwealth.

Budget impact²

The accounting treatment of concessional loans differs across each budget aggregate. The underlying cash balance only captures actual flows of interest related to the loans. The headline cash balance captures actual flows of principal as well as interest. The fiscal balance captures accrued interest, the value of the concession and any write-offs related to the loans. The interest cost of financing these loans with public debt is captured in all budget aggregates and is separately identified by the PBO.³ Table B provides information about the detail provided in a costing.

Treatment of debt not expected to be repaid

All budget aggregates consider estimates of the share of loans not expected to be repaid when calculating interest flows and estimating the value of the concession that is being provided. None of the measures capture the direct impact on net worth of the loans not expected to be repaid. If a portion of loans are not expected to be repaid, estimates of the 'fair value' of the loans outstanding will be reduced. Such reductions, both when loans are issued and if loans are subsequently re-valued, are recorded in the budget under 'Other economic flows' which are reflected in net worth but not in the budget aggregates.

Table B1: Components of concessional loan financial impacts in costing proposals

Budget item	Appears in	Comments
Interest accrued or received	All budget aggregates	Captures the interest accrued or expected to be received on the fair value of the debt. (The budget cannot include interest income on a debt that is not expected to be repaid.)
Concessional loan discount expense and unwinding revenue	Fiscal balance	The net present value of the concession (based on the difference between the market and concessional interest rates) is captured as an expense in the fiscal balance. As loans are repaid, the remaining value of the concession reduces, so this expense is 'unwound' with a positive impact on the fiscal balance. The concessional discount and its unwinding are not recognised in cash balances as there is no cash inflow or outflow.
Write-offs	Fiscal balance	Debt forgiveness, also known as mutually agreed write-downs (for example in the case of the death of the borrower of a HELP loan) are expensed when they occur, reducing the fiscal balance. These transactions do not affect the cash balances as no cash flows occur.
Initial loan; principal repayments	Headline cash balance	Higher estimates of loans not expected to be repaid lowers principal repayments. These transactions are not included in the fiscal balance or underlying cash balance as they involve the exchange of one financial asset (loan) for another (cash).

² The PBO's treatment of these loans is consistent with the Department of Finance costing guidelines.

³ This is in accordance with PBO Guidance 02/2015 and the Charter of Budget Honesty Policy Costing Guidelines which specify that costings of proposals that 'involve transactions of financial assets' need to consider the impact on PDI payments.

Attachment C – Pay Rises for Female Dominated Industries – Concordance between award and ABS Industry subdivision

Table C1: Concordance between award and ABS Industry subdivision

Awards affect by the policy proposal	ABS Labour Account Annual, by industries, by subdivision
<i>Aged Care Award 2010</i>	<ul style="list-style-type: none"> • Residential care services • Social assistance services
<i>Children’s Services Award 2010</i>	<ul style="list-style-type: none"> • Social assistance services
<i>Cleaning Services Award 2010</i>	<ul style="list-style-type: none"> • Building cleaning, pest control & other support services
<i>Educational Services (School) General Staff Award 2020</i>	<ul style="list-style-type: none"> • Preschool & school education • Adult, community & other education
<i>Educational Services (Teachers) Award 2020</i>	<ul style="list-style-type: none"> • Preschool & school education • Adult, community & other education
<i>General Retail Industry Award 2020</i>	<ul style="list-style-type: none"> • Food retailing • Fuel retailing • Other store-based retailing • Non-store retailing & retail commission -based buying and/or selling
<i>Health Professional and Support Services Award 2020</i>	<ul style="list-style-type: none"> • Hospitals • Residential care services • Social assistance services
<i>Hospitality Industry (General) 2020</i>	<ul style="list-style-type: none"> • Food retailing • Food & beverage services
<i>Nurses Award 2020</i>	<ul style="list-style-type: none"> • Hospitals • Medical & other health care services • Residential care services • Social assistance services
<i>Restaurant Industry Award 2020</i>	<ul style="list-style-type: none"> • Food retailing • Food & beverage services
<i>Textile, Clothing, Footwear and Associated Industries Award 2020</i>	<ul style="list-style-type: none"> • Industry: Textile, leather, clothing & footwear manufacturing.