

# CHAPTER



## INSTITUTIONAL MECHANISMS FOR THE ADVANCEMENT OF WOMEN

# H

### CRITICAL AREA OF CONCERN

Insufficient mechanisms at all levels to promote the advancement of women

1: *Create or strengthen national machineries and other governmental bodies.*

2: *Integrate gender perspectives in legislation, public policies, programmes and projects.*

3: *Generate and disseminate gender-disaggregated data and information for planning and evaluation.*

## OVERVIEW

The participation of women on equal terms with men in political, social, economic and cultural life is essential to the progress of women and the well-being of society in general. Australia has one of the most advanced systems in the world for ensuring that women's interests and concerns are taken into account in all aspects of Government policy making and delivery of services and programmes.

Since 1995, Australia's institutional machineries for women have been retained and strengthened. Australia maintains an extensive framework of anti-discrimination legislation, strategies and programmes at Commonwealth, State and Territory levels to respect and advance the rights of women. At Commonwealth, State and Territory government level, specialised machinery of government operates to report and advise on issues relating to the status of women and to monitor and evaluate the outcomes for

women of government policies and programmes.

In recent years, Australian governments have placed increased emphasis on the need for gender issues to be taken into account in mainstream government activities. Specialist women's machineries have adopted a strong focus on the integration of gender perspectives into whole of government policies and practices. Women's machineries have increased cooperative efforts with other agencies and have diversified their links with a wider range of social partners, including business and the community.

The Australian Government has reviewed and updated key legislative and institutional instruments, including a 1998 review of the *Affirmative Action (Equal Employment Opportunity for Women) Act 1986*.

The Australian Bureau of Statistics routinely collects and disaggregates information by gender where relevant. Australian governments collect and analyse sex-disaggregated data and information across key areas including education, training, employment, earnings and income security. The Office of the Status of Women (OSW) periodically produces an Australian women's statistical compendium bringing together a range of statistical information on key social, health,

earnings and other indicators for women.

Recent significant achievements at the national level:

- The Australian Government reviewed the *Affirmative Action (Equal Employment Opportunity for Women) Act 1986* and reaffirmed its commitment to ensuring equal opportunity for women in Australian workplaces. Changes to the Act will improve its operation through: the appointment of an advisory board to the Equal Opportunity for Women in the Workplace Agency to strengthen links with business; increased education and facilitation of outcomes for women in the workplace; and streamlining reporting procedures to identify key issues to be addressed by particular workplaces.
- The new *Workplace Relations Act 1996* has provisions to safeguard women and other groups of workers including youth and those from culturally and linguistically diverse backgrounds. The Act provides for equal remuneration for work of equal value without discrimination on the grounds of sex. The Act provides a legislative entitlement to 12 months parental leave for most employees after 12 months of continuous service, up until the child's first birthday. The Act requires a periodic report to the Parliament on outcomes for women.

- The Office of Employment Advocate (OEA) has been established to provide assistance and advice to employers and employees. The OEA has engaged Working Women's Centres to provide additional assistance for women on the operation of the Act. OEA also provides advice to employers and employees about measures to assist in balancing work and family responsibilities.
- In 1999, the Government commissioned the Federal Sex Discrimination Commissioner to undertake a landmark report on pregnancy in the workplace. The Commissioner has also reported on sexual harassment in the workplace.

The following provides further detail of the key government women's machineries at Commonwealth, State and Territory level.

## STRATEGIC OBJECTIVES

*1: Create or strengthen national machineries and other governmental bodies.*

### THE COMMONWEALTH OFFICE OF THE STATUS OF WOMEN

The Office of the Status of Women (OSW) is located within the Department of the Prime Minister and Cabinet.

OSW is a strategic policy division  
advising the Prime Minister and the  
Minister Assisting the Prime Minister

OSW also undertakes activities in the areas of:

- women's economic and income security;
- education and training;
- women in and out of the paid workforce;
- international and legal matters for women; and
- communication and consultation with women's non-government organisations and the community (see below).

OSW has responsibility for monitoring the *Convention on the Elimination of All Forms of Discrimination against Women and the Beijing Platform for Action*. In these tasks, OSW liaises closely with departments and the Human Rights and Equal Opportunity Commission.

OSW is responsible for coordinating the *Women's Ministerial Statement*, a document that accompanies the Commonwealth Budget and provides information on Budget decisions with particular impact on women. The OSW maintains close links with its State and Territory counterparts via the *Commonwealth, State and Territory Ministerial Conference on the Status of Women* and regular meetings between Commonwealth and State women's ministers, advisers and officials.

## CONSULTATION WITH WOMEN

The Australian Government has a range of consultative mechanisms to inform and consult with Australian women throughout the community. These include:

- the Australian Women's Round Table;
- regional and State women's round tables conducted by the Minister Assisting the Prime Minister for the Status of Women and the Women's Parliamentary Advisory Group members (see below);
- *Australian Women Working Together*, an annual booklet which highlights the activities and achievements of national women's groups;
- a communication network for women's NGO's, *the Network Exchange of Women's Services (NEWS)*, comprising a website and a fortnightly periodical for women's NGOs, funded by the Australian Government; and
- a booklet for effective lobbying called *Getting the Message Through* which provides information and contact details on all women in Federal Parliament and the Parliamentary Committee system.

See also:

- *G: Power and Decision Making* for details on the Australian Women's Roundtable.

## STRATEGIC OBJECTIVES

*2: Integrate gender perspectives in legislation, public policies, programmes and projects.*

### WOMEN'S PARLIAMENTARY ADVISORY GROUP

A Women's Parliamentary Advisory Group, comprising a government member of parliament in each State/Territory, acts as a local access point for women on behalf of the Minister Assisting the Prime Minister for the Status of Women. Its current members are: Senator the Hon Margaret Reid (ACT); Senator Helen Coonan (NSW); Senator the Hon Grant Tambling (NT); Mrs Kay Elson, MP (QLD); Senator Jeannie Ferris (SA); Senator the Hon Jocelyn Newman (TAS); Senator the Hon Kay Patterson (VIC); and Ms Julie Bishop, MP (WA).

### MAINSTREAMING WOMEN'S ISSUES

In line with international best practice, the Australian Government has pursued a strategy of integrating women's issues into mainstream policy making and practice across all

government departments. Ministers and departments consider women in all mainstream programmes, policy development, evaluation and reporting and work closely with the Minister Assisting the Prime Minister for the Status of Women. This approach has been endorsed at the highest level by the Prime Minister, the Hon John Howard MP.

Australian Government departments provide relevant programme data disaggregated by gender in their annual reports and other administrative data. Many departments maintain specific women's programmes or consultation processes. Specialist women's units in departments (e.g., the Women in Rural Industries Section in Agriculture, Fisheries and Forestry Australia and the Regional and Rural Women's Unit in the Department of Transport and Regional Services) play an important role in enhancing linkages and cooperation.

A number of institutional mechanisms facilitate gender mainstreaming across all government agencies. These include:

- regular meetings of the Women's Policy Officers Network; and
- liaison between OSW and agencies to encourage managers to consider the needs of women in the development and implementation of mainstream programmes and policies.

The Australian Government actively seeks to ensure that the needs of Australians from all cultural and ethnic backgrounds, including women, are addressed in government policy and service delivery through the *Charter of Public Service in a Culturally Diverse Society*. Implementation of the Charter is overseen by the Department of Immigration and Multicultural Affairs.

The Public Service & Merit Protection Commission promotes a culture of workplace diversity within all Australian Government agencies. Agencies are encouraged to manage diversity and create an inclusive environment that values and utilises the contribution of people from different backgrounds, experience and perspectives, including women.

The Public Service Commissioner's Guidelines, *Managing Workplace Diversity*, issued in early 1998, set out the legislative basis and policy for the workplace diversity model. The Guidelines provide advice to agencies on the requirement to develop Workplace Diversity Programmes (WDPs) which maintain the basic principles of the Equal Employment Opportunity provisions of the *Public Service Act*, and develop and implement workplace diversity measures. The *Workplace Diversity Practitioner's Handbook* was also issued, providing further assistance to agencies on developing, implementing, reviewing and reporting on WDPs.

Agencies have responsibility for implementing and managing WDPs and are required to lodge copies with the Public Service and Merit Protection Commission. The Public Service Commissioner has responsibility for monitoring and reporting on diversity outcomes. Activities undertaken by the Commission during 1998 and 1999 include:

- dissemination of a discussion paper, *Values in the Australian Public Service* proposing the introduction of diversity value indicators;
- *Building the Foundation – APS Values at Work* conference to help APS staff understand and implement workplace diversity;
- establishment of a 'Workplace Diversity Project' to assist a number of agencies to develop and implement their WDPs; and
- *Workplace Diversity Awards* to encourage good practice examples that demonstrate innovation, lasting impact and transferability to other agencies.

## LAW REFORM

Australia is privileged to have a stable and robust rule of law. The Australian Government has been active in review of legislation, including a range of instruments of particular significance to women. The national women's

machineries are active participants in the reform process.

OSW is routinely involved in relevant legislative reform processes, working closely with the Attorney-General's Department and other relevant portfolios. OSW provides advice on proposed legislative reforms to the Prime Minister and the Minister Assisting the Prime Minister for the Status of Women.

Recent Australian legislative reforms of significance to women include:

- the participation of women in the Peoples' Convention on constitutional issues in February 1998. The Minister for the Status of Women addressed the *Women's Constitutional Convention* held immediately preceding the Convention;
- reforms to the treatment of superannuation retirement savings on marital breakdown. OSW was an active participant in the policy development process, which resolved a ten-year deadlock to improve access to retirement savings by non-working spouses and provide more flexible financial options in the event of marital breakdown;
- close collaboration with the Attorney-General's Department through which OSW contributed to the development of amendments to the *Family Law Act 1975*. In

particular, OSW was instrumental in ensuring that the Act took into account issues of violence in the home;

- reforms to the family law system including the introduction of a package of primary dispute resolution initiatives which address family law disputes (eg, breakdown, separation, divorce and related parenting and maintenance arrangements);
- the establishment of advice and information line on family law and child support matters. This confidential service will assist rural women, women affected by domestic violence and other women who lack ready and private access to face-to-face services;
- the introduction of robust legislation by the Australian Government to address and prevent sexual servitude and slavery and the trafficking and exploitation of women for sexual purposes. Australia has introduced laws dealing with overseas child sexual abuse;
- the 1998 review by the Australian Government of the *Affirmative Action (Equal Employment Opportunity for Women) Act 1986*. Outcomes from the review process have affirmed the Australian Government's commitment to ensuring equal opportunity for women in Australian workplaces;

- the involvement of OSW in consultation on the development of policy for the Australian Government's *Workplace Relations Act 1996*;
- the *Model Criminal Code* project that provides uniform national criminal laws for adoption by all States and Territories. OSW participated in the development of the Code, particularly in relation to sexual assault and fatal and non-fatal offences;
- OSW's key role in monitoring the operation of the *Sex Discrimination Act 1984* and its contribution to legislative review and amendment of this Act; and
- OSW's regular input into Parliamentary inquiries, Australian Law Reform Commission and Human Rights and Equal Opportunity Commission inquiries, and liaison with other agencies on issues such as gender bias and the law, censorship and regulation of the internet, and other issues concerning women and the law.

#### REFORMS TO THE FAMILY LAW SYSTEM

The Australian Government announced its intention in October 1999 to rebalance the family law system to focus more on helping separating and divorcing couples and less on legal processes. Where possible, more

emphasis will be placed on community based primary dispute resolution, such as mediation, and relationship support services to help families deal with problems and to resolve disputes early. Special consideration will be given to the needs of women and children affected by domestic violence or sexual abuse. A new Federal Magistrates Service is being established to provide a cheaper, less formal forum for the majority of family law issues, freeing up Family Court judges for more complex matters.

An advisory group, comprising experienced practitioners from various organisations, is being established to examine the problems families face in the family law system. The group will work to find the best practical options to meet the needs of people frustrated by the family law system, and ways of channelling families into the most appropriate methods of dispute resolution as early as possible.

#### NON ENGLISH SPEAKING BACKGROUND WOMEN

The Federation of Ethnic Communities' Councils (FECCA) was established in 1979 as the national peak representative body for the various State, Territory and Regional Ethnic Communities Councils and national ethnic organisations. The Australian Government allocates funding of \$350,000 per annum to administer

funds according to an agreed work plan, based on the provision of advice to government on emerging issues, including those affecting women from various cultural and linguistic backgrounds, as well as multiculturalism; youth; older persons; and reconciliation issues.

The results of FECCA's consultations and specific research projects are published in FECCA's newsletter *Ethnic Spotlight* and sometimes in separate reports. FECCA also publishes an annual report and prepares policy submissions on specific issues, including an annual submission on the Budget.

## STRATEGIC OBJECTIVES

*3: Generate and disseminate gender-disaggregated data and information for planning and evaluation.*

### WOMEN'S BUDGET STATEMENT

Each year, the Minister Assisting the Prime Minister for the Status of Women releases a Budget Ministerial Statement containing relevant Budget measures for women. The Statement is produced as part of the Commonwealth's Budget associated materials and is in a similar format to these materials. The Minister also produces a ready reference guide to Budget initiatives. Information on Budget measures for women is also

accessible through the OSW web site and by hotlink to other portfolios' sites.

## AUSTRALIAN BUREAU OF STATISTICS

The mission of the Australian Bureau of Statistics (ABS) is to assist and encourage informed decision-making, research and discussion within governments and the community by providing a high quality, responsive national statistical service.

The ABS routinely collects and disaggregates relevant demographic collections and statistics by sex. The ABS periodic collections, such as the monthly labour force survey, provide gender disaggregated data on issues such as Australian women's employment patterns and working lives, education, income, family status and health. Comparative data for women and men are easily accessible. Time series data are available for many of these collections.

The ABS *Census of Population and Housing*, conducted every five years, also collects data by gender and is readily available at the community level and for specific population groups.

The ABS's major social surveys collect data on more complex measures requiring interviews or special collection techniques such as diaries. Surveys repeated on a five-yearly basis have included the *National Health Survey*, the *Survey of Disability, Ageing*

and Carers, and the *Time Use Survey*. The continuous *Income and Housing Costs Survey* provides information annually.

In 1995, the ABS carried out a landmark survey into *Violence Against Women*. This survey provided benchmark information about the incidence of violence against women, including domestic violence.

The ABS *Time Use Survey* measures unremunerated work. The ABS has produced a draft set of satellite accounts estimating the value of unpaid household work, volunteer and community work in the Australian economy, based on the *1992 Time Use Survey*. ABS is currently repeating the study using data from the *1997 Time Use Survey* and expects to publish a paper on unpaid work in early 2000.

Gender statistics are reported and analysed in other annual ABS publications such as the *Year Book Australia*, *Australian Social Trends* and in other reports to be developed with OSW and specifically focused on women.

## OTHER SOURCES OF GENDER DATA

Other statistical data on women is available from a range of Commonwealth agencies and educational and research organisations. These include collections such as reporting data

under Australia's equal employment opportunity legislation, gender disaggregated data on education and training, and major collections and analysis undertaken under the *Workplace Relations Act* reporting requirements. In addition, ad-hoc data collections and survey activity by education and research institutions are a major source of sex-disaggregated data collections on specific issues.

## WOMEN IN AUSTRALIA

OSW has undertaken a three-year trial of a women's statistical compendium. The *Australian Women's Yearbook* was published annually between 1995 and 1998. The publication provided a statistical backdrop for measuring Australia's progress in raising the status of women. The Yearbook looked at women's position across a broad range of areas including living arrangements, health, housing, education, employment, income and income support, crime and justice, decision-making and the role of women in voluntary work. Time series data was included wherever possible, to provide a statistical basis for monitoring the progress of women over time.

OSW and other Commonwealth Government agencies have recently funded a continuation of this series, revised in a more current and user friendly format for less technical users and with a feature topic. The new

*Women in Australia* publication was released in December 1999. The publication contains a feature article on older women to coincide with the International Year of Older Persons.

## INTERNATIONAL AID

The Australian Government recognises the importance of strengthening institutional mechanisms for the advancement of women. This is in line with the high priority Australia places on activities aimed at improving governance in recipient countries. Gender is an important consideration in improving the capacity of an institution to deliver services and strengthen personnel performance.

Australia recognises the value of strengthening the statistical capacities of countries so that the gender division of labour and access to resources by women and men can be fully measured. This assists in policy development and measuring outcomes of aid activities. For example, Australia is supporting the Fiji Bureau of Statistics to improve the efficiency and effectiveness of its statistical operations at a cost to Government of \$4.1 million over 5 years.

There has been a sustained increase in Australia's commitment to addressing institutional mechanisms for the advancement of women. The Australian Government is providing

assistance to a wide range of institutions that support the advancement of women. These include governmental, non-governmental and regional institutions. For example:

- funding for an organisational development adviser for the Department for Women and Culture in Fiji;
- provision of assistance to women's NGOs, through community assistance schemes such as the Philippines-Australia Community Assistance Programme (PACAP);
- support for the Pacific Women's Resource Bureau (PWRB) at the Secretariat of the Pacific Community (SPC); and
- Australia is providing support to the Vietnam Women's Union, the Lao Women's Union and the Bougainville Provincial Council of Women to assist in strengthening managerial capabilities through the implementation of projects.

## EXAMPLES OF STATE AND TERRITORY INITIATIVES

Women's offices are established in State or Territory jurisdictions within the Australian federal system. The following highlights some recent initiatives and current activities of these mechanisms.

## NEW SOUTH WALES

Some recent activities and achievements of the NSW Department of Women are:

- the NSW Government Action Plan for Women (1996), a cross-government plan to ensure that government policies, programmes and services are inclusive and relevant to all NSW women;
- the Aboriginal Women's Directory (1998) which aims to increase Aboriginal women's access to government services;
- the local council social and community plans under the Local Government (General) Regulation, which are required to specifically address the needs of women;
- the organisation of regional seminars/meetings to raise awareness of issues for women in mining communities;
- the establishment of a Working Party on Careers for Women in Uniformed Services, which has led to increases in the proportion of women in uniformed services. In 1996, 25.3% of uniformed recruits were women, up from 18% in 1994. In the NSW Police Service, women comprised 35% of new uniformed recruits. The total number of uniformed women increased from 1,548 (12%) in 1994 to 1,926 (15%) in 1996 and to 2,536 (18%) in 1998;
- the establishment in 1996 of a Taskforce on Women in Transport to increase the representation of women in public transport, particularly the number of women in male-dominated operational jobs that form the feeder groups for many public transport executive positions. Women make up 50% of training intakes for State Rail Authority Customer Service Attendants and Train Guards. The State Transit Authority has introduced permanent part-time positions to encourage more women to become bus operators. The need to retain women has been recognised in major restructures of these instrumentalities;
- development of a training kit in 1997, on flexible work arrangements for the public sector;
- conduct of a joint case study on the successful implementation of flexible work practices in high work volume and client contact areas;
- a *Women's Programme* option in the Public Sector Management Course (PSMC), completed by over 200 women in 1994 to 1997. Women have won over 60% of PSMC scholarships; and
- that nine of the current sixteen participants in the *Management Development Programme for Aboriginal and Torres Strait Islander People* are women.

## VICTORIA

The Victorian Office of Women's Policy provides strategic policy advice to Government on issues of concern to women, and monitors and coordinates government initiatives which impact on women. The Office provides information to the women of Victoria, and consults with women and women's organisations on issues of concern to them. It also researches and identifies emerging trends and issues on the needs of women and effective methods to address those needs.

Current priorities of the Office include:

- conducting a women consultative forum program, including an Annual Premier's Women's Conference;
- examining the media portrayal of women;
- increasing the representation of women on government boards and committees;
- increasing the participation and portrayal of women in sport and physical activity; and
- developing a coordinated response to violence against women across government.

An Equal Opportunity (Amendment) Bill 2000 is currently being considered by Parliament which will prohibit discrimination in relation to sexual orientation, transgender, and breast feeding mothers.

## SOUTH AUSTRALIA

The South Australian Office of the Status of Women is the primary source of women's policy in Government. It reports to the South Australian Minister for the Status of Women. The Office provides advice and assistance to Government agencies on women's policy and related issues and coordinates Commonwealth-State relations on the status of women.

Current initiatives in South Australia include:

- the Women's Advisory Council, a peak advisory body and a communication channel between women and the South Australian Government through the Minister for the Status of Women. Council research activities include violence against women; women's financial independence; women's work; and issues for women in rural and regional South Australia;
- the South Australian Women's Information Service, which provides information and referrals for women. The Information Service may be accessed by telephone, in person or via the internet and covers a broad range of issues for women. The service has a special emphasis on the needs of rural women;
- the Statewide Aboriginal Women's Advisory Council, which is

comprised of representatives from South Australian Aboriginal communities. The council consults with Aboriginal communities on Government programmes and monitors outcomes on health and welfare and other concerns of the Aboriginal community as a whole. The Council promotes a unified voice among Aboriginal women on social and family issues; and

- an interdepartmental Aboriginal Women's Advocacy Group which examines the implementation of Government policy and strategies and approaches used for problems such as health, justice, social security and ageing, for Aboriginal people.

## TASMANIA

Women Tasmania is the peak State institutional mechanism for women. Its role includes:

- developing policies and programmes to respond to the particular needs of women in Tasmania and policy advice to the government on issues relating to women;
- research, policy and secretariat services to the Tasmanian Women's Consultative Council, which provides independent advice to the government on the needs of Tasmanian women;

- supporting women's organisations through the provision of resources;
- the Tasmanian Women's Register, which is designed to increase opportunities for women to participate on boards and committees; and
- a Statewide information and referral service to the women of Tasmania.

## AUSTRALIAN CAPITAL TERRITORY

Under the ACT *Women's Action Plan*, the ACT Government will conduct an audit of ACT Government programmes during 1999. The audit examines work and family, access, and health and well being. The Plan will assess how well ACT women as customers are being served by the government. Its results will inform future development of the Plan. The first theme that the audit is assessing is the needs of women in relation to their working lives and family responsibilities.

The ACT Government participates in a number of Commonwealth/State fora such as the Women's Ministers' Conference and the National Women's Forum which advance the status of women.

The ACT is also working on issues that affect women, such as through its projects under the *Partnerships Against Domestic Violence* initiative.

The fourth ACT Women's Consultative Council was appointed in September 1998. The Council plays a key role in assisting the Government to develop and implement policies to advance the status of women. The Council acts as a link between women in the ACT and the Government and conducts community consultations on issues affecting women. The fourth Council is overseeing the *Action Plan for Women* in the ACT and the establishment of a Young Women's Forum. The fifteen members of the Council represent diverse community organisations and individuals including young women, seniors, ethnic women and women in business.

## OBSTACLES AND LEARNING POINTS

Australia's institutional mechanisms for women are of a high standard. Some recent learning points include:

- integration of women's policy into mainstream policy processes has the capacity to deliver improved outcomes. The extent of results arising from mainstreaming is not always as visible as those from dedicated women's machineries. Commentators can wrongly mistake changes in the locus of activity (from the women's machinery to mainstream processes) as a diminution of commitment to

women's issues. Some stakeholders have been slow to establish links with mainstream policy makers.

- Government policy-making processes and directions are constantly evolving and responding to emerging issues and constituencies. Effective advocacy of women's issues involves developing expertise to engage with current policy frameworks and approaches. Effective partnerships and lobbying involve the development of shared understanding. There is opportunity to capitalise on linkages with emerging agendas such as family policy and local community building.
- global and domestic forces and new ways of doing business in a modern, electronic, competitive world environment challenges all the social partners to update their approach so as to be able to participate fully in rigorous debate. Governments and social partners alike need to look to new ways to consult and engage effectively with individual women throughout the community.

## CONCERNS OF WOMEN IN THE COMMUNITY

Key concerns in the community include:

- the policy of mainstreaming and dismantling of gender-specific services may cause women's issues

to become lost in broader agendas, especially if women are not equally involved in decision making;

- the shift towards privatisation, competitive tendering and user pays impacts negatively on the quality and availability of services for women and that this is not being adequately monitored. Gender analysis across government portfolios, the maintenance of gender disaggregated data and the strengthening of national women's machineries are needed to ensure the proper monitoring of service delivery;
- a changed approach to funding of NGOs; and
- reforms to legal aid and family law are adversely affecting women. Key concerns in relation to Family Court matters include the lack of appropriate safeguards for binding financial agreements, the lack of supervised access centres and proposed increases in penalties for breaches of Family Court orders.

## FUTURE COMMITMENTS

Future commitments for women are incorporated above.

In the Australian Government system, new funding commitments are customarily announced in the annual Federal Budget. Additional commitments may be publicly announced in the context of the election platform or at other occasions.

The Australian Government's future budget commitments for women are comprehensively outlined in *Delivering on our Commitments for Women*, the Budget Ministerial Statement on Women from the Minister Assisting the Prime Minister on the Status of Women. A copy of this statement has been provided in response to Part 2 (Financial and Institutional measures).

