

## IAP 2021 – Australian Response

### Economy: Australia

Ratio of women's representation in leadership\* in both the public and private sectors ( \* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see <https://careers.un.org/lbw/home.aspx?viewtype=SC>)

The Australian Government is committed to supporting more women into leadership positions in the public and private sectors.

#### **Australian Public Service**

As at 20 August 2020, women held 35.7 per cent of Secretary positions (five out of 14 Departments). This is a significant improvement from June 2012 when only 20 per cent of Secretaries were women. The APS also continues to lead by example with women holding 48.0 per cent of Senior Executive Service positions (as at 30 June 2020). This is a considerable increase on the 2015 figure of 41.8 per cent. The proportion of women in Executive Level positions in the APS (52.2 per cent) continues to surpass men (47.8 per cent) as at 30 June 2020.

#### **Australian Federal Courts**

As of 30 June 2020, ABS data indicates that 37% of Commonwealth Justices and Judges were women—the highest proportion over the past decade, comprising 61 women and 104 men.

#### **Australian Government Boards**

The Australian Government has a target for women to hold 50 per cent of positions on Australian Government boards overall. The Government is on track to meet its target soon, with women holding 48.5 per cent of Government board positions as at 30 June 2020. As at 30 June 2020, women held 48.5 per cent across all Government board

appointments, an increase of 0.6 percentage points from 30 June 2019.

As at 30 June 2020, women held 36.9 per cent of Chair and Deputy Chair positions across Australian Government boards, an increase of 1.9 percentage points since 30 June 2019.

In 2019-20, 49.2 per cent of people nominated for Government board positions by external organisations were women, up 14.8 percentage points from 34.4 per cent in 2018-19.

#### **Australia's private sector**

The Government welcomes the private sector's commitment to increase women's leadership opportunities. The Government also provides practical assistance to projects which support women in leadership through the Women's Leadership and Development Program.

The latest results reported by the Australian Institute of Company Directors (AICD) show, as at 28 February 2021, the percentage of women on ASX 200 boards has risen to 32.9 per cent.

The Government recognises gender diversity has increased significantly on ASX 200 boards over the last decade from 10.7 per cent in 2010. In 2020, women comprised 42.6% of new appointments to ASX-200 boards.

The latest *ASX 200 Senior Executive Census* report from Chief Executive Women shows women hold only five per cent of CEO positions in the ASX 200.

According to Australia's Workplace Gender Equality Agency's 2019-20 data, while women make up half of the private sector workforce (50.5%), women make up only:

- 32.5% of key management positions
- 28.1% of directors
- 18.3% of CEOs
- 14.6% of board chairs.