

Template for the IAP (2017)

Economy: Australia

<p>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)</p>	<ul style="list-style-type: none">• As at 19 December 2016, women held 32.9 per cent of positions within the Australian Parliament, including:<ul style="list-style-type: none">○ 28.7 per cent of Members in the Lower House; and○ 41.3 per cent of Senators in the Upper House.• Women hold 10 of the 42 Commonwealth ministry positions, including the two key portfolios of international policy — Foreign Affairs and Defence. We also have the first female Cabinet minister within the Treasury portfolio.• As at 30 June 2016, women held 40.5 per cent of Australian Government board positions.• As at 30 June 2016, women held 23.4 per cent of positions on the boards of the top 200 companies listed on the Australian Stock Exchange (ASX 200).• As at 2016, the percentage of women in the top leadership roles of the Australian Public Service was as follows:<ul style="list-style-type: none">○ 44.9 per cent of Senior Executive Service Level 1 (the lowest senior level);○ 38.1 per cent of Senior Executive Service 2; and○ 39.8 per cent of Senior Executive Service 3.• As at December 2016, women held 56 (or 37 per cent) of positions on Australia's four federal courts.
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<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020</p> <p>(%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<ul style="list-style-type: none"> • The Government is committed to increasing the number of women in leadership positions in the public and private sectors, including meeting its new gender diversity target of men and women each holding 50 per cent of Government board positions. This new target came into effect on 1 July 2016. • The Government is committed to the G20 goal of reducing the gap between women's and men's participation rates by 25 per cent by 2025. • In April 2015, the Australian Institute of Company Directors (AICD) introduced a voluntary target of women holding 30 per cent of ASX 200 board positions by the end of 2018.
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<ul style="list-style-type: none"> • The Government is partnering with corporate Australia, as the largest employer of Australian women, to increase the number of women in leadership positions. <ul style="list-style-type: none"> ○ For example, we have invested over \$1 million in scholarships to prepare women for board roles, through the AICD. ○ The Government has partnered with various other organisations, including the Australian Mines and Metals Association, Chief Executive Women and the Young Women's Christian Association, to deliver programmes that seek to increase the number of women in leadership positions. • The Government's Women Leaders in Sport programme (funded for \$1,050,000 over 2016-19) provides women with development opportunities to reach their leadership potential in the sports industry. • Australia's Sex Discrimination Commissioner, Ms Kate Jenkins, has identified women having meaningful and truly representative roles in decision-making and leadership as a focus area

	<p>over her term as Commissioner.</p> <ul style="list-style-type: none">• The Government is demonstrating best practice in the Australian Public Service via the APS Gender Equality Strategy launched on 28 April 2016. This Strategy requires every agency to set targets for gender equality in leadership positions.• The Workplace Gender Equality Agency improves gender equality in Australian workplaces, including by promoting the need for more women in leadership positions, through advice and practical tools to help employers improve their gender performance. It will continue to pursue this objective through its role administering the annual workplace gender reporting requirements for larger private sector entities and universities. These reports highlight gender equality indicators in Australian workplaces such as the proportion of women employed in management positions and representation of women on governing boards, and whether employers have gender targets for their governing boards.
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✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*