

Individual Action Plan (2019) – Australian Response

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 30 April 2019, Women hold 32 per cent of positions within the Australian Parliament, including: <ul style="list-style-type: none"> • 27 per cent of Members in the Lower House; and • 40 per cent of Senators in the Upper House. • As at 31 December 2018, women held 47.3 per cent of Australian Government board positions. • This is the highest outcome since public reporting on the gender balance of Government boards began in 2011. • As at 28 February 2019, women held 29.1 per cent of Australian Stock Exchange (ASX 200) board positions. • As at 30 June 2018 women held 50 per cent of Australian Public Service Secretaries, and hold 45 per cent of Senior Executive Service positions (as at 30 June 2018). • 43 per cent of the High court Justices are women. The Chief Justice of the High Court of Australia, the highest court in the economy, is female. There were 56 (35.22 per cent) female federal judicial officers.
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 (%; 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 Australian Government is committed to getting more women into leadership positions. Evidence clearly shows that workplaces with women in leadership positions are more productive and successful. • The Australian Government has committed to achieving the G20 commitment to reduce the gender participation gap by 25 per cent by 2025. <p><i>Public Sector specific</i></p> <ul style="list-style-type: none"> • The Australian Government has committed to achieving its target of women holding 50 per cent

	<p>of Australian Government board positions overall, and men and women each holding at least 40 per cent of positions on individual boards.</p> <p><i>Private Sector specific</i></p> <ul style="list-style-type: none"> • The Australian Institute of Company Directors set a target in 2015 for ASX 200 boards to have 30 per cent women by the end of 2018. • The Business Council of Australia has committed to have 50 per cent of member organisations' senior roles filled by women within a decade (2013-2023).
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>The Australian Government is implementing the Australian Public Service (APS) Gender Equality Strategy (2016-2019), which requires every government agency to set targets for gender equality in leadership positions.</p> <p>The APS Gender Equality Strategy is based on three principles:</p> <ol style="list-style-type: none"> 1. transformational change; 2. commitment; and 3. accountability. <p>The APS Gender Equality Strategy outlines five actions to address gender imbalance:</p> <ul style="list-style-type: none"> - Driving a supportive and enabling workplace culture, - Achieving gender equality in APS leadership, - Working innovatively to embed gender equality in employment practices, - Increasing take-up of flexible work arrangements by both men and women, and - Measuring and evaluating actions. <p>The Australian Government launched its BoardLinks website in 2016 to promote the benefits of increasing</p>

women's representation on public and private sector boards.

The Australian Government is partnering with corporate Australia, as the largest employer of Australian women, to increase the number of women in leadership positions. For example, the Government has invested over \$1 million in board scholarships for women through the Australian Institute of Company Directors.