



FACTS SHEET:

2006 EOWA AUSTRALIAN CENSUS OF WOMEN IN LEADERSHIP **Women Executive Managers**

For the top 200 companies listed on the Australian Stock Exchange at 1 February 2006:

- ⊖ Women hold 12.0% of Executive Management positions (compared with 11.4% in 2004)
- ⊖ 39.5% of companies have no women executive managers (40.6% reported in 2004)
- ⊖ Women hold just 7.4% of all line positions identified (up from 6.5% reported in 2004)
- ⊖ 57.2% of women occupy support positions as opposed to line positions that ultimately lead to CEO or Board appointments, (compared with 26.7% of men in support positions)
- ⊖ 42.8% of women executive managers are in line positions compared with 73.3% of men
- ⊖ 60.5% of companies have at least one woman executive manager
- ⊖ 30.0% of ASX 200 companies have 2 or more women executive managers (compared with 26.4% in 2004) and 18.0% of ASX 200 companies have 25% or more women executive managers (compared with 13.7% in 2004)
- ⊖ Nearly 30% of all women executive managers are employed in either Materials or Real Estate

'What Gets Measured Gets Managed'

An international comparison of the % of women executive managers:

COUNTRY	Latest CENSUS FIGURES	
Australia	12.0%	(2006)
United States	16.4%	(2005)
Canada	14.4%	(2004)
South Africa	16.8%	(2006)



FACTS SHEET:

2006 EOWA AUSTRALIAN CENSUS OF WOMEN IN LEADERSHIP Women Board Directors

For the top 200 companies listed on the Australian Stock Exchange at 1 February 2006:

- ⊖ Women hold 8.7% of Board Directorships (compared with 8.2% in 2004)
- ⊖ 50.0% of companies have no women directors (compared with 49.7% in 2004)
- ⊖ 13.5% of companies have 2 or more women directors in 2006 (compared with 10.2% in 2004)
- ⊖ Only 12.0% of companies have 25% or more women directors (compared with 7.1% in 2004)
- ⊖ Only 3% of companies (6 organisations) have a female CEO (the same as in 2004) and 2% (4 boards) have a woman chair
- ⊖ Over 40% of board seats held by women are in four industry groups (Materials, Diversified Financials, Banks and Real Estate)

'What Gets Measured Gets Managed'

An international comparison of the % of Women Board Directors:

COUNTRY	Latest CENSUS Figures	
Australia	8.7%	(2006)
Canada	12.0%	(2005)
New Zealand	7.1%	(2006)
South Africa	11.5%	(2006)
United Kingdom	10.5%	(2005)
United States	14.7%	(2005)