



FACT SHEET

2008 EOWA AUSTRALIAN CENSUS OF WOMEN IN LEADERSHIP Women Executive Managers

For the top 200 companies listed on the Australian Stock Exchange at 1 February 2008:

- ⊖ Women hold 10.7% of Executive Management positions (compared with 12% in 2006)
- ⊖ 45.5% of companies have no women executive managers (39.5% reported in 2006)
- ⊖ Women hold just 5.9% of all line positions identified (down from 7.4% reported in 2006)
- ⊖ 60.4% of women occupy support positions as opposed to line positions that ultimately lead to CEO or Board appointments, (compared with 24.7% of men in support positions)
- ⊖ 39.6% of women executive managers are in line positions compared with 75.3% of men
- ⊖ 54.5% of companies have at least one woman executive manager (down from 60.5% in 2006)
- ⊖ 23.5% of ASX 200 companies have 2 or more women executive managers (compared with 30% in 2006) and 16.5% of ASX 200 companies have 25% or more women executive managers (compared with 18% in 2006)
- ⊖ Retailing, Telecommunication Services, Software & Services and Pharmaceuticals have the highest percentages of women Executive Managers.

'What Gets Measured Gets Managed'

An international comparison of the % of Women Executive Managers:

COUNTRY	Latest CENSUS FIGURES	
Australia	10.7%	(2008)
United States	15.4%	(2007)
Canada	15.1%	(2006)
South Africa	25.3%	(2008)
United Kingdom	12.2%	(2007)



FACT SHEET

2008 EOWA AUSTRALIAN CENSUS OF WOMEN IN LEADERSHIP Women Board Directors

For the top 200 companies listed on the Australian Stock Exchange at 1 February 2008:

- ⊖ Women hold 8.3% of Board Directorships (compared with 8.7% in 2006)
- ⊖ 51.0% of companies have no women directors (compared with 50.0% in 2006)
- ⊖ 11.5% of companies have 2 or more women directors in 2008 (compared with 13.5% in 2006)
- ⊖ Only 6.0% of companies have 25% or more women directors (compared with 12.0% in 2006)
- ⊖ Only 2% of companies have a female CEO (3% in 2006) and 2% (same as 2006) have a woman chair
- ⊖ Insurance, Retailing, Banks, Consumer Services, Consumer Durables & Apparel and Telecommunications Services industry groups have over 15% of female board members.

'What Gets Measured Gets Managed'

An international comparison of the % of Women Board Directors:

COUNTRY	Latest CENSUS Figures	
Australia	8.3%	(2008)
Canada	13.0%	(2007)
New Zealand	8.7%	(2006)
South Africa	14.3%	(2008)
United Kingdom	11.0%	(2007)
United States	14.8%	(2007)