

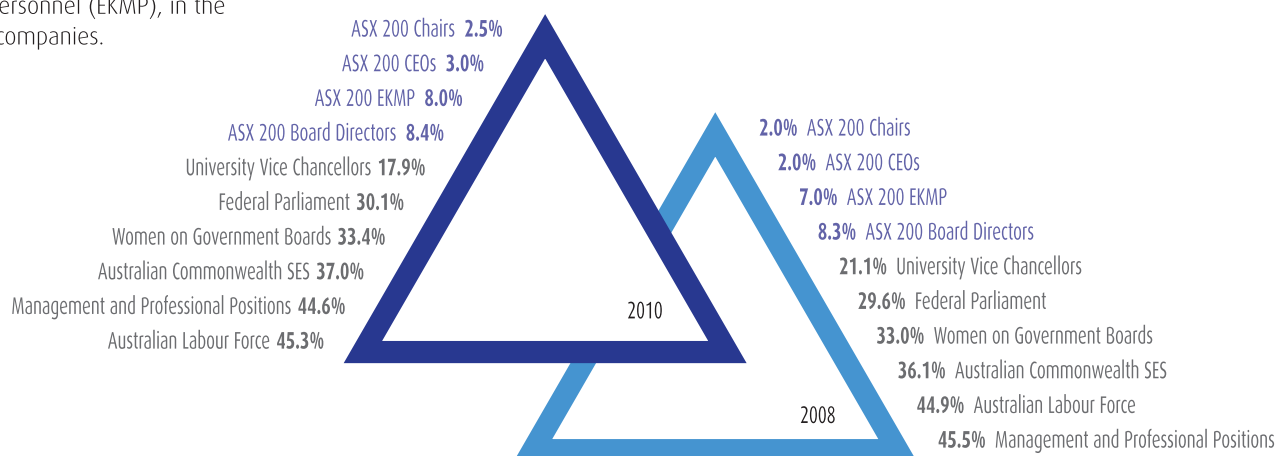


EOWA 2010 CENSUS KEY FINDINGS REPORT



- The EOWA Australian Census of Women in Leadership counts the number of women and men Board Directors and Executive Key Management Personnel (EKMP), in the ASX 200 listed companies.

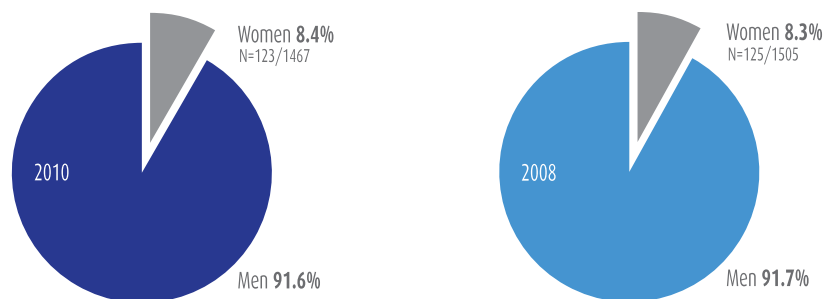
Figure 1 Census Pyramids: The status of women in the workplace 2008 and 2010



Source: EOWA Australian Census of Women in Leadership 2010 and 2008

- Women chair five boards and hold 8.4% of Board Directorships in the ASX 200 companies in 2010 (123 seats out of 1467). This compares with 8.3% (125 seats out of 1505) reported in the 2008 Census (see Figure 2).
- The percentage of companies with no women board directors has increased from 51.0% in 2008 to 54% in 2010.

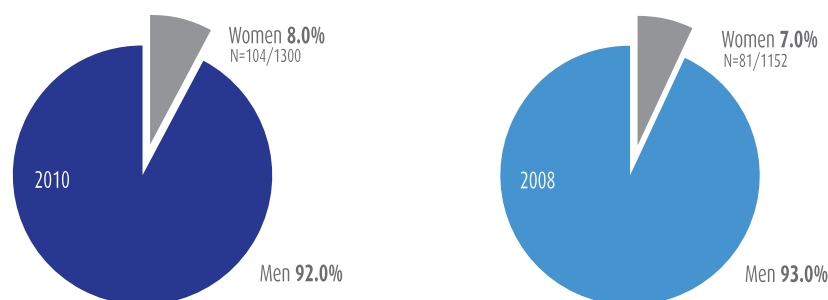
Figure 2 Board Directors of ASX 200 companies by gender



Source: EOWA Australian Census of Women in Leadership 2010 and 2008

- Women hold six Chief Executive Officer positions in 2010 compared with four in 2008, and 8.0% of Executive Key Management Personnel positions in the ASX 200 companies (104 out of 1300 positions). This compares with 7.0% in 2008 (81 out of 1152) (see Figure 3).
- The percentage of companies with no women Executive Key Management Personnel has declined slightly to 61.9% in 2010 from 65.1% in 2008.

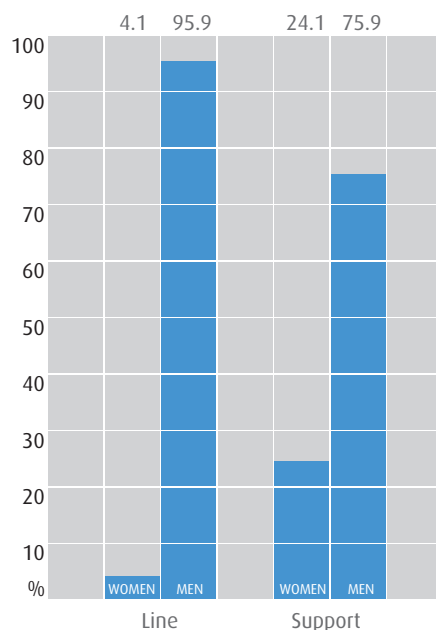
Figure 3 Executive Key Management Personnel of ASX 200 companies by gender



Source: EOWA Australian Census of Women in Leadership 2010 and EOWA (2009) Pay, Power and Position: Beyond the 2008 Australian Census of Women in Leadership

- ▶ Women hold 4.1% of line roles (the same as in 2008) and 24.1% of support roles, an increase from 17.1% in 2008.
- ▶ Since line experience is widely considered essential for rising to the top corporate positions, this data shows that women are largely absent from these important pathways to the most senior positions.

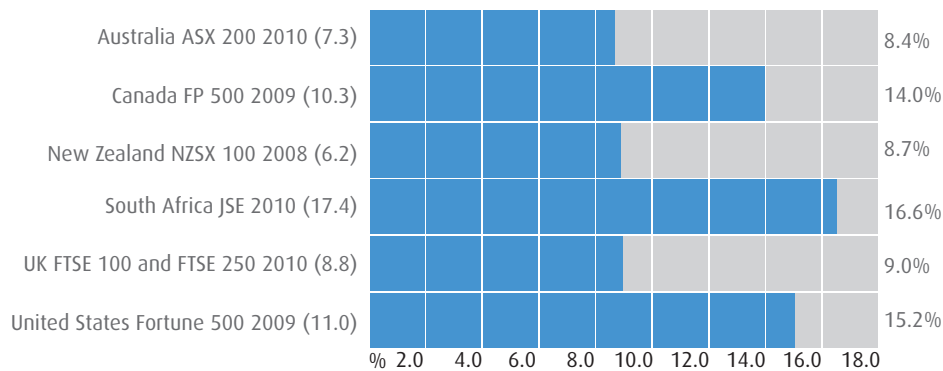
Figure 4 2010 Gender breakdown of Executive Key Management Personnel line and support roles in the ASX 200



Source: EOWA Australian Census of Women in Leadership 2010

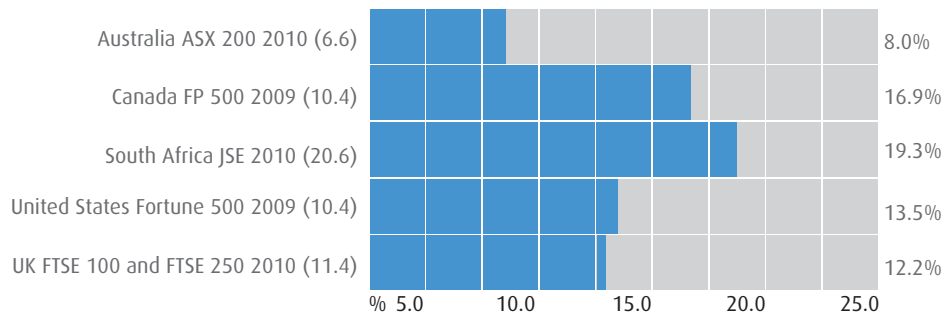
- ▶ Compared with New Zealand, UK, Canada, US and South Africa, Australia has the lowest percentage of women on boards (see Figure 5).
- ▶ Compared with the UK, Canada, USA, and South Africa, Australia has the lowest percentage of Executive Key Management Personnel (see Figure 6).

Figure 5 Percentage of Board Directors who are women



Source: EOWA Australian Census of Women in Leadership 2010

Figure 6 Percentage of Executive Managers who are women



Source: EOWA Australian Census of Women in Leadership 2010