



## 2004 EOWA AUSTRALIAN CENSUS OF Women Executive Managers

<b>Census FACTS about Women Executive Managers</b>			
For the top 200 companies listed on the Australian Stock Exchange at 30 June 2004 and featured in the Census.			
<ul style="list-style-type: none"> <li>⊖ Women hold 10.2% of Executive Management positions (compared with 8.8% in 2003)</li> <li>⊖ 42.0% of companies have <u>no</u> women executive managers (49.1% reported in 2003)</li> <li>⊖ Women hold just 6.5% of all line positions identified (up from 4.7% reported in 2003)</li> <li>⊖ 62.1% of women occupy support positions as opposed to line positions that ultimately lead to CEO or Board appointments, (compared with 31.4% of men in support positions)</li> <li>⊖ 37.9% of women executive managers are in line positions compared with 68.6% of men</li> </ul>			
<b>Best Performing Industries</b>			
<ul style="list-style-type: none"> <li>● Software &amp; Services</li> <li>● Retailing</li> <li>● Healthcare Equipment &amp; Services</li> <li>● Banks</li> <li>● Diversified Financials</li> </ul>			
<b>Worst Performing Industries</b>			
<ul style="list-style-type: none"> <li>● Consumer Durables &amp; Apparel</li> <li>● Hotels, Restaurants &amp; Leisure</li> <li>● Food, Beverage &amp; Tobacco</li> <li>● Capital Goods</li> <li>● Automobiles &amp; Components</li> </ul>			
<b>'What Gets Measured Gets Managed'</b>			
An international comparison of the % of women executive managers:			
COUNTRY	Latest CENSUS FIGURES	2nd CENSUS FIGURES	1st CENSUS FIGURES
Australia	10.2% (2004)	8.8% (2003)	8.4% (2002)
United States	15.7% (2002)	10.0% (1996)	8.7% (1995)
Canada	14.0% (2002)	—	12.0% (1999)
South Africa	14.7% (2004)	—	See latest