



Australian Government

A woman in a black dress stands at the head of a conference table, addressing a group of people seated around it. The setting is a modern office with large windows in the background. The scene is reflected in the table's surface.

Gender Balance on Australian Government Boards Report 2014-15

A statistical analysis of the Government's performance against the gender diversity target.

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*Gender Balance on
Australian Government
Boards Report
2014-15*

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The Gender Balance on Australian Government Boards Report 2014-15

The Gender Balance on Australian Government Boards Report (the Report) is prepared annually by the Australian Government Office for Women, and reports against the Government's commitment of women holding 40 per cent of Australian Government board positions – known as the gender diversity target.

This Report provides a point-in-time snapshot of both whole-of-government and individual portfolio performance against the gender diversity target as at 30 June 2015. Statistics on new appointments made throughout the 2014-15 financial year are provided to show how individual portfolios are progressing towards meeting the target. In addition, the Report identifies the number of women across portfolios who hold Chair and Deputy Chair positions.

The Report only includes appointments which the Government is closely involved in selecting or approving. Only appointments over a six month term made or approved by the Prime Minister, Cabinet, Governor-General or a portfolio minister, regardless of the selection method, are included.

Gender Balance on Australian Government Boards - The Figures

Government Results

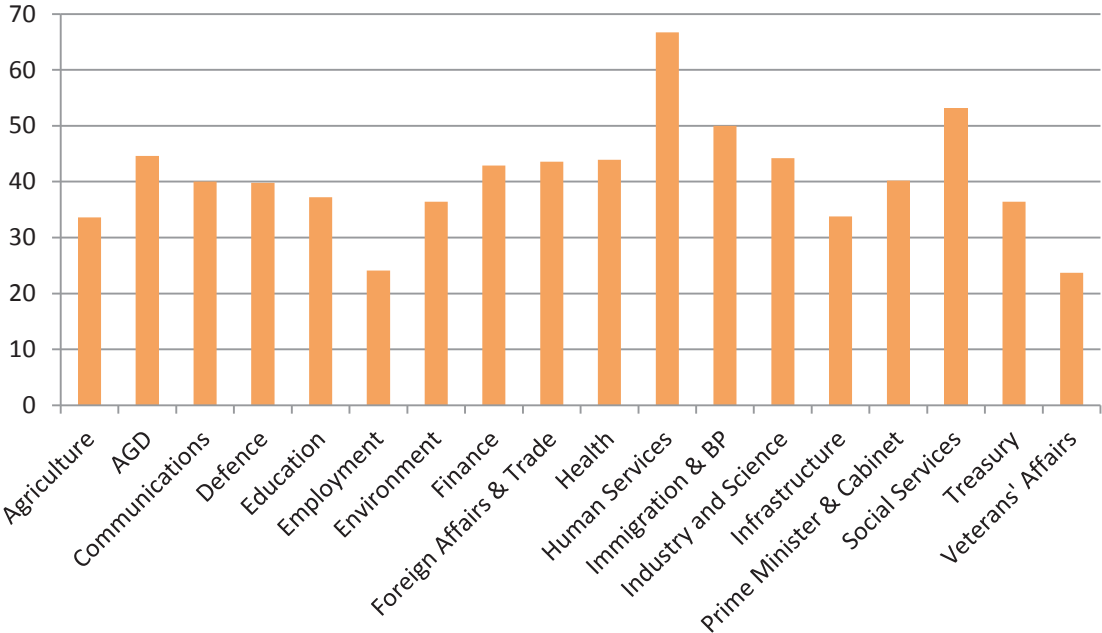
As at 30 June 2015, women held 39.1 per cent of the 2570 board positions on 361 Australian Government boards and bodies. The number of Government board positions has been further reduced as part of the Smaller Government agenda: from 3206 positions in 2014 to 2570 positions in 2015. This is an overall reduction of 1443 positions since 2013.

Table 1 details the number of boards, and the number and percentage of positions, by gender and portfolio, as at 30 June for the past three years.

Table 1: Gender balance on Australian Government boards

Year	Number of Boards	Number of Positions	Number of Women	Number of Men	% women
2015	361	2570	1005	1565	39.1
2014	387	3206	1272	1934	39.7
2013	460	4039	1685	2354	41.7

Figure 1: Portfolio performance against the gender diversity target



Portfolio Results

As at 30 June 2015, ten portfolios out of 18 met or exceeded the gender diversity target – compared to nine portfolios in 2013-14. Of the eight portfolios that did not reach the target, four are within four percentage points of achieving it.

Table 2: Portfolio results as at 30 June 2015

Portfolio	Number of Boards	Number of Positions	Number of Women	Number of Men	% Women
Agriculture	18	119	40	79	33.6
Attorney-General	33	177	79	98	44.6
Communications	7	45	18	27	40.0
Defence	16	93	37	56	39.8
Education	18	113	42	71	37.2
Employment	7	58	14	44	24.1
Environment	27	154	56	98	36.4
Finance	4	28	12	16	42.9
Foreign Affairs and Trade	20	163	71	92	43.6
Health	52	499	219	280	43.9
Human Services	1	6	4	2	66.7
Immigration and Border Protection	2	16	8	8	50.0
Industry and Science	23	113	50	63	44.2
Infrastructure	69	521	176	345	33.8
Prime Minister and Cabinet	13	82	33	49	40.2
Social Services	15	98	52	46	53.1
Treasury	28	209	76	133	36.4
Veterans' Affairs	8	76	18	58	23.7
Total	361	2570	1005	1565	39.1

New Appointments

There was an increase in the number of new appointments made in 2014-15: 914 new appointments compared to 639 in 2013-14. Of the 914 new appointments, 38.4 per cent were of women. This is an improvement of more than two percentage points compared to 2013-14.

New appointments are those appointments made over the 2014-15 financial year that were not reappointments to the same position. Table 3 illustrates the Government's 2014-15 efforts to increase the number of women on Australian Government boards.

Table 3: Gender balance of 2014-15 new appointments

Portfolio	New Appointments	Number of Women	Number of Men	% Women
Agriculture	53	18	35	34.0
Attorney-General	68	26	42	38.2
Communications	13	5	8	38.5
Defence	35	14	21	40.0
Education	79	30	49	38.0
Employment	13	3	10	23.1
Environment	78	26	52	33.3
Finance	8	4	4	50.0
Foreign Affairs and Trade	69	35	34	50.7
Health	100	32	68	32.0
Human Services	1	1	0	100
Immigration and Border Protection	3	2	1	66.7
Industry and Science	46	18	28	39.1
Infrastructure	198	66	132	33.3
Prime Minister and Cabinet	39	16	23	41.0
Social Services	48	30	18	62.5
Treasury	50	20	30	40.0
Veterans' Affairs	13	5	8	38.5
Total	914	351	563	38.4

Chair and Deputy Chair Roles

As the most senior board roles, the Chair and Deputy Chair roles are crucial to the functioning of every board. Table 4 details the number of Deputy and Deputy Chair positions, and the percentage of these positions held by women as at 30 June for 2014 and 2015. These figures reflect Chair and Deputy Chair positions that were occupied as at 30 June each year.

This data excludes Chief Executive Officer, Executive Director or Managing Director positions.

Table 4: Gender balance of Chair and Deputy Chair roles

Year	Total Chair/Deputy Chair Positions	Number of Women	Number of Men	% Women
2015	409	123	286	30.1
2014	455	140	315	30.8
2013	537	167	370	31.1

Appendix

Gender Balance on Australian Government Boards Report 2014-15 - Guidelines

The Guidelines for the Report establish the parameters for the boards and appointments included in the *Gender Balance on Australian Government Boards Report 2014-2015*.

Boards that are within the scope of the Report are as follows:

- bodies covered by the *Public Governance, Performance and Accountability Act 2013*;
- ministerial advisory committees;
- review committees where the appointments are made by a minister or Cabinet; and
- Commonwealth statutory authorities.

Within this subset of boards, only appointments having some level of input or sign-off from particular representatives of the Government are included, that is:

- the Prime Minister;
- one or more Australian Government ministers;
- the Governor-General in Council; and
- Cabinet.

The Report excludes appointments that are:

- ex-officio;
- to a Commonwealth Court or Tribunal, or to a quasi-judicial body;
- formally elected with no formal Government approval;
- nominated by a third party with no formal Government approval;
- appointed by an organisation without Government involvement;
- nominated by a State or Territory Government without Commonwealth Government approval; or
- nominated by a government of another country without Commonwealth Government approval.

Those appointments included in the Report and used to calculate performance against the gender diversity target are those that were occupied as at 30 June 2015.

Employees engaged under the *Public Service Act 1999* are not included.

Boards comprising only one person are not included.

New appointments are appointments made over the 2014-15 period which fulfil all of the criteria above but do not require the successful candidate to be working in the role at 30 June 2015.



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