



# Gender Balance on Australian Government Boards Report 2024–25

## 15 years of gender balance on boards

In 2026, we celebrate 15 years since the first Gender Balance on Australian Government Boards Report. Over this period, gender balance on Australian Government boards has improved, with women's representation increasing by over 20% from just 33.4% in 2009 to 54.3% in 2025.

For the fourth consecutive year, the Government has achieved target 1, ensuring women hold at least 50% of government board positions overall. We are driving progress across the remaining targets for women's representation at the individual board level, the portfolio level and at the leadership level (in chair and deputy chair positions). Based on current trends, achieving all gender balance targets could take up to 6 years but we are committed to meeting these targets sooner.

## Supporting long term success

Recent reforms such as the new Australian Government Appointments Framework and the Workplace Gender Equality Agency (WGEA) public sector reporting support the Government's efforts to achieve the gender balance targets.

Specifically, Government is working to:

- **Increase the diversity of candidates:** Departments and Agencies can identify existing diversity and skills gaps on boards and where appropriate publicly advertise roles to identify a broad pool of candidates. See the new [Australian Government Appointments Framework](#) by Australian Public Service Commission for more information.

- **Align with the WGEA gender equality targets scheme:**

Commonwealth designated relevant employers are required to select 3 gender equality targets and achieve or make progress on them over a three-year cycle. Improving the gender composition of governing bodies is an option under the targets menu.

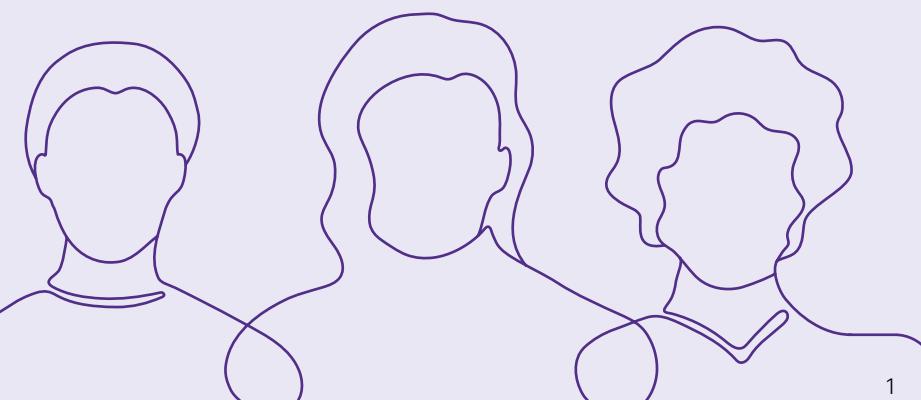
See the [Gender Equality Targets Hub](#) by the Workplace Gender Equality Agency for more information.

Ensuring equal representation in leadership means better outcomes for all Australians. The Government will keep working to achieve and maintain these targets alongside our broader gender equality ambitions under *Working for Women: A Strategy for Gender Equality*.



Senator the Hon Katy Gallagher

Minister for Finance, Minister for Women and Minister for the Public Service



# 2024–25 results

## Target 1

### **Women to hold 50% of all Australian Government board positions**



We have met this target for the fourth consecutive year with 54.3% of overall board positions being held by women.

For the first time in 2024–25, this figure includes all appointed positions (such as ex-officio), not just government appointed positions as per the previous methodology. If reporting on government appointed board positions only, **55.7% of government appointed positions were held by women – an increase of 1.3%**.

## Target 2

### **Women to hold at least 40% of Australian Government board positions at the individual board level**



At the current rate of change it will take 3 years to meet the target.

83.8% of individual boards across all portfolios have met this target. This means that of the **357 boards across government portfolios, 299 boards have at least a 40% representation of women**. This is an increase from 78.4% in 2023–24.

Targets 1 and 2 were introduced in 2016, replacing the government's former gender balance on board targets.

## New: Target 3

### **Women to hold 50% of Australian Government board positions at the portfolio level**



At the current rate of change it will take 5 years to meet the target.

70.6% of portfolios have met this target. This means that **12 of 17 portfolios have at least 50% representation of women** across their portfolio. This is an increase of 1 portfolio since the baseline 2023–24 reporting period.

Of the portfolios that didn't meet the target, all were 4 percentage points or less from the 50% target.

## New: Target 4

### **Women to hold 50% of Chair and Deputy Chair positions on Australian Government boards at the portfolio level**



At the current rate of change it will take 6 years to meet the target.

52.9% of portfolios have met this target. This means that **9 of 17 portfolios met the target**. This is an increase of 2 additional portfolios from the baseline figure from the 2023–24 reporting period.

New targets 3 and 4 were introduced in 2024 as part of *Working for Women: A Strategy for Gender Equality*.