

Individual Action Plan

Economy: Australia

<p>Ratio of women's representation in leadership* in both the public and private sectors (* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see https://careers.un.org/lbw/home.aspx?viewtype=SC)</p>	<ul style="list-style-type: none"> • As of 5 January 2015, women held 30.5 per cent of positions within the Australian Parliament, including: <ul style="list-style-type: none"> ○ 26.7 per cent of Members in the Lower House; and ○ 38.2 per cent of Senators in the Upper House. • As of 30 June 2014, women held 39.7 per cent of Australian Government board positions. • As at 30 April 2015 the percentage of women on the top 200 Australian Stock Exchange (ASX 200) boards was 20.4 per cent. • As at 30 June 2014, the percentage of women in the top leadership roles of the Australian Public Service were as follows: <ul style="list-style-type: none"> ○ 33.3 per cent at Senior Executive Service level 3; ○ 36.5 per cent at Senior Executive Service level 2; and ○ 41.6 per cent at Senior Executive Service level 1. • As at March 2014, 28.9 per cent of Commonwealth Judges and Magistrates were women.
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and</p>	<ul style="list-style-type: none"> • The Australian Government has committed to achieving the G20 commitment to reduce the women's participation gap by 25 per cent by 2025. • The Australian Government has endorsed a gender diversity target for Australian Government boards, where at least 40 per cent of positions

<p>definitions, or equivalent to P-5 and above of the UN)</p>	<p>are to be held by women, 40 per cent by men, and the remaining 20 per cent by either gender.</p> <p><u>Australian Private Sector</u></p> <ul style="list-style-type: none"> • The Business Council of Australia has committed to have 50 per cent of member organisations' senior roles filled by women within a decade (2013-2023).
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<ul style="list-style-type: none"> • Improving gender diversity in leadership and decision-making roles is important for Australia's social and economic future. A vital component of the Australian Government's agenda is supporting women into leadership and decision making roles – in government, business, and the community. • The Australian Government is engaging with stakeholders in the business and community sectors to support women's increased representation in leadership and decision-making roles. • To date, the Australian Government has partnered with a host of leading organisations to help lift the representation of women in leadership roles by providing scholarships and support for education and mentoring, including: <ul style="list-style-type: none"> ○ the Australian Institute of Company Directors – to deliver the Board Diversity Scholarship Programme; ○ the Australian Mines and Metals Association to deliver the Australian Women in Resources Alliance E-Mentoring Programme; ○ the Australian Sports Commission to deliver the Women Leaders in Sport initiative; and ○ the Wirrpanda Foundation to deliver the

	<p>Deadly Sista Girls Programme – aimed at engaging, educating and empowering at risk or disadvantaged Aboriginal and Torres Strait Islander girls.</p> <ul style="list-style-type: none"> ○ The Male Champions of Change programme, formed in 2010 under the leadership of the Australian Sex Discrimination Commissioner Ms Elizabeth Broderick, is made up of men in senior leadership positions from business and the public sector, who are dedicated to improving the representation of women in leadership positions. ● The Australian Government Workplace Gender Equality Agency plays a key role in providing incentives and support to employers to help drive cultural change within their organisations. <p><u>Private Sector</u></p> <ul style="list-style-type: none"> ● Telstra is the first major Australian company to include flexibility provisions in all new advertised positions from March 2014. The provisions include the ability to work from home using mobile devices and a work day that aligns with school hours. ● The Australian Stock Exchange (ASX) has introduced voluntary gender diversity guidelines, which require ASX-listed companies to disclose achievements against gender objectives, and the proportion of women in senior management and wider company roles.
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✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*