

Women in NSW 2012 – Leadership and Representation

Although women make up **45%** of the workforce and a majority of higher education students, they are not well represented in the leadership ranks of many key social institutions.

Topic 1: Electoral representation

Women are two to three times less likely than men to stand for election to political office at all tiers of government.

At the federal level in 2010:

- **35%** of candidates for election to NSW Senate seats were women
- **27%** of candidates for NSW seats in the House of Representatives were women.

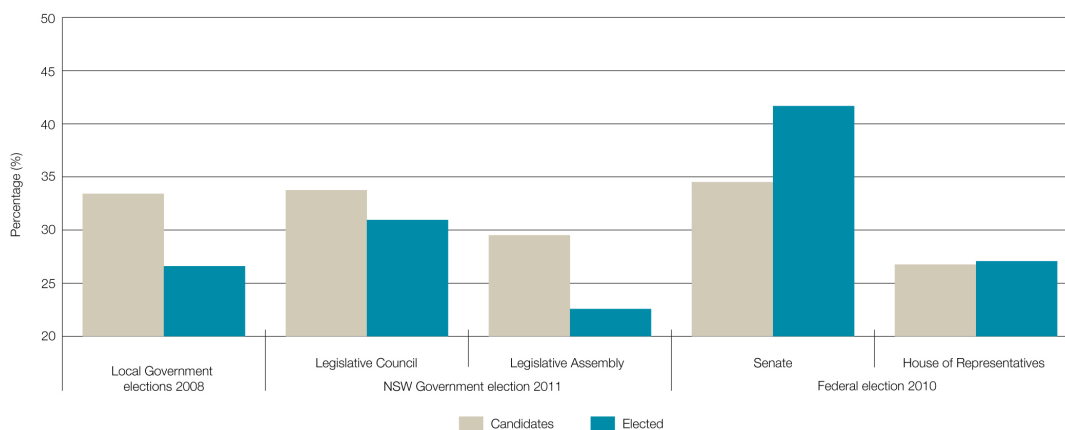
At the NSW state election in 2011 women made up:

- **30%** of candidates for the Legislative Assembly
- **34%** of candidates for the Legislative Council.

Women made up **33%** of candidates at local government elections in 2008.

When it comes to elected representatives, women's representation is greatest in the Senate, where they fill **42%** of NSW seats. Women fill only around **25%** of seats in Local Government, the NSW Legislative Assembly and the House of Representatives (NSW seats).

Women candidates and elected members of Parliament from NSW, all tiers of government, as at March 2012



Topic 2: NSW public sector leadership

In 2012, **37%** of NSW Government board and committee positions were held by women. This figure has remained constant, with minor fluctuations, over the last ten years.

Women made up **25%** of Senior Executive Service (SES) positions in the NSW Public Service in 2011. By contrast, women make up **60%** of the total public sector workforce. In the ten years since 2002, there has been only a **2** percentage point increase in the proportion of SES positions held by women.

Topic 3: Leadership in the corporate sector

As at April 2012, women held **17%** of all directorships of ASX200 companies with a registered office address in NSW. This was an increase of **9** percentage points from December 2007. It is also higher than the national average, which was **14%** in early 2012.

Topic 4: Senior roles in the professions (law and education)

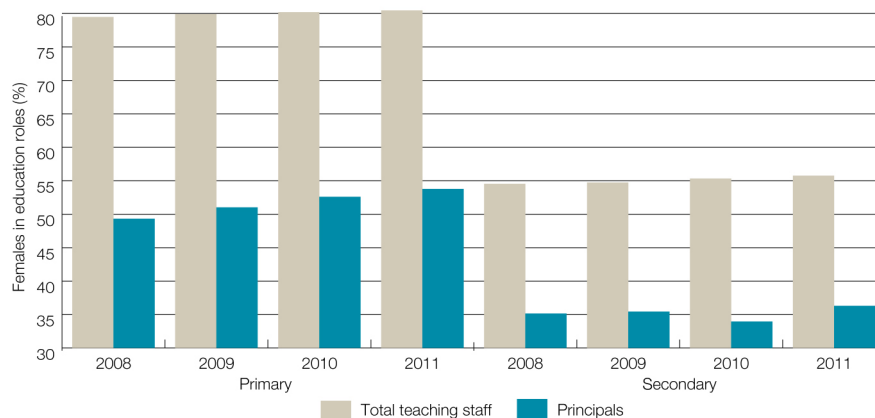
There has been a rapid increase in women entering the law – **46%** of solicitors were women in 2010 – but the proportion of women at senior levels in the profession is still low:

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- **19%** of NSW barristers in 2010 were women
- **23%** of partners and principals of law firms in 2010 were women
- **34%** of judges and magistrates as at March 2012 were women.

In 2011, women made up **81%** of teaching staff in NSW government primary schools, but only **54%** of primary school principals. Women also made up **56%** of teaching staff in NSW government secondary schools in 2011, but only **36%** of secondary school principals.

Women teachers and principals, NSW government schools, 2008 to 2010



Topic 5: Leadership in arts and recreation industries

In 2011-12, **40%** of managers and professionals in arts and recreation services in NSW were women. At that time, women made up **48%** of the total arts and recreation services workforce.

In 2012, around **31%** of board directors of NSW State Sporting Organisations were women.

Focus on chief executives

The percentage of women workers who become chief executives (including general managers and managing directors) is very low, and barely changes, regardless of age. By contrast, men under 30 years start off being top managers at the same low rate as women, but as they age men are much more likely to reach top positions.

Unlike women, men appear to substantially increase their prospects of gaining seniority when they are married or in a de facto relationship.

Across all age groups above 30 years of age, women with no children are far more likely to become chief executives than women with children. The more children a woman has, the less likely she is to become a top manager.

For more details you can download the *Women in NSW 2012* Report from www.women.nsw.gov.au

You can also provide feedback on the report at womennsw@fac.nsw.gov.au, or you can call Women NSW on (02) 9248 1840.



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