



# Leaders



## Main findings

- 34.8% of Queensland State parliamentarians are women.
- 34.3% of State Government board positions are held by women.
- Women account for 19.7% of Queensland's senior public service positions.
- Women held 8.4% of board directorships in Australian companies listed on the Australian Stock Exchange (ASX200) in 2003.
- Only 5 out of 200 ASX200 companies had women chief executive officers in 2003.
- In 2003, 15% of Australian Defence Force officers were women.



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A work culture that prevents advancement impedes women stepping up into leadership roles.

## Introduction

While senior positions in our community and in business are not usually intended to be “representative” of the gender balance in the population, the fact that there is such a low representation of women in such positions relative to women’s representation in the total population warrants some attention. Previous chapters have explored the links between women’s caring responsibilities and their employment and financial status. Even where women are educated, employed in male-dominated industries, and approaching high levels within an organisation, they are under-represented in leadership positions. It has been suggested that this arises from a lack of female role models, and a work culture which prevents women gaining the experience necessary for leadership positions.<sup>1</sup>

## State Parliament

The 2004 Queensland State election saw 31 women elected to the 89-seat Legislative Assembly (34.8%). In 1997–1998, 18% of seats were held by women, and 37.1% in 2001. As at February 2004, there were four female cabinet ministers out of 18, and four female parliamentary secretaries out of six.

## Local government

In 2004, 19 of Queensland’s 125 mayors (15%) and 301 of Queensland’s 995 councillors were women (30%).<sup>2</sup>

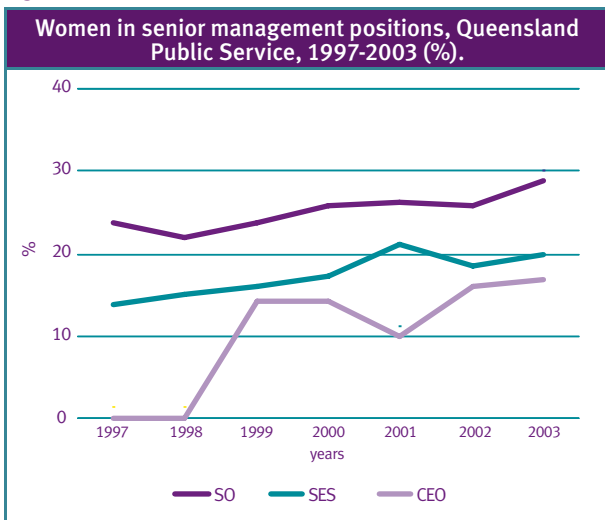
## State public service

In 2003, 63% of Queensland’s state public servants were female<sup>3</sup>, up from 55.2% in June 1997.<sup>4</sup>

At June 2003, there were 82 women at senior executive service (SES) level in the Queensland public service, representing 19.7% of staff at that level.

At 30 June 2003, women comprised 28.8% of senior officers (up from 17.1% in 1998<sup>5</sup>) and 16.7% of chief executive officers (up from 0% in 1997).<sup>6</sup>

Figure 15



Source: Office of Public Service Merit and Equity, Annual reports.

## Judiciary

The Supreme Court of Queensland in July 2004 had 24 justices, seven of whom were women (29.2%).<sup>7</sup> The District Court had 36 judges, five of whom were women (12.2%).<sup>8</sup> The Magistrates Court had 80 magistrates, 20 of whom were women (25%).<sup>9</sup> Many of these have been appointed since 1998. Women hold the positions of District Court chief judge, deputy president and vice-president of the Queensland Industrial Relations Commission and Court of Appeal president.

## Government boards

Queensland Government boards had 34.3% female representation in 2003<sup>10</sup>, up from 23.1% in 1998.<sup>11</sup>

## Justices of the Peace and Commissioners for Declarations

Of Queensland's 67,855 justices of the peace and commissioners for declarations in July 2004, 42.5% were women.<sup>12</sup>

## Private company directors and managers

In 2003, women held 8.4% of board directorships in the top 200 Australian companies listed on the Australian Stock Exchange (ASX200). A total 52.7% of Australian companies had at least one woman director.

Industries with the highest representation of women board directors were insurance, telecommunications, banking, consumer durables, and clothing.

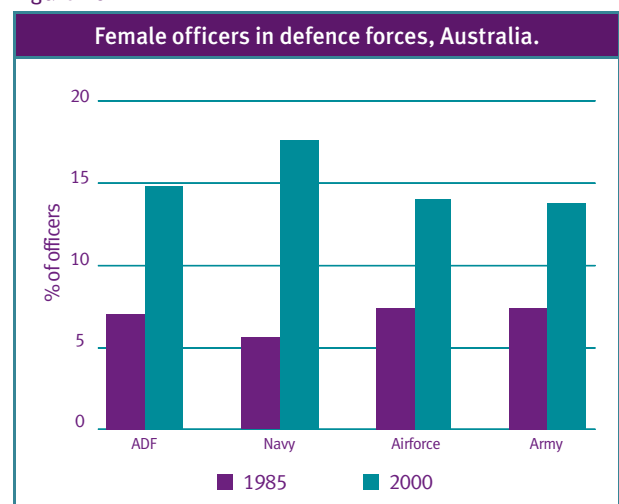
There were five ASX200 companies with women chief executive officers in June 2003.<sup>13</sup> There were only two in 2002.<sup>14</sup>

## Women in the military

No state-based data is available on women in the Australian defence forces: army, navy and airforce. Nationally, the number of servicewomen declined by more than 15% between 1996 and 2000. While the airforce had the greatest decrease (23.9%), it retained the highest proportion of permanent female members with an average of 15.7% between 1996 and 2000.

There was a significant increase in the proportion of female officers, in all services, between 1985 and 2000. This trend levelled in the late 1990s, for undetermined reasons.<sup>15</sup>

Figure 16



Source: Australian Defence Force, 2001. Defence Personnel Environment Scan 2020. Canberra.



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## References

- <sup>1</sup> *Equal Opportunity in the Workplace Agency, 2003. 2003 Australian Census of Women Board Directors. Canberra.*
- <sup>2</sup> *Local Government Association of Queensland, 2004. Local Communities Decide 2004.*
- <sup>3</sup> *Office of Public Service Merit and Equity, 2003. Realising the Vision.*
- <sup>4</sup> *Office of Women's Policy, Queensland, 1999. A Social and Economic Profile of Queensland Women.*
- <sup>5</sup> *Office of Women's Policy, Queensland, 1999. A Social and Economic Profile of Queensland Women.*
- <sup>6</sup> *Office of Public Service Merit and Equity, 2003. Unpublished data.*
- <sup>7</sup> *Supreme Court of Queensland, 14 July 2004. About the Courts: Queensland Judges and Magistrates. Available online: <http://www.courts.qld.gov.au/about/judges.htm#Chief%20Justice>*
- <sup>8</sup> *District Court of Queensland, 14 July 2004. About the Courts: Queensland Judges and Magistrates. Available online: <http://www.courts.qld.gov.au/about/judges.htm#Chief%20Justice>*
- <sup>9</sup> *Marschke, Paul. Court Administrator, Queensland Department of Justice and Attorney-General. Personal communication, 14 July 2004.*
- <sup>10</sup> *Office for Women, Department of the Premier and Cabinet, Queensland. Unpublished data.*
- <sup>11</sup> *Office of Women's Policy, Queensland, 1999. A Social and Economic Profile of Queensland Women.*
- <sup>12</sup> *Seely, Nick. A/ Registrar, JP Branch, Queensland Department of Justice and Attorney-General. Personal communication, 15 July 2004.*
- <sup>13</sup> *Equal Opportunity in the Workplace Agency, 2003. 2003 Australian Census of Women Board Directors. Canberra.*
- <sup>14</sup> *Equal Opportunity in the Workplace Agency, 2003. 2003 Australian Census of Women Board Directors. Canberra.*
- <sup>15</sup> *Australian Defence Force, 2001. Defence Personnel Environment Scan 2020. Canberra.*