

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

PRODUCED BY THE VICTORIAN OFFICE OF WOMEN'S POLICY AND SOUTH AUSTRALIAN OFFICE OF WOMEN'S POLICY, WITH INPUT FROM ALL STATES AND TERRITORIES FOR THE COMMONWEALTH, STATE AND TERRITORIES MINISTERIAL CONFERENCE ON THE STATUS OF WOMEN (MINCO 2004).

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

CONTENTS

| | |
|------------------------------------|---------|
| Parliament | 2 - 3 |
| Local Government | 4 |
| ATSI Board & Regional Councils | 5 - 8 |
| Public Sector Boards & Committees | 9 |
| The Judiciary | 10 - 12 |
| The Legal System | 13 - 14 |
| Legal Practitioners | 15 |
| Education | 16 - 17 |
| Ambassadors / Heads of Missions | 18 |
| Unions | 19 - 21 |
| Senior Police Service | 22 - 24 |
| Senior Public Service | 25 - 26 |
| Private Sector Executive Positions | 27 |
| 2004 Queens Birthday Honours | 28 - 35 |
| 2004 Australia Day Honours | 36 - 43 |
| ACOSS & State Equivalents | 44 - 45 |
| FECCA & State Equivalents | 46 - 47 |
| Salary Comparisons | 48 |

** IT IS ACKNOWLEDGED THAT STATE COMPARISONS ARE PROBLEMATIC DUE TO DIFFERING METHODOLOGIES USED IN THE COLLECTION OF DATA. IT IS ALSO ACKNOWLEDGED THAT THE DEVELOPMENT OF NATIONAL DEFINITIONS AND COMPARABLE CLASSIFICATIONS ARE REQUIRED TO PRODUCE A WORKABLE DOCUMENT. **

Collated by:
SA OFFICE FOR WOMEN
July 2004

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|--------------------------|---------------|-------------------|---------------|-------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| PARLIAMENT | | | | |
| FEDERAL | | | | |
| House of Representatives | 38 | 25.3% | 112 | 74.7% |
| Senate | 22 | 28.9% | 54 | 71.1% |
| FEDERAL TOTAL: | 60 | 26.5% | 166 | 73.5% |
| QLD | | | | |
| Legislative Assembly | 31 | 34.8% | 58 | 65.2% |
| QLD TOTAL: | 31 | 34.8% | 58 | 65.2% |
| NSW | | | | |
| Legislative Council | 13 | 31% | 29 | 69% |
| Legislative Assembly | 23 | 24.7% | 70 | 75.3% |
| NSW TOTAL: | 36 | 26.6% | 99 | 73.4% |
| ACT | | | | |
| Legislative Assembly | 7 | 41% | 10 | 59% |
| ACT TOTAL: | 7 | 41% | 10 | 59% |
| VIC | | | | |
| Legislative Council | 13 | 29.5% | 31 | 70.5% |
| Legislative Assembly | 27 | 30.7% | 61 | 69.3% |
| VIC TOTAL: | 40 | 30.3% | 92 | 69.7% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| Parliament (cont) | <i>WOMEN</i> | | <i>MEN</i> | |
|----------------------|---------------------|-------------------|-------------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| TAS | | | | |
| Legislative Council | 5 | 33% | 10 | 67% |
| Legislative Assembly | 6 | 24% | 19 | 76% |
| TAS TOTAL: | 11 | 27.5% | 29 | 72.5% |
| SA | | | | |
| Legislative Council | 6 | 27.3% | 16 | 72.7% |
| Legislative Assembly | 16 | 34% | 31 | 66% |
| SA TOTAL: | 22 | 31.9% | 47 | 68.1% |
| WA | | | | |
| Legislative Council | 10 | 29.4% | 24 | 70.6% |
| Legislative Assembly | 13 | 22.8% | 44 | 77.2% |
| WA TOTAL: | 23 | 25.3% | 68 | 74.7% |
| NT | | | | |
| Legislative Assembly | 8 | 32% | 17 | 68% |
| NT TOTAL: | 8 | 32% | 17 | 68% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|-------------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| LOCAL GOVERNMENT | | | | |
| QLD | 301 | 30.2% | 694 | 69.8% |
| NSW | 446 | 26.3% | 1250 | 73.7% |
| ACT | 7 | 43.7% | 9 | 56.3% |
| VIC | 178 | 28.7% | 443 | 71.3% |
| TAS | 60 | 24% | 192 | 76% |
| SA | 198 | 26.6% | 547 | 73.4% |
| WA | 357 | 26.3% | 1003 | 73.7% |
| NT | 20 | 40% | 30 | 60% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|--|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| ATSIC BOARD & REGIONAL COUNCILS | | | | |
| FEDERAL BOARD OF COMMISSIONERS | 1 | 5.6% | 17 | 94.4% |
| QLD | | | | |
| Peninsula Regional Council | 3 | 25% | 9 | 75% |
| SE Queensland Regional Council | 4 | 30.8% | 9 | 69.2% |
| Goolburri Regional Council | 2 | 15.4% | 11 | 84.6% |
| Central Regional Council | 5 | 41.7% | 7 | 58.3% |
| Townsville Regional Council | 5 | 41.7% | 7 | 58.3% |
| Cairns & District Regional Council | 3 | 23.1% | 10 | 76.9% |
| Gulf & West Regional Council | 3 | 27.3% | 8 | 72.7% |
| QLD TOTAL: | 25 | 29.1% | 61 | 70.9% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| ATSIC Regional Councils (cont) | WOMEN | | MEN | |
|--------------------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| NSW | | | | |
| Sydney Regional Council | 7 | 46.7% | 8 | 53.3% |
| Murdi Paaki Regional Council | 1 | 9.1% | 10 | 90.9% |
| Kamilaroi Regional Council | 4 | 33.3% | 8 | 66.7% |
| Many Rivers Regional Council | 3 | 23.1% | 10 | 79.9% |
| Binaal Billa Regional Council | 5 | 41.7% | 7 | 58.3% |
| Queanbeyan Regional Council | 6 | 46.2% | 7 | 53.8% |
| NSW TOTAL: | 26 | 34.2% | 50 | 65.8% |
| VIC | | | | |
| Binjirru Regional Council | 4 | 33.3% | 8 | 66.7% |
| Tumbukka Regional Council | 3 | 30% | 7 | 70% |
| VIC TOTAL: | 7 | 31.8% | 15 | 68.2% |
| TAS | | | | |
| Tasmanian Regional Council | 6 | 46% | 7 | 54% |
| TAS TOTAL: | 6 | 46% | 7 | 54% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| ATSI C Regional Councils (cont) | WOMEN | | MEN | |
|---------------------------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| SA | | | | |
| Patpa Warra Yunti Regional Council | 4 | 30.8% | 9 | 69.2% |
| Nulla Wimila Kutju Regional Council | 3 | 27.2% | 8 | 72.8% |
| Wangka-Wilurrara Regional Council | 1 | 11.1% | 8 | 88.9% |
| SA TOTAL: | 8 | 24.2% | 25 | 75.8% |
| WA | | | | |
| Perth Noongar Regional Council | 3 | 23.1% | 10 | 76.9% |
| Yamatji Regional Council | 4 | 40% | 6 | 60% |
| Mulga Mallee Regional Council | 5 | 50% | 5 | 50% |
| Noongar Country Regional Council | 2 | 18.2% | 9 | 81.8% |
| Western Desert Regional Council | 2 | 18.2% | 9 | 81.8% |
| Wunan Regional Council | 0 | 0% | 12 | 100% |
| Malarabah Regional Council | 2 | 20% | 8 | 80% |
| Kullarri Regional Council | 1 | 10% | 9 | 90% |
| Ngarda-Ngarli-Yarndu Regional Council | 3 | 27.3% | 8 | 72.7% |
| WA TOTAL: | 22 | 22.4% | 76 | 77.6% |

| ATSI C Regional Councils (cont) | WOMEN | MEN |
|---------------------------------|--------------|------------|
|---------------------------------|--------------|------------|

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
|---------------------------------------|---------------|-------------------|---------------|-------------------|
| NT | | | | |
| Miwatj Provincial Governing Council | 2 | 18.2% | 9 | 81.8% |
| Yilli Rreung Regional Council | 9 | 75% | 3 | 25% |
| Central Remote Regional Council | 4 | 33.3% | 8 | 66.7% |
| Alice Springs Regional Council | 6 | 60% | 4 | 40% |
| Yapakurlangu Regional Council | 2 | 22.2% | 7 | 77.8% |
| Garrak-Jarru Regional Council | 2 | 18.2% | 9 | 81.8% |
| North West Regional Governing Council | 0 | 0% | 11 | 100% |
| NT TOTAL: | 25 | 32.9% | 51 | 67.1% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|--|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| PUBLIC SECTOR BOARDS & COMMITTEES | | | | |
| FEDERAL | 1452 | 33.6% | 2866 | 66.4% |
| QLD | 1348 | 32.7% | 2781 | 67.3% |
| NSW | 793 | 38.6% | 1260 | 61.4% |
| ACT | 493 | 48.2% | 529 | 51.8% |
| VIC | 1756 | 38.3% | 2833 | 61.7% |
| TAS | 480 | 34% | 933 | 66% |
| SA | 1357 | 33.6% | 2679 | 66.4% |
| WA | 810 | 29.3% | 1952 | 70.7% |
| NT | 426 | 25.1% | 1271 | 74.9% |

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| | <i>WOMEN</i> | | <i>MEN</i> | |
|---------------------------|---------------|-------------------|---------------|-------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| THE JUDICIARY | | | | |
| FEDERAL COURTS | | | | |
| High Court | 0 | 0% | 7 | 100% |
| Family Court | 14 | 33.3% | 28 | 66.7% |
| - Chief of Justice | 1 | 100% | 0 | 0% |
| - Deputy Chief of Justice | 0 | 0% | 1 | 100% |
| Federal Court | 6 | 13.3% | 39 | 86.7% |
| Magistrates Court | 7 | 23.3% | 23 | 76.7% |
| FEDERAL TOTAL: | 28 | 22.2% | 98 | 77.8% |
| QLD | | | | |
| Supreme Court | 7 | 29.2% | 17 | 70.8% |
| District Court | 5 | 13.9% | 31 | 86.1% |
| Magistrates Court | 14 | 18.7% | 61 | 81.3% |
| QLD TOTAL: | 26 | 19.3% | 109 | 80.7% |
| NSW | | | | |
| Judicial Officers | 75 | 25% | 225 | 75% |
| Magistrates | 41 | 30.4% | 94 | 69.6% |
| NSW TOTAL: | 116 | 26.7% | 319 | 73.3% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| The Judiciary (cont) | WOMEN | | MEN | |
|----------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| ACT | | | | |
| Supreme Court | 0 | 0% | 5 | 100% |
| Magistrates Court | 3 | 33.3% | 6 | 66.7% |
| Special Magistrates | 1 | 50% | 1 | 50% |
| ACT TOTAL: | 4 | 25% | 12 | 75% |
| VIC | | | | |
| Supreme Court | 3 | 14.3% | 18 | 85.7% |
| Country Court | 17 | 29.3% | 58 | 70.7% |
| Magistrates Court | 30 | 30.3% | 69 | 69.7% |
| VIC TOTAL: | 50 | 25.6% | 145 | 74.4% |
| TAS | | | | |
| Magistrates Court | 4 | 33% | 8 | 67% |
| Supreme Court | 0 | 0% | 6 | 100% |
| Family Law Court | 0 | 0% | 1 | 100% |
| TAS TOTAL: | 4 | 21% | 15 | 79% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| The Judiciary (cont) | <i>WOMEN</i> | | <i>MEN</i> | |
|----------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| SA | | | | |
| Supreme Court | 2 | 15.4% | 11 | 84.6% |
| District Court | 2 | 11.1% | 16 | 88.9% |
| Magistrates Court | 8 | 21.1% | 30 | 78.9% |
| SA TOTAL: | 12 | 17.4% | 57 | 82.6% |
| WA | | | | |
| Supreme Court | 3 | 18.8% | 13 | 81.2% |
| District Court | 6 | 26.1% | 17 | 73.9% |
| Magistrates Court | 9 | 22.5% | 31 | 77.5% |
| Family Court | 2 | 40% | 3 | 60% |
| Children's Court | 2 | 33% | 4 | 67% |
| WA TOTAL: | 22 | 24% | 68 | 76% |
| NT | | | | |
| Supreme Court | 1 | 13% | 7 | 87% |
| Magistrates Court | 2 | 17% | 10 | 83% |
| NT TOTAL: | 3 | 15% | 17 | 85% |

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| | <i>WOMEN</i> | | <i>MEN</i> | |
|--|---------------|-------------------|---------------|-------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| THE LEGAL SYSTEM | | | | |
| QLD Queens Counsel / Senior Counsel Barristers | 0 82 | 0% 10.3% | 78 712 | 100% 89.7% |
| NSW Senior Practicing NSW Bar Barristers | 9 | 3.1% | 280 | 96.9% |
| ACT Queens Counsel / Senior Counsel Barristers | | | | |
| VIC Queens Counsel / Senior Counsel Barristers | 18 279 | 8.4% 18.5% | 196 1233 | 91.6% 81.5% |
| TAS Queens Counsel / Senior Counsel Barristers | 0 3 | 0% 12.5% | 7 21 | 100% 87.5% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| The Legal System (cont) | <i>WOMEN</i> | | <i>MEN</i> | | |
|-------------------------|---------------------------------|--------------------------|----------------------|--------------------------|-------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> | |
| SA | Queens Counsel / Senior Counsel | 4 | 13.3% | 26 | 66.7% |
| | Barristers | 21 | 15.6% | 114 | 84.4% |
| WA | Queens Counsel / Senior Counsel | 2 | 4.9% | 39 | 95.1% |
| | Barristers | 24 | 7% | 317 | 93% |
| NT | Queens Counsel / Senior Counsel | 0 | 0% | 8 | 100% |
| | Barristers | | | | |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|----------------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| LEGAL PRACTITIONERS | | | | |
| QLD | 2020 | 32.9% | 4129 | 67.1% |
| NSW | 7,129 | 38.9% | 11,199 | 61.1% |
| ACT | 354 | 41.4% | 501 | 58.6% |
| VIC | 3988 | 37.4% | 6671 | 62.6% |
| TAS | 129 | 29% | 310 | 71% |
| SA | 969 | 38.2% | 1569 | 61.8% |
| WA | 1285 | 29.4% | 3085 | 70.6% |
| NT | 276 | 41% | 404 | 59% |

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| | <i>WOMEN</i> | | <i>MEN</i> | |
|-------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| EDUCATION | | | | |
| QLD | | | | |
| Vice-Chancellors | 1 | 12.5% | 7 | 87.5% |
| School Principals | 179 | 27.2% | 479 | 72.8% |
| QLD TOTAL: | 180 | 27% | 486 | 73% |
| NSW | | | | |
| Vice-Chancellors | 3 | 30% | 7 | 70% |
| School Principals | 826 | 36.9% | 1411 | 63.1% |
| NSW TOTAL: | 829 | 36.9% | 1418 | 63.1% |
| ACT | | | | |
| Vice-Chancellors | 1 | 25% | 3 | 75% |
| School Principals | 63 | 61.2% | 40 | 38.8% |
| ACT TOTAL: | 64 | 59.8% | 43 | 40.2% |
| VIC | | | | |
| Vice-Chancellors | 4 | 50% | 4 | 50% |
| School Principals | 1281 | 44.3% | 1619 | 55.7% |
| VIC TOTAL: | 1285 | 44.2% | 1623 | 55.8% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| Education (cont) | <i>WOMEN</i> | | <i>MEN</i> | |
|-----------------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| TAS | | | | |
| Vice / Pro Vice Chancellors | 1 | 25% | 3 | 75% |
| School Principals | 110 | 46% | 127 | 54% |
| Assistant Principals | 67 | 47% | 76 | 53% |
| TAS TOTAL: | 178 | 46.3% | 206 | 53.7% |
| SA | | | | |
| Vice-Chancellors | 2 | 66.7% | 1 | 33.3% |
| School Principals | 319 | 47.4% | 354 | 52.6% |
| SA TOTAL: | 321 | 47.5% | 355 | 52.5% |
| WA | | | | |
| Vice-Chancellors | 1 | 20% | 4 | 80% |
| School Principals | 270 | 34.4% | 515 | 65.6% |
| WA TOTAL: | 271 | 34.3% | 519 | 65.7% |
| NT | | | | |
| Vice-Chancellors | 1 | 100% | 0 | 0% |
| School Principals | 43 | 35% | 79 | 65% |
| Assistant Principals | 72 | 78% | 20 | 22% |
| NT TOTAL: | 116 | 54% | 99 | 46% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|--|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| AMBASSADORS / HEADS OF MISSIONS | | | | |
| FEDERAL | 17 | 19.1% | 72 | 80.9% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|-----------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| UNIONS | | | | |
| FEDERAL - ACTU | | | | |
| President | 1 | 100% | 0 | 0% |
| Secretary | 0 | 0% | 1 | 100% |
| Assistant Secretary | 0 | 0% | 2 | 100% |
| FEDERAL TOTAL: | 1 | 25% | 3 | 75% |
| QLD | | | | |
| Senior Officers | 2 | 25% | 6 | 75% |
| Executive | 7 | 21.2% | 26 | 78.8% |
| Committee Chairs | 2 | 40% | 3 | 60% |
| State Secretaries | 4 | 12.9% | 27 | 87.1% |
| QLD TOTAL: | 15 | 19.5% | 62 | 80.5% |
| NSW | | | | |
| State Labour Council | 11 | 29.7% | 26 | 70.3% |
| State Secretaries | 12 | 20% | 48 | 80% |
| State Presidents | 12 | 22% | 42 | 78% |
| NSW TOTAL: | 35 | 23.1% | 116 | 76.9% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| Unions (cont) | <i>WOMEN</i> | | <i>MEN</i> | |
|----------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| ACT | | | | |
| State Labour Council | 0 | 0% | 1 | 100% |
| State Secretaries | 1 | 8.3% | 11 | 91.7% |
| ACT TOTAL: | 1 | 7.7% | 12 | 92.3% |
| VIC | | | | |
| State Labour Council | 4 | 50% | 4 | 50% |
| State Secretaries | 12 | 17.2% | 58 | 82.8% |
| VIC TOTAL: | 16 | 20.5% | 62 | 79.5% |
| TAS | | | | |
| Union Tasmania | 3 | 33.3% | 6 | 66.7% |
| State Secretaries | 3 | 9.4% | 29 | 90.6% |
| State Presidents | 7 | 30.4% | 16 | 69.6% |
| TAS TOTAL: | 13 | 20.3% | 51 | 79.7% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| Unions (cont) | WOMEN | | MEN | |
|-------------------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| SA | | | | |
| State Labour Council | 1 | 100% | 0 | 0% |
| State Secretaries | 7 | 21.8% | 25 | 78.1% |
| SA TOTAL: | 8 | 24.2% | 25 | 75.8% |
| WA | | | | |
| State Labour Council | 92 | 41.8% | 128 | 58.2% |
| State Secretaries | 7 | 18.4% | 31 | 81.6% |
| WA TOTAL: | 99 | 38.3% | 159 | 61.7% |
| NT | | | | |
| State Trades & Labour Council | 4 | 27% | 11 | 73% |
| State Secretaries | 4 | 22% | 14 | 78% |
| NT TOTAL: | 8 | 24.2% | 25 | 75.8% |

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| | <i>WOMEN</i> | | <i>MEN</i> | |
|------------------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| SENIOR POLICE SERVICE | | | | |
| FEDERAL | | | | |
| Commissioner | 0 | 0% | 1 | 100% |
| Deputy Commissioner | 0 | 0% | 1 | 100% |
| Chief Police Officer | 0 | 0% | 1 | 100% |
| Chief of Staff | 1 | 100% | 0 | 0% |
| Chief Operating Officer | 0 | 0% | 1 | 100% |
| FEDERAL TOTAL: | 1 | 20% | 4 | 80% |
| QLD | | | | |
| Assistant Commissioner | 1 | 8.3% | 11 | 91.7% |
| Executive Officer | 1 | 7.1% | 13 | 92.9% |
| QLD TOTAL: | 2 | 7.7% | 24 | 93.3% |
| NSW | | | | |
| Commissioner | 0 | 0% | 1 | 100% |
| Deputy Commissioner | 0 | 0% | 2 | 100% |
| NSW TOTAL: | 0 | 0% | 3 | 100% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| Senior Police Service (cont) | WOMEN | | MEN | |
|------------------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| ACT | | | | |
| Commissioner | | | | |
| Deputy Commissioner | | | | |
| Assistant Commissioner | | | | |
| Commander | | | | |
| Superintendent | | | | |
| ACT TOTAL: | | | | |
| VIC | | | | |
| Chief Commissioner | 1 | 100% | 0 | 0% |
| Superintendent | 2 | 3% | 63 | 97% |
| Inspectors | 11 | 4.3% | 245 | 95.7% |
| VIC TOTAL: | 14 | 4.3% | 308 | 95.7% |
| TAS | | | | |
| Commissioner | 0 | 0% | 1 | 100% |
| Deputy Commissioner | 0 | 0% | 1 | 100% |
| Assistant Commissioner | 0 | 0% | 2 | 100% |
| Commander | 0 | 0% | 9 | 100% |
| Inspector | 2 | 4% | 47 | 96% |
| TAS TOTAL: | 2 | 3% | 60 | 97% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| Senior Police Service (cont) | WOMEN | | MEN | |
|-----------------------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| SA | | | | |
| Commissioner | 0 | 0% | 1 | 100% |
| Deputy Commissioner | 0 | 0% | 1 | 100% |
| Assistant Commissioner | 1 | 25% | 3 | 75% |
| Commander | 0 | 0% | 2 | 100% |
| SA TOTAL: | 1 | 12.5% | 7 | 87.5% |
| WA | | | | |
| Commissioner | 0 | 0% | 1 | 100% |
| Deputy Commissioner | 0 | 0% | 2 | 100% |
| Senior Executive Police | 0 | 0% | 8 | 100% |
| Aboriginal Police Liaison Officer | 33 | 27% | 89 | 73% |
| WA TOTAL: | 33 | 24.8% | 100 | 75.2% |
| NT | | | | |
| Commissioner | 0 | 0% | 1 | 100% |
| Deputy Commissioner | 0 | 0% | 1 | 100% |
| Assistant Commissioner | 0 | 0% | 4 | 100% |
| Commander | 1 | 12.5% | 7 | 87.5% |
| Superintendent | 6 | 17.6% | 28 | 82.4% |
| NT TOTAL: | 7 | 15.6% | 41 | 85.4% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|---|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| SENIOR PUBLIC SERVICE | | | | |
| FEDERAL Senior Executive Service | 570 | 30.5% | 1302 | 69.5% |
| QLD | 82 | 19.7% | 334 | 80.3% |
| NSW Chief Executive and Senior Executive High Level CES | 201 12 | 24.4% 17.1% | 624 58 | 75.6% 82.9% |
| NSW TOTAL: | 213 | 23.8% | 682 | 76.2% |
| ACT | 47 | 33.8% | 92 | 66.2% |
| VIC | 189 | 31.9% | 403 | 68.1% |
| TAS SES Equivalent specialist positions | 43 10 | 25.6% 28.6% | 125 25 | 74.4% 71.4% |
| TAS TOTAL: | 53 | 26.1% | 150 | 73.9% |
| SA Executive level | 296 | 29.4% | 711 | 70.6% |

| Senior Public Service (cont) | <i>WOMEN</i> | <i>MEN</i> |
|------------------------------|---------------------|-------------------|
|------------------------------|---------------------|-------------------|

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
|------------------------------|---------------|-------------------|---------------|-------------------|
| WA | | | | |
| Senior Executive Level | 70 | 20.5% | 272 | 79.5% |
| Tier 1 (SES) | | 20% | | |
| Tier 2 (Corporate Executive) | | 27% | | |
| Tier 3 (Line Managers) | | 30% | | |
| WA TOTAL: | | | | |
| NT | 125 | 29% | 425 | 71% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|---|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| PRIVATE SECTOR EXECUTIVE POSITIONS | | | | |
| PRIVATE SECTOR BOARDS - NATIONAL | 121 | 8.2% | 1360 | 91.8% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|--------------------------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| 2004 QUEENS BIRTHDAY HONOURS | | | | |
| QLD | | | | |
| Order of Australia - Companion (AC) | 1 | 33.3% | 2 | 66.7% |
| Officer (AO) General Division | 1 | 16.7% | 5 | 83.3% |
| Officer (AO) Military Division | 0 | 0% | 0 | 0% |
| Member (AM) General Division | 2 | 10.5% | 17 | 89.5% |
| Member (AM) Military Division | 0 | 0% | 3 | 100% |
| Medal (OAM) General Division | 10 | 23.3% | 33 | 76.7% |
| Medal (OAM) Military Division | 0 | 0% | 3 | 100% |
| Public Service Medal (PSM) | 3 | 42.9% | 4 | 57.1% |
| Australian Police Medal (APM) | 1 | 20% | 4 | 80% |
| Australian Fire Service Medal (AFSM) | 0 | 0% | 1 | 100% |
| Ambulance Service Medal (ASM) | 0 | 0% | 3 | 100% |
| Emergency Services Medal (ESM) | 0 | 0% | 0 | 100% |
| Distinguished Service Cross (DSC) | 0 | 0% | 1 | 100% |
| Distinguished Service Medal (DSM) | 0 | 0% | 2 | 100% |
| Commendation Distinguished Service | 0 | 0% | 3 | 100% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 2 | 100% |
| Bar Conspicuous Service Cross (CSC) | 0 | 0% | 0 | 100% |
| Nursing Service Cross (NSC) | 0 | 0% | 1 | 100% |
| Conspicuous Service Medal (CSM) | 0 | 0% | 6 | 100% |
| QLD TOTAL: | 18 | 16.7% | 90 | 83.3% |
| 2004 Queens Birthday Honours (cont) | <i>WOMEN</i> | | <i>MEN</i> | |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
|--------------------------------------|---------------|-------------------|---------------|-------------------|
| NSW | | | | |
| Order of Australia - Companion (AC) | 0 | 0% | 0 | 0% |
| Officer (AO) General Division | 3 | 20% | 12 | 80% |
| Officer (AO) Military Division | 0 | 0% | 0 | 0% |
| Member (AM) General Division | 8 | 15.7% | 43 | 84.3% |
| Member (AM) Military Division | 0 | 0% | 1 | 100% |
| Medal (OAM) General Division | 33 | 29.2% | 80 | 70.8% |
| Medal (OAM) Military Division | 0 | 0% | 5 | 100% |
| Public Service Medal (PSM) | 0 | 0% | 7 | 100% |
| Australian Police Medal (APM) | 0 | 0% | 6 | 100% |
| Australian Fire Service Medal (AFSM) | 1 | 9.1% | 10 | 90.9% |
| Ambulance Service Medal (ASM) | 0 | 0 | 2 | 100% |
| Emergency Services Medal (ESM) | 0 | 0% | 2 | 100% |
| Distinguished Service Cross (DSC) | 0 | 0% | 0 | 0% |
| Distinguished Service Medal (DSM) | 0 | 0% | 0 | 0% |
| Commendation Distinguished Service | 0 | 0% | 0 | 0% |
| Conspicuous Service Cross (CSC) | 2 | 22.2% | 7 | 77.8% |
| Bar Conspicuous Service Cross (CSC) | 0 | 0% | 0 | 0% |
| Nursing Service Cross (NSC) | 0 | 0% | 0 | 0% |
| Conspicuous Service Medal (CSM) | 1 | 14.3% | 6 | 85.7% |
| NSW TOTAL: | 48 | 21% | 181 | 79% |

| 2004 Queens Birthday Honours (cont) | <i>WOMEN</i> | | <i>MEN</i> | |
|-------------------------------------|---------------|-------------------|---------------|-------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| | | | | |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | | | | |
|--------------------------------------|-----------|--------------|-----------|--------------|
| ACT | | | | |
| Order of Australia - Companion (AC) | 0 | 0% | 0 | 0% |
| Officer (AO) General Division | 2 | 50% | 2 | 50% |
| Officer (AO) Military Division | 0 | 0% | 1 | 100% |
| Member (AM) General Division | 3 | 42.9% | 4 | 51.1% |
| Member (AM) Military Division | 0 | 0% | 3 | 100% |
| Medal (OAM) General Division | 6 | 37.5% | 10 | 62.5% |
| Medal (OAM) Military Division | 0 | 0% | 1 | 100% |
| Public Service Medal (PSM) | 3 | 30% | 7 | 70% |
| Australian Police Medal (APM) | 0 | 0% | 2 | 100% |
| Australian Fire Service Medal (AFSM) | 0 | 0% | 0 | 0% |
| Ambulance Service Medal (ASM) | 0 | 0% | 0 | 0% |
| Emergency Services Medal (ESM) | 0 | 0% | 0 | 0% |
| Distinguished Service Cross (DSC) | 0 | 0% | 0 | 0% |
| Distinguished Service Medal (DSM) | 0 | 0% | 0 | 0% |
| Commendation Distinguished Service | 0 | 0% | 3 | 100% |
| Conspicuous Service Cross (CSC) | 2 | 40% | 3 | 60% |
| Bar Conspicuous Service Cross (CSC) | 0 | 0% | 1 | 100% |
| Nursing Service Cross (NSC) | 0 | 0% | 0 | 0% |
| Conspicuous Service Medal (CSM) | 1 | 100% | 0 | 0% |
| ACT TOTAL: | 17 | 31.5% | 37 | 68.5% |

| 2004 Queens Birthday Honours (cont) | WOMEN | | MEN | |
|-------------------------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| | | | | |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | | | | |
|--------------------------------------|-----------|------------|-----------|------------|
| VIC | | | | |
| Order of Australia - Companion (AC) | 0 | 0% | 1 | 100% |
| Officer (AO) General Division | 6 | 54.5% | 5 | 45.5% |
| Officer (AO) Military Division | 0 | 0% | 0 | 0% |
| Member (AM) General Division | 7 | 31.8% | 15 | 68.2% |
| Member (AM) Military Division | 0 | 0% | 2 | 100% |
| Medal (OAM) General Division | 31 | 40.8% | 45 | 59.2% |
| Medal (OAM) Military Division | 0 | 0% | 1 | 100% |
| Public Service Medal (PSM) | 2 | 22.2% | 7 | 77.8% |
| Australian Police Medal (APM) | 1 | 20% | 4 | 80% |
| Australian Fire Service Medal (AFSM) | 0 | 0% | 7 | 100% |
| Ambulance Service Medal (ASM) | 0 | 0% | 0 | 0% |
| Emergency Services Medal (ESM) | 0 | 0% | 3 | 100% |
| Distinguished Service Cross (DSC) | 0 | 0% | 0 | 0% |
| Distinguished Service Medal (DSM) | 0 | 0% | 0 | 0% |
| Commendation Distinguished Service | 0 | 0% | 0 | 0% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 1 | 100% |
| Bar Conspicuous Service Cross (CSC) | 0 | 0% | 0 | 0% |
| Nursing Service Cross (NSC) | 0 | 0% | 0 | 0% |
| Conspicuous Service Medal (CSM) | 0 | 0% | 0 | 0% |
| VIC TOTAL: | 47 | 34% | 91 | 66% |

| 2004 Queens Birthday Honours (cont) | WOMEN | | MEN | |
|-------------------------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| | | | | |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | | | | |
|--------------------------------------|----------|--------------|-----------|--------------|
| TAS | | | | |
| Order of Australia - Companion (AC) | 0 | 0% | 0 | 0% |
| Officer (AO) General Division | 0 | 0% | 0 | 0% |
| Officer (AO) Military Division | 0 | 0% | 0 | 0% |
| Member (AM) General Division | 0 | 0% | 2 | 100% |
| Member (AM) Military Division | 0 | 0% | 0 | 0% |
| Medal (OAM) General Division | 8 | 34.8% | 15 | 65.2% |
| Medal (OAM) Military Division | 0 | 0% | 0 | 0% |
| Public Service Medal (PSM) | 0 | 0% | 0 | 0% |
| Australian Police Medal (APM) | 0 | 0% | 1 | 100% |
| Australian Fire Service Medal (AFSM) | 0 | 0% | 0 | 0% |
| Ambulance Service Medal (ASM) | 0 | 0% | 0 | 0% |
| Emergency Services Medal (ESM) | 0 | 0% | 0 | 0% |
| Distinguished Service Cross (DSC) | 0 | 0% | 0 | 0% |
| Distinguished Service Medal (DSM) | 0 | 0% | 0 | 0% |
| Commendation Distinguished Service | 0 | 0% | 0 | 0% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 0 | 0% |
| Bar Conspicuous Service Cross (CSC) | 0 | 0% | 0 | 0% |
| Nursing Service Cross (NSC) | 0 | 0% | 0 | 0% |
| Conspicuous Service Medal (CSM) | 0 | 0% | 0 | 0% |
| TAS TOTAL: | 8 | 30.8% | 18 | 69.2% |

| 2004 Queens Birthday Honours (cont) | WOMEN | | MEN | |
|-------------------------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| | | | | |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | | | | |
|--------------------------------------|-----------|--------------|-----------|--------------|
| SA | | | | |
| Order of Australia - Companion (AC) | 0 | 0% | 1 | 100% |
| Officer (AO) General Division | 1 | 25% | 3 | 75% |
| Officer (AO) Military Division | 0 | 0% | 0 | 0% |
| Member (AM) General Division | 6 | 28.6% | 15 | 71.4% |
| Member (AM) Military Division | 0 | 0% | 1 | 100% |
| Medal (OAM) General Division | 15 | 32.6% | 31 | 67.4% |
| Medal (OAM) Military Division | 0 | 0% | 0 | 0% |
| Public Service Medal (PSM) | 0 | 0% | 0 | 0% |
| Australian Police Medal (APM) | 0 | 0% | 2 | 100% |
| Australian Fire Service Medal (AFSM) | 0 | 0% | 2 | 100% |
| Ambulance Service Medal (ASM) | 0 | 0% | 0 | 0% |
| Emergency Services Medal (ESM) | 0 | 0% | 1 | 100% |
| Distinguished Service Cross (DSC) | 0 | 0% | 0 | 0% |
| Distinguished Service Medal (DSM) | 0 | 0% | 0 | 0% |
| Commendation Distinguished Service | 0 | 0% | 0 | 0% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 0 | 0% |
| Bar Conspicuous Service Cross (CSC) | 0 | 0% | 0 | 0% |
| Nursing Service Cross (NSC) | 0 | 0% | 0 | 0% |
| Conspicuous Service Medal (CSM) | 0 | 0% | 1 | 100% |
| SA TOTAL: | 22 | 27.8% | 57 | 72.2% |

| 2004 Queens Birthday Honours (cont) | WOMEN | | MEN | |
|-------------------------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| | | | | |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | | | | |
|--------------------------------------|-----------|--------------|-----------|--------------|
| WA | | | | |
| Order of Australia - Companion (AC) | 0 | 0% | 0 | 0% |
| Officer (AO) General Division | 1 | 50% | 1 | 50% |
| Officer (AO) Military Division | 0 | 0% | 0 | 0% |
| Member (AM) General Division | 1 | 11.1% | 8 | 88.9% |
| Member (AM) Military Division | 0 | 0% | 1 | 100% |
| Medal (OAM) General Division | 8 | 32% | 17 | 68% |
| Medal (OAM) Military Division | 0 | 0% | 1 | 100% |
| Public Service Medal (PSM) | 0 | 0% | 2 | 100% |
| Australian Police Medal (APM) | 1 | 50% | 1 | 50% |
| Australian Fire Service Medal (AFSM) | 0 | 0% | 5 | 100% |
| Ambulance Service Medal (ASM) | 0 | 0% | 0 | 0% |
| Emergency Services Medal (ESM) | 0 | 0% | 1 | 100% |
| Distinguished Service Cross (DSC) | 0 | 0% | 0 | 0% |
| Distinguished Service Medal (DSM) | 0 | 0% | 0 | 0% |
| Commendation Distinguished Service | 0 | 0% | 0 | 0% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 0 | 0% |
| Bar Conspicuous Service Cross (CSC) | 0 | 0% | 0 | 0% |
| Nursing Service Cross (NSC) | 0 | 0% | 0 | 0% |
| Conspicuous Service Medal (CSM) | 0 | 0% | 0 | 0% |
| WA TOTAL: | 11 | 22.9% | 37 | 77.1% |

| 2004 Queens Birthday Honours (cont) | WOMEN | | MEN | |
|-------------------------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| | | | | |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | | | | |
|--------------------------------------|----------|--------------|-----------|--------------|
| NT | | | | |
| Order of Australia - Companion (AC) | 0 | 0% | 0 | 0%% |
| Officer (AO) General Division | 1 | 50% | 1 | 50% |
| Officer (AO) Military Division | 0 | 0% | 0 | 0% |
| Member (AM) General Division | 1 | 50% | 1 | 50% |
| Member (AM) Military Division | 0 | 0% | 0 | 0% |
| Medal (OAM) General Division | 0 | 0% | 3 | 100% |
| Medal (OAM) Military Division | 0 | 0% | 0 | 0% |
| Public Service Medal (PSM) | 1 | 100% | 0 | 0% |
| Australian Police Medal (APM) | 0 | 0% | 1 | 100% |
| Australian Fire Service Medal (AFSM) | 0 | 0% | 0 | 0% |
| Ambulance Service Medal (ASM) | 0 | 0% | 0 | 0% |
| Emergency Services Medal (ESM) | 0 | 0% | 1 | 100% |
| Distinguished Service Cross (DSC) | 0 | 0% | 0 | 0% |
| Distinguished Service Medal (DSM) | 0 | 0% | 0 | 0% |
| Commendation Distinguished Service | 0 | 0% | 2 | 100% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 1 | 100% |
| Bar Conspicuous Service Cross (CSC) | 0 | 0% | 0 | 0% |
| Nursing Service Cross (NSC) | 0 | 0% | 0 | 0% |
| Conspicuous Service Medal (CSM) | 0 | 0% | 0 | 0% |
| NT TOTAL: | 3 | 23.1% | 10 | 76.9% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|--------------------------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| 2004 AUSTRALIA DAY HONOURS | | | | |
| QLD | | | | |
| Order of Australia – Companion (AC) | 0 | 0% | 2 | 100% |
| Officer (AO) General Division | 2 | 50% | 2 | 50% |
| Officer (AO) Military Division | 0 | 0% | 0 | 0% |
| Member (AM) General Division | 4 | 23.5% | 13 | 76.5% |
| Member (AM) Military Division | 0 | 0% | 0 | 0% |
| Medal (OAM) General Division | 22 | 41.5% | 31 | 58.5% |
| Medal (OAM) Military Division | 0 | 0% | 3 | 100% |
| Public Service Medal (PSM) | 2 | 33.3% | 4 | 66.7% |
| Australian Police Medal (APM) | 1 | 20% | 4 | 80% |
| Australian Fire Service Medal (AFSM) | 0 | 0% | 2 | 100% |
| Ambulance Service Medal (ASM) | 0 | 0% | 2 | 100% |
| Emergency Services Medal (ESM) | 0 | 0% | 5 | 100% |
| Commendation Distinguished Service | 0 | 0% | 0 | 0% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 1 | 100% |
| Conspicuous Service Medal (CSM) | 0 | 0% | 4 | 100% |
| QLD TOTAL: | 31 | 29.8% | 73 | 70.2% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| 2004 Australia Day Honours (cont) | WOMEN | | MEN | |
|--------------------------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| NSW | | | | |
| Order of Australia – Companion (AC) | 0 | 0% | 1 | 100% |
| Officer (AO) General Division | 7 | 58.3% | 5 | 41.7% |
| Officer (AO) Military Division | 0 | 0% | 2 | 100% |
| Member (AM) General Division | 15 | 31.2% | 33 | 68.8% |
| Member (AM) Military Division | 0 | 0% | 3 | 100% |
| Medal (OAM) General Division | 50 | 33.8% | 98 | 66.2% |
| Medal (OAM) Military Division | 0 | 0% | 5 | 100% |
| Public Service Medal (PSM) | 4 | 33.3% | 8 | 66.7% |
| Australian Police Medal (APM) | 0 | 0% | 9 | 100% |
| Australian Fire Service Medal (AFSM) | 0 | 0% | 9 | 100% |
| Ambulance Service Medal (ASM) | 0 | 0% | 1 | 100% |
| Emergency Services Medal (ESM) | 2 | 33.3% | 4 | 66.7% |
| Commendation Distinguished Service | 0 | 0% | 0 | 0% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 5 | 100% |
| Conspicuous Service Medal (CSM) | 0 | 0% | 9 | 100% |
| NSW TOTAL: | 78 | 28.9% | 192 | 71.1% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| 2004 Australia Day Honours (cont) | WOMEN | | MEN | |
|--------------------------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| ACT | | | | |
| Order of Australia – Companion (AC) | 0 | 0% | 0 | 0% |
| Officer (AO) General Division | 2 | 33.3% | 4 | 66.7% |
| Officer (AO) Military Division | 0 | 0% | 1 | 100% |
| Member (AM) General Division | 2 | 25% | 6 | 75% |
| Member (AM) Military Division | 1 | 20% | 4 | 80% |
| Medal (OAM) General Division | 6 | 75% | 2 | 25% |
| Medal (OAM) Military Division | 1 | 100% | 0 | 0% |
| Public Service Medal (PSM) | 4 | 36.4% | 7 | 63.6% |
| Australian Police Medal (APM) | 1 | 3.3% | 2 | 66.7% |
| Australian Fire Service Medal (AFSM) | 1 | 100% | 0 | 0% |
| Ambulance Service Medal (ASM) | 0 | 0% | 0 | 0% |
| Emergency Services Medal (ESM) | 0 | 0% | 1 | 100% |
| Commendation Distinguished Service | 0 | 0% | 1 | 100% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 2 | 100% |
| Conspicuous Service Medal (CSM) | 1 | 100% | 0 | 0% |
| ACT TOTAL: | 19 | 38.8% | 30 | 61.2% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| 2004 Australia Day Honours (cont) | <i>WOMEN</i> | | <i>MEN</i> | |
|--------------------------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| VIC | | | | |
| Order of Australia – Companion (AC) | 1 | 33.3% | 2 | 66.7% |
| Officer (AO) General Division | 3 | 25% | 9 | 75% |
| Officer (AO) Military Division | 0 | 0% | 0 | 0% |
| Member (AM) General Division | 9 | 29% | 22 | 71% |
| Member (AM) Military Division | 0 | 0% | 0 | 0% |
| Medal (OAM) General Division | 24 | 35.5% | 40 | 62.5% |
| Medal (OAM) Military Division | 0 | 0% | 4 | 100% |
| Public Service Medal (PSM) | 5 | 55.6% | 4 | 44.4% |
| Australian Police Medal (APM) | 0 | 0% | 5 | 100% |
| Australian Fire Service Medal (AFSM) | 0 | 0% | 7 | 100% |
| Ambulance Service Medal (ASM) | 0 | 0% | 4 | 100% |
| Emergency Services Medal (ESM) | 1 | 50% | 1 | 50% |
| Commendation Distinguished Service | 0 | 0% | 0 | 0% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 3 | 100% |
| Conspicuous Service Medal (CSM) | 0 | 0% | 3 | 100% |
| VIC TOTAL: | 43 | 29.3% | 104 | 70.7% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| 2004 Australia Day Honours (cont) | <i>WOMEN</i> | | <i>MEN</i> | |
|--------------------------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| TAS | | | | |
| Order of Australia – Companion (AC) | 0 | 0% | 1 | 100% |
| Officer (AO) General Division | 0 | 0% | 0 | 0% |
| Officer (AO) Military Division | 0 | 0% | 0 | 0% |
| Member (AM) General Division | 1 | 33.3% | 2 | 66.7% |
| Member (AM) Military Division | 0 | 0% | 0 | 0% |
| Medal (OAM) General Division | 11 | 39.3% | 17 | 60.7% |
| Medal (OAM) Military Division | 0 | 0% | 0 | 0% |
| Public Service Medal (PSM) | 0 | 0% | 0 | 0% |
| Australian Police Medal (APM) | 0 | 0% | 2 | 100% |
| Australian Fire Service Medal (AFSM) | 0 | 0% | 3 | 100% |
| Ambulance Service Medal (ASM) | 1 | 33.3% | 2 | 66.7% |
| Emergency Services Medal (ESM) | 0 | 0% | 3 | 100% |
| Commendation Distinguished Service | 0 | 0% | 0 | 0% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 0 | 0% |
| Conspicuous Service Medal (CSM) | 0 | 0% | 0 | 0% |
| TAS TOTAL: | 13 | 30.2% | 30 | 69.8% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| 2004 Australia Day Honours (cont) | WOMEN | | MEN | |
|--------------------------------------|---------------|-------------------|---------------|-------------------|
| | NUMBER | PERCENTAGE | NUMBER | PERCENTAGE |
| SA | | | | |
| Order of Australia – Companion (AC) | 0 | 0% | 0 | 0% |
| Officer (AO) General Division | 2 | 100% | 0 | 0% |
| Officer (AO) Military Division | 0 | 0% | 0 | 0% |
| Member (AM) General Division | 4 | 28.6% | 10 | 71.4% |
| Member (AM) Military Division | 0 | 0% | 0 | 0% |
| Medal (OAM) General Division | 13 | 34.2% | 25 | 65.8% |
| Medal (OAM) Military Division | 0 | 0% | 0 | 0% |
| Public Service Medal (PSM) | 2 | 33.3% | 4 | 66.7% |
| Australian Police Medal (APM) | 1 | 33.3% | 2 | 66.7% |
| Australian Fire Service Medal (AFSM) | 1 | 25% | 3 | 75% |
| Ambulance Service Medal (ASM) | 0 | 0% | 0 | 0% |
| Emergency Services Medal (ESM) | 1 | 33.3% | 2 | 66.7% |
| Commendation Distinguished Service | 0 | 0% | 0 | 0% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 0 | 0% |
| Conspicuous Service Medal (CSM) | 0 | 0% | 3 | 100% |
| SA TOTAL: | 22 | 31% | 49 | 69% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| 2004 Australia Day Honours (cont) | <i>WOMEN</i> | | <i>MEN</i> | |
|--------------------------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| WA | | | | |
| Order of Australia – Companion (AC) | 0 | 0% | 0 | 0% |
| Officer (AO) General Division | 0 | 0% | 1 | 100% |
| Officer (AO) Military Division | 0 | 0% | 0 | 0% |
| Member (AM) General Division | 3 | 33.3% | 6 | 66.7% |
| Member (AM) Military Division | 0 | 0% | 0 | 0% |
| Medal (OAM) General Division | 9 | 39.1% | 14 | 60.9% |
| Medal (OAM) Military Division | 0 | 0% | 0 | 0% |
| Public Service Medal (PSM) | 0 | 0% | 2 | 100% |
| Australian Police Medal (APM) | 0 | 0% | 3 | 100% |
| Australian Fire Service Medal (AFSM) | 0 | 0% | 2 | 100% |
| Ambulance Service Medal (ASM) | 0 | 0% | 3 | 100% |
| Emergency Services Medal (ESM) | 0 | 0% | 2 | 100% |
| Commendation Distinguished Service | 0 | 0% | 0 | 0% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 0 | 0% |
| Conspicuous Service Medal (CSM) | 0 | 0% | 1 | 100% |
| WA TOTAL: | 12 | 26.1% | 34 | 73.9% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| 2004 Australia Day Honours (cont) | <i>WOMEN</i> | | <i>MEN</i> | |
|--------------------------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| NT | | | | |
| Order of Australia – Companion (AC) | 0 | 0% | 0 | 0% |
| Officer (AO) General Division | 0 | 0% | 2 | 100% |
| Officer (AO) Military Division | 0 | 0% | 0 | 0% |
| Member (AM) General Division | 0 | 0% | 3 | 100% |
| Member (AM) Military Division | 0 | 0% | 0 | 0% |
| Medal (OAM) General Division | 1 | 100% | 0 | 0% |
| Medal (OAM) Military Division | 0 | 0% | 0 | 0% |
| Public Service Medal (PSM) | 0 | 0% | 1 | 100% |
| Australian Police Medal (APM) | 0 | 0% | 1 | 100% |
| Australian Fire Service Medal (AFSM) | 0 | 0% | 0 | 0% |
| Ambulance Service Medal (ASM) | 0 | 0% | 0 | 0% |
| Emergency Services Medal (ESM) | 0 | 0% | 0 | 0% |
| Commendation Distinguished Service | 0 | 0% | 1 | 100% |
| Conspicuous Service Cross (CSC) | 0 | 0% | 1 | 100% |
| Conspicuous Service Medal (CSM) | 0 | 0% | 1 | 100% |
| NT TOTAL: | 1 | 9.1% | 10 | 90.9% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|--------------------------------------|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| ACOSS & STATE EQUIVALENTS | | | | |
| FEDERAL | | | | |
| President | 0 | 0% | 1 | 100% |
| Deputy Presidents | 2 | 100% | 0 | 0% |
| QLD | | | | |
| QCOSS Board Members | 9 | 69.2% | 4 | 30.8% |
| NSW | | | | |
| NCOSS Board Members | 10 | 58.8% | 7 | 41.2% |
| ACT | | | | |
| | 10 | 83.3% | 2 | 16.7% |
| VIC | | | | |
| VCOSS | 3 | 25% | 9 | 75% |
| TAS | | | | |
| TasCoss Board Presidents | 1 | 100% | 0 | 0% |
| TasCoss Board Vice Presidents | 0 | 0% | 1 | 100% |
| TasCoss Treasurers | 0 | 0% | 1 | 100% |
| TasCoss Board Members | 5 | 71.4% | 2 | 28.6% |
| TAS TOTAL: | 6 | 60% | 4 | 40% |
| ACOSS & State Equivalents (cont) | <i>WOMEN</i> | | <i>MEN</i> | |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
|----------------------------|---------------|-------------------|---------------|-------------------|
| SA SACOSS Board Members | 6 BM + ED 7 | 63.6% | 4 | 36.4% |
| WA WACOSS Board Members | 5 | 55.6% | 4 | 44.4% |
| NT NTCOSS Board Members | 12 | 71% | 5 | 29% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|---|----------------------|--------------------------|----------------------|--------------------------|
| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
| FECCA & STATE EQUIVALENTS | | | | |
| FEDERAL Director | 0 | 0% | 1 | 100% |
| QLD Ethnic Communities Council | 3 | 21.4% | 11 | 78.6% |
| NSW Ethnic Communities Council | 22 | 33.8% | 43 | 66.2% |
| ACT Ministerial Advisory Council on Multicultural Affairs | 6 | 42.9% | 8 | 57.1% |
| VIC Ethnic Communities Council | 8 | 47% | 9 | 53% |
| TAS Multicultural Council | 6 | 40% | 9 | 60% |
| SA Multicultural Council | 5 | 29.4% | 12 | 70.6% |
| WA Ethnic Communities Council | 5 | 35.7% | 9 | 64.3% |
| FECCA & State Equivalents (cont) | <i>WOMEN</i> | | <i>MEN</i> | |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>NUMBER</i> | <i>PERCENTAGE</i> | <i>NUMBER</i> | <i>PERCENTAGE</i> |
|--|---------------|-------------------|---------------|-------------------|
| NT Multicultural Council – Executive Committee | 11 | 69% | 5 | 31% |

MEASURING WOMEN'S INVOLVEMENT IN LEADERSHIP AND DECISION MAKING ACROSS AUSTRALIA

| | <i>WOMEN</i> | | <i>MEN</i> | |
|---------------------------|-------------------------------|-----------------------------|-------------------------------|-----------------------------|
| | <i>FULL TIME ADULT</i> | <i>ALL EMPLOYEES</i> | <i>FULL TIME ADULT</i> | <i>ALL EMPLOYEES</i> |
| SALARY COMPARISONS | | | | |
| QLD | \$820.90 | \$548.90 | \$997.10 | \$839.80 |
| NSW | | | | |
| ACT | | | | |
| VIC | | | | |
| TAS | | | | |
| SA | \$794.70 | \$518.50 | \$973.50 | \$802.10 |
| WA | \$807.20 | \$530.30 | | |
| NT | | | | |