



# FACT SHEET

## 2008 EOWA AUSTRALIAN CENSUS OF WOMEN IN LEADERSHIP

### Key Findings

For the top 200 companies listed on the Australian Stock Exchange at 1 February 2008:

- Women remain under-represented in the topmost corporate positions in ASX200 organisations
- Four Australian boards have women as Chair (2%) and four companies have a female CEO (2%).
- In the ASX200 only 10.7% of the Executive Managers group are women and 8.3% are Board Directors, a drop from 2006 from 12% and 8.7% respectively.
- The number of companies without women board directors is 51%.
- The number of boards with 2 or more women directors is 11.5%, a drop from 13.5% in 2006.
- The percentage of companies with 25% or more women board directors is 6% in 2008, half of what it was in 2006.
- 45.5% of companies have no women executive managers in 2008, a drop from 39.5% in 2006.
- The number of boards with 2 or more women executive managers is 23.5% in 2008, a fall from 30% in 2006.
- The percentage of companies with 25% or more women executive managers is 16.5% in 2008, falling slightly from 18% in 2006.
- The percentage of women board directors and women executive managers in Australia is lower than Canada, New Zealand, South Africa, UK and the US.

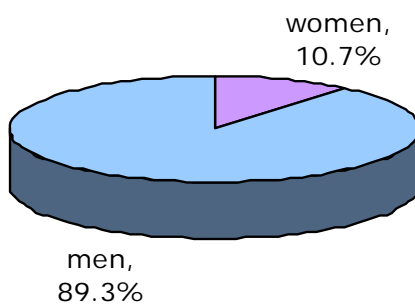


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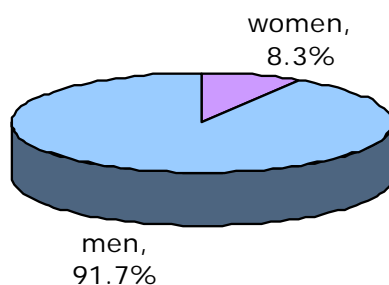
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### Key Findings

**Executive managers of  
ASX200 companies by gender**



**Board Directors of ASX200 by  
gender**





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#### Gender Profile for all ASX 200 companies

Position	Female	%Female	Male	%Male	TOTAL
Chairs	4	2	196	8	200
CEOs	4	2	197	8	201
Board Directors	125	8.3	1379	91.7	1504
Line Executive management positions	72	5.9	1143	94.1	1215
Support (staff) executive management positions	110	22.7	375	77.3	485
Executive managers	182	10.7	1518	89.3	1700

#### Company data- Women Executive Managers (WEMs)

	WEM	Total EM	% of women	Number of Companies	% of total companies
Companies with 2 or more WEM	120	505	23.8	47	23.5
Companies with at least one WEM	182	1026	17.7	109	54.5
Companies with one WEM	62	521	11.9	62	31
Companies without a WEM	0	674	0	91	45.5
Companies with 25% or more WEMs	78	240	32.5	33	16.5
All companies	182	1700	10.7	200	100



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#### Company Data- Women Board Directors (WBDs)

	WBD	Total BD	% of women	Number of Companies	% of total companies
Companies with 2 or more WBD	50	208	24.0	23	11.5
Companies with at least one WBD	125	832	15.0	98	49.0
Companies with one WBD	75	624	12.0	75	37.5
Companies without a WBD	0	672	0	102	51.0
Companies with 25% or more WBDs	28	92	30.4	12	6.0
All companies	125	1504	8.3	200	100