

Appendix 4

Catalyst Censuses in Australia

EOWA

Catalyst (www.catalystwomen.org), a North America-based non-profit research and advisory organisation dedicated to advancing women in business, is working with EOWA (Equal Opportunity for Women in the Workplace Agency) to produce Australia's only definitive measure of women at the top level of business in this country. They are being done in collaboration with Dr. Graeme Russell of Macquarie University.

The 2002 censuses, Australian Census of Women Executive Managers and Australian Census of Women Board Directors, enabled, for the first time in Australia, an international comparison of Australia's progress in women in leadership to be made with progress made by comparable companies in the USA and Canada.

The license for the censuses is held in Australia by EOWA from Catalyst of 120 Wall Street, New York NY 10005, USA. The censuses are recognised by the Australian Bureau of Statistics.

The Australian Catalyst Census received exceptional media coverage in 2002. This sparked nationwide debate and proved extraordinarily newsworthy, and we are expecting a similar interest in 2003.

Background

In 1993, Catalyst began to produce an annual census to clarify the status of women on the boards of the largest companies in the United States.

The census was designed to establish accurate statistics, to create a way to use the standard practice of benchmarking to promote women's advancement, and to apply the business principle of "what gets measured gets done" to focus attention on this issue.

Over time, these censuses have evolved. Catalyst started counting women board directors of the Fortune 500 companies followed by corporate officers and top earners. The board census has now expanded to the Fortune 1000. Then Catalyst replicated both the board census and the census of corporate officers and top earners in Canada among the Financial Post 500 companies.

These rigorous measurements provide an accurate accounting of the number of women directors, corporate officers, top earners, their line/staff status, and the types of titles they hold.

Catalyst also presents the number of women corporate officers who are among the top earners at these companies and an analysis of the number of women of colour who are directors or corporate officers. Each census serves as a marker for corporate America and Canada, of accomplishment and of work yet to be done.

The findings from the Catalyst censuses are widely quoted and reported on, and are of considerable interest to CEOs and other senior business leaders.

About Catalyst

Catalyst has offices in New York, Toronto, and California. It has been providing information on women in business in North America for four decades. The group is ranked by the American Institute of Philanthropy as the highest rated non-profit organisation in the U.S. focused on women's issues.

2002 Australian Census of Women Executive Managers

For the top 152 companies listed on the Australian Stock Exchange (by market capitalisation) at 31 March 2002:

- Women hold 8.4 percent of executive management positions.
- 52.6 percent of companies have no women executive managers.
- Only 17.8 percent of companies have two or more women executive managers.
- Women hold just 5 percent of all line positions.
- 62 percent of women are in support positions compared to 30 percent of men.

The best performing industries are:

- Software and services
- Banks
- Telecommunications
- Insurance
- Retailing

The worst performing industries are:

- Real Estate
- Transportation
- Food, beverage and tobacco
- Commercial services and supplies
- Hotels, restaurants and leisure

An International Comparison of the Percentage of Executive Managers that are Women

Country	Latest Census Figures	First Census Figures
Australia	8.2% (2002)	8.2% (2002)
United States	15.7% (2002)	8.7% (1995)
Canada	N.A. (2002)	12.0% (1999)

Women Board Directors

For the top 152 companies listed on the Australian Stock Exchange (by market capitalization) at 31 March 2002:

- Women hold 8.2 percent of board directorships.
- 46.7 percent of companies had no women directors.
- Only 9.9 percent companies had two or more women directors.
- Only 5.9 percent had 25 percent or more women directors.

The best performing industries are:

- Retailing
- Insurance
- Telecommunications
- Diversified financials
- Food & drug retailing
- Banks

The worst performing industries are:

- Automobile and components
- Technology and hardware
- Capital goods
- Commercial services and supplies
- Utilities
- Energy

International Comparison of the Percentage of Board Directors who are Women

Country	Latest Census Figures	First Census Figures
Australia	8.2%(2002)	8.2%(2002)
United States	12.4%(2001)	8.3%(1993)
Canada	9.8%(2001)	6.2%(1998)