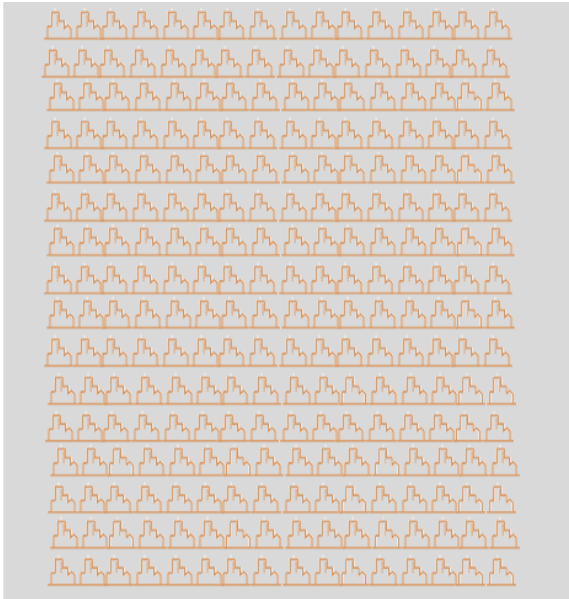


June 2016

Gender equality in ASX 200 organisations



ASX 200



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About

Established in 2000, the 'ASX 200' is a benchmark index comprising the 200 largest public organisations by market capitalisation listed on the Australian Securities Exchange (ASX). The ASX 200 list is determined by the relative total market value, with share price multiplied by the number of tradeable shares.

The ASX 200 are the focus of ongoing gender equality research and discussion. Over recent years there have been recommendations for [diversity targets](#), identified opportunities for enhanced performance and increased profit, and for the establishment of Australian business best practice standards in gender equality.

This report contributes to the research by exploring gender equality statistics of ASX 200 organisations identified within the Workplace Gender Equality Agency ('WGEA') dataset in the 2014-15 reporting period.









Aggregate ASX 200 results are compared to the remaining WGEA dataset (labelled 'non-ASX 200') to provide a form of measurement. The aggregate dataset used for the ASX 200 is represented by 173 identified ASX 200 organisations within the WGEA dataset, compiled from 255 reports (see Appendix A for full list). The ASX 200 list was taken as of 24 December 2015. The aggregate dataset used for the non-ASX 200 is compiled from 4,415 reports in the 2014-15 reporting period. The gender equality topics covered are:

- workforce composition
- gender pay gap and employer action on pay equity
- gender equality policies and strategies
- workplace flexibility
- support for caring and parental leave
- domestic violence.

This analysis of WGEA data is consistent with other research conducted on gender equality in the ASX 200.¹ It reveals ASX 200 organisations are trailing the majority of WGEA reporting organisations on key gender equality outcomes, but are proactively taking action to improve.

¹ Australian Institute of Company Directors (2016), *Statistics*, <http://www.companydirectors.com.au/director-resource-centre/governance-and-director-issues/board-diversity/statistics> ; KPMG (2015), *ASX Corporate Government Council Principles and Recommendations on Diversity: Analysis of disclosures for financial years ended between 1 January 2015 and 31 December 2015*, <http://www.asx.com.au/documents/asx-compliance/asx-corp-governance-kpmg-diversity-report.pdf>

Top results

	ASX 200	Non-ASX 200
 Women's governing body/board representation	19.5%	23.9%
 Women's managerial representation	35.3%	37.0%
 The full-time total remuneration gender pay gap²	28.7%	22.7%
 Organisations that have a domestic or family violence policy and/or strategy	44.3%	34.4%
 Organisations that have an overall gender equality policy and/or strategy	85.8%	67.4%
 Organisations that have a flexible working arrangement policy and/or strategy	74.3%	59.4%
 Organisations that offer primary carers' leave	66.8% <i>avg. 10 weeks</i>	47.1% <i>avg. 11 weeks</i>
 Organisations that offer secondary carers' leave	49.4% <i>avg. 1.3 weeks</i>	34.8% <i>avg. 2.0 weeks</i>

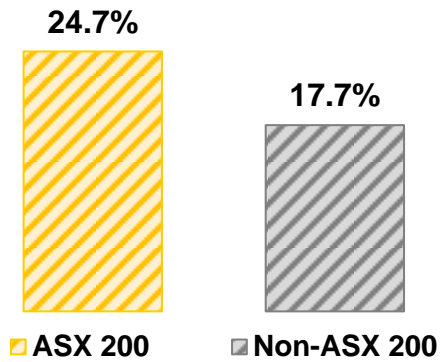
Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

² WGEA (2016), Agency reporting data (2014-15 reporting period). Results are based on full-time employees' (excludes remuneration data on CEOs/Heads of Business in Australia, part-time employees and casual employees).

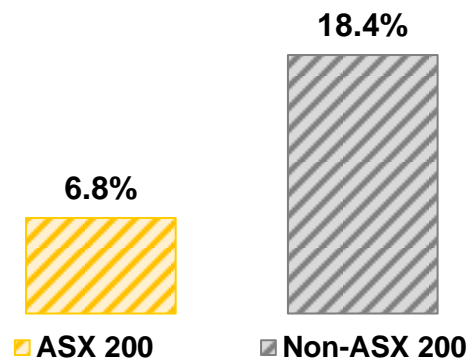
Top results (continued)

Gender equality on governing bodies/boards

Have a gender target for their boards



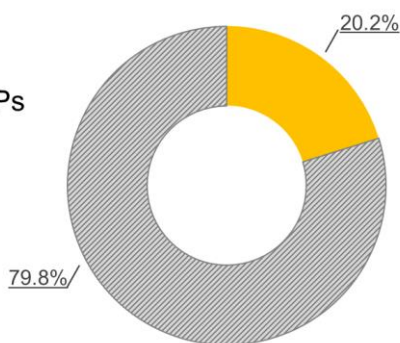
Have 'gender equality' (40%+ women) on their boards



Gender composition of key management personnel (KMPs)

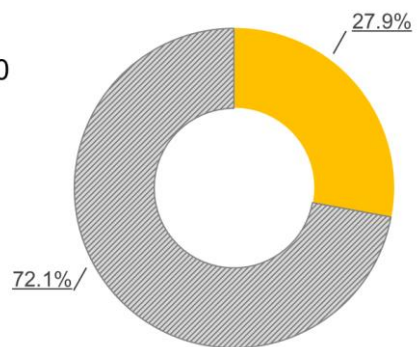
ASX 200 KMPs by gender (%)

Women
Men



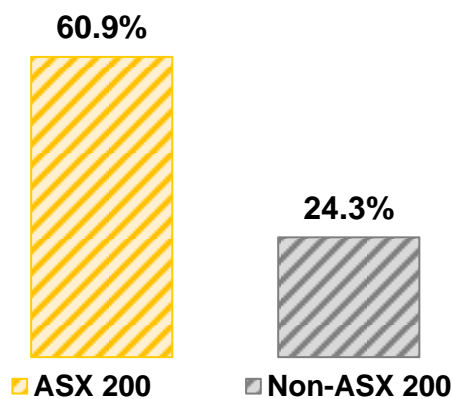
Non-ASX 200 KMPs by gender (%)

Women
Men

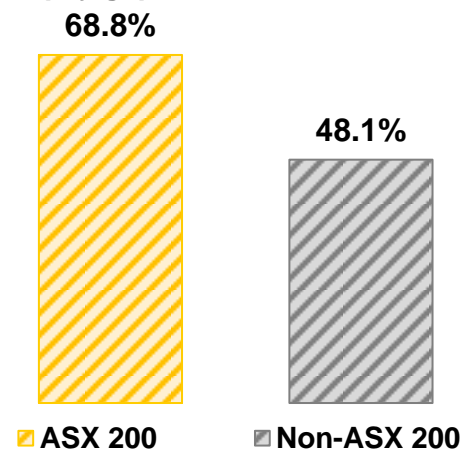


Addressing the gender pay gap

Have conducted a gender pay gap analysis



Of these, have also taken action on the gender pay gap



Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

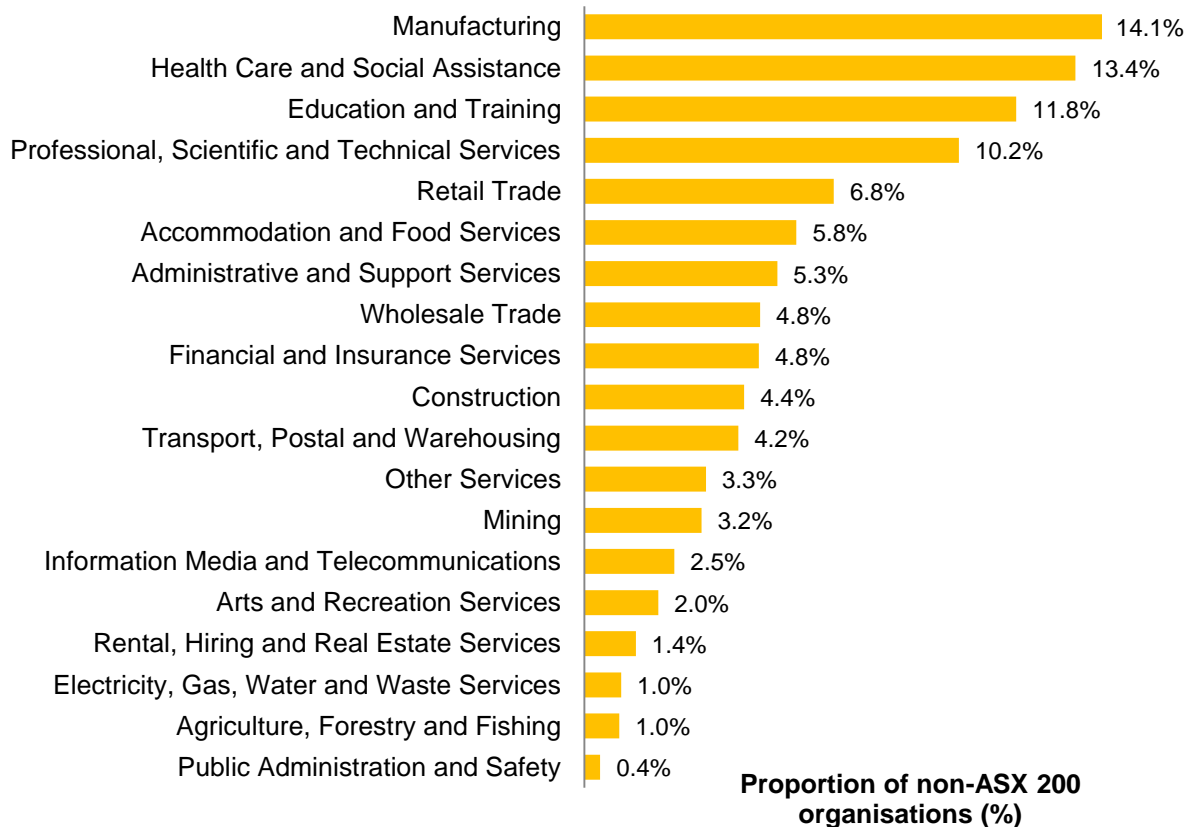
Industry summary

Figure 1: Industry composition of ASX 200 and non-ASX 200 organisations in WGEA dataset

ASX 200



Non-ASX 200



Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

A comparison of the sectoral breakdowns between ASX 200 and non-ASX 200 organisations shows that:

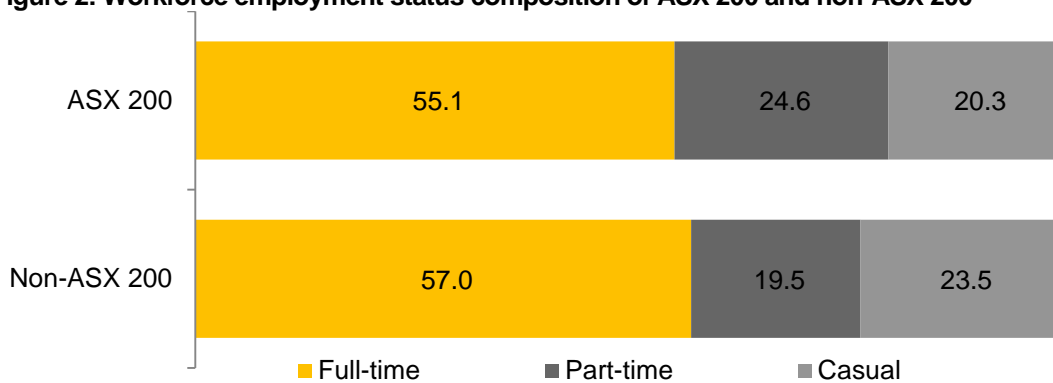
- The three highest proportions of ASX 200 organisations are in the male-dominated industries Manufacturing and Mining, and the gender-balanced industry Financial and Insurance Services.³
- The three highest proportions of non-ASX 200 organisations are in the male-dominated industry Manufacturing, and the two most female-dominated industries Health Care and Social Assistance and Education and Training.

Workforce composition



The following section explores the workforce composition of the ASX 200 and non-ASX 200 organisations. Workforce composition is measured by comparing the relative proportions of employees working on a full-time, part-time or casual basis. It also looks at the proportions of female and male employees in the workforce, and those in leadership roles.

Figure 2: Workforce employment status composition of ASX 200 and non-ASX 200



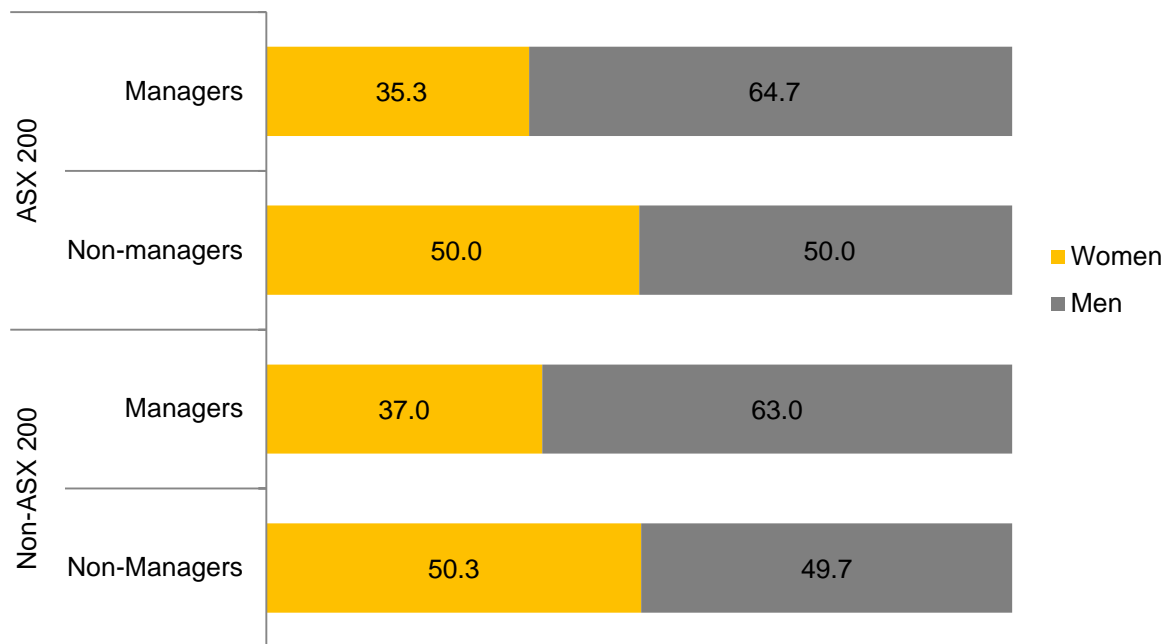
Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

- Over half (55.1%) of the ASX 200 workforce are employed full-time, while one quarter work part-time (24.6%) and the remainder work casually (20.3%).
- A similar distribution is observed in non-ASX 200 organisations, with the majority working full-time (57.0%), but with a slightly higher proportion of casual workers (23.5%) than part-time workers (19.5%).

The ASX 200 has fewer women in management roles than non-ASX 200 organisations.

³ These results are similar to other analyses conducted on the ASX 200 sectoral breakdown, with the majority of entities located in the Financials, Materials and Industrials sectors. Differences in the actual sectoral breakdown proportions can be explained by the reporting coverage of the WGEA Act 2012, which requires Australian non-public sector employers with 100 or more employees to report to the Agency. Source: *ASX 200 List: Sector Breakdown* as of 7 November 2015, <http://www.asx200list.com/sector-breakdown/>.

Figure 3: Gender composition of managers and non-managers, ASX 200 and non-ASX 200



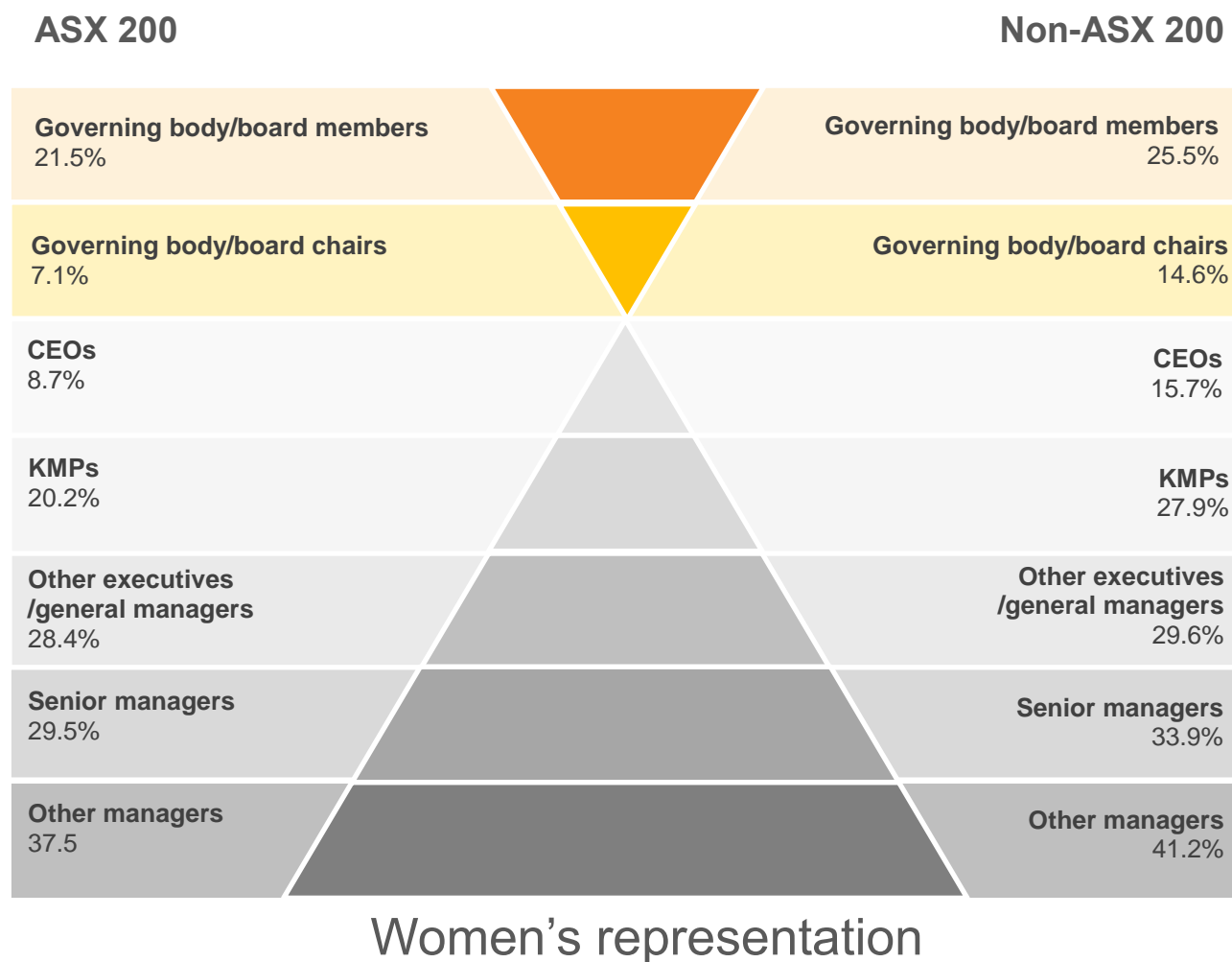
Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

- In ASX 200 organisations women account for half (50.0%) of non-managers but only just over a third (35.3%) of managers.
- In non-ASX 200 organisations women have a slightly higher representation across both categories, representing 50.3% of non-managers and 37.0% of managers.
- The overall representation of women in the ASX 200 is 48.6%,⁴ compared to 48.8% in non-ASX 200 organisations.

⁴ These results are similar to other results from KPMG, where women represented 41% of employees in the whole of the ASX 200 in 2015. Source: KPMG (2015), *ASX Corporate Government Council Principles and Recommendations on Diversity: Analysis of disclosures for financial years ended between 1 January 2015 and 31 December 2015* (p 6), <http://www.asx.com.au/documents/asx-compliance/asx-corp-governance-kpmg-diversity-report.pdf>

Gender equality in leadership

Figure 4: Representation of women in leadership, ASX 200 and non-ASX 200



Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

Analysing the proportion of women in leadership positions shows that:

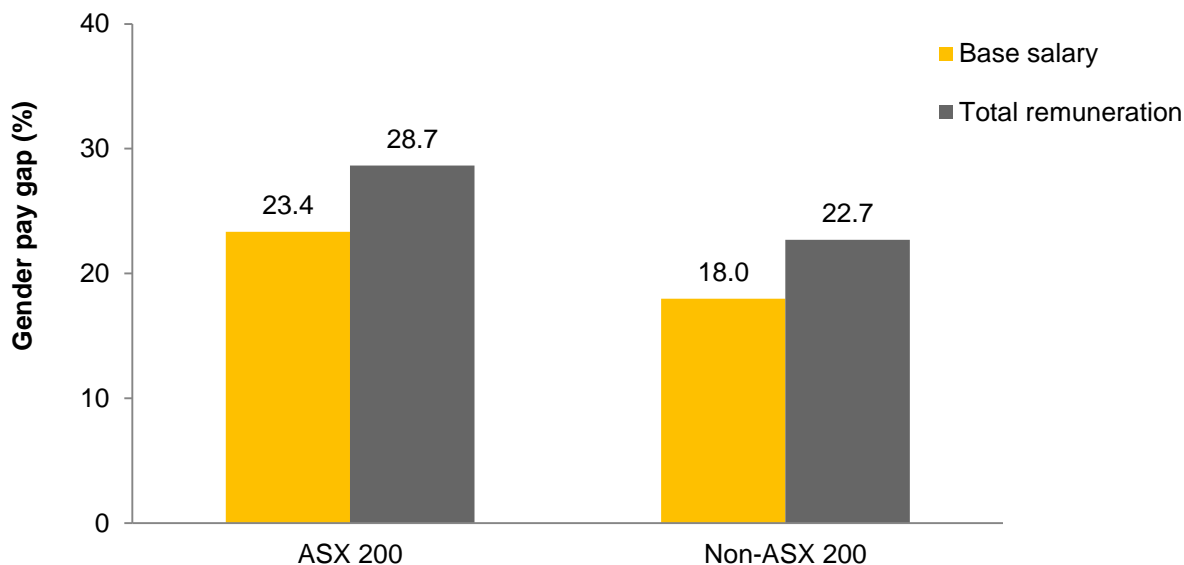
- There is a lower proportion of women in manager positions in the ASX 200 than in non-ASX 200 organisations.
- There is a lower proportion of female chairs and female governing body/board members in the ASX 200 than in non-ASX 200 organisations.
- The greatest disparities are found for governing body/board chairs and CEOs. The proportions of women in these positions in the ASX 200 are roughly half the proportion of women in these roles in non-ASX 200 organisations.

Additional analyses conducted on governing bodies/boards and manager roles find that:

- Women's representation within the top three levels of management (CEOs, KMPs and Other executives/general managers) in the ASX 200 is 26.1%,⁵ compared to 27.7% in non-ASX 200 organisations.
- Nearly a quarter (24.7%) of the ASX 200 has a gender target set for their boards, compared to just 17.7% of non-ASX 200 organisations.
- One in 10 (9.6%) ASX 200 boards do not have any women,⁶ compared to 38.0% of non-ASX 200 organisations.

⁵ These results are consistent with other results from KPMG, where 26% of senior executives were women in 2015. Source: KPMG (2015), *ASX Corporate Government Council Principles and Recommendations on Diversity: Analysis of disclosures for financial years ended between 1 January 2015 and 31 December 2015*, <http://www.asx.com.au/documents/asx-compliance/asx-corp-governance-kpmg-diversity-report.pdf>

Figure 5: Gender pay gaps, ASX 200 and non-ASX 200

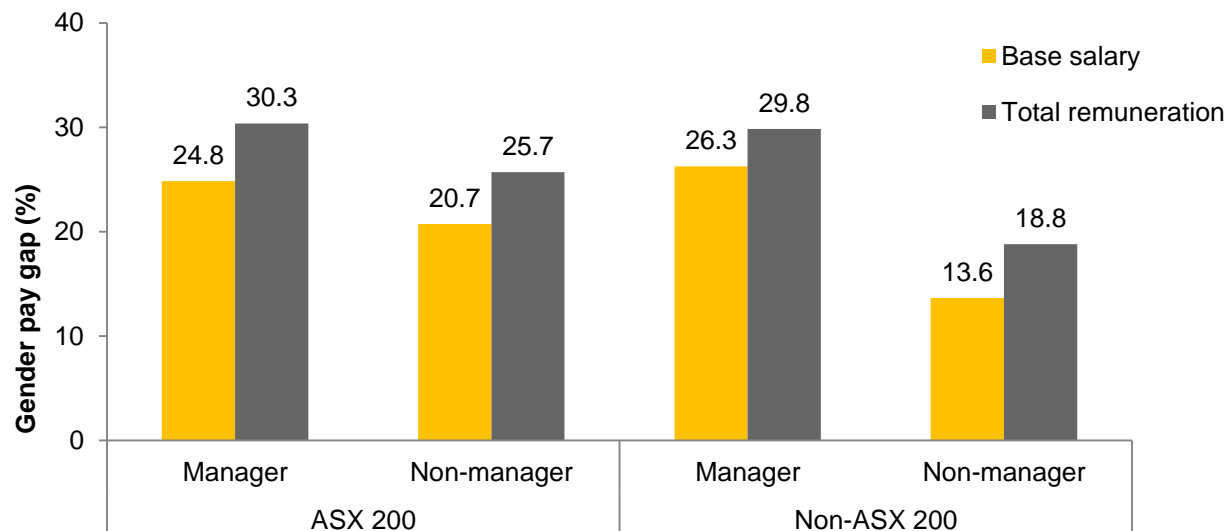


Source: WGEA (2016), Agency reporting data (2014-15 reporting period). Results are based on employees working full-time (excludes remuneration data on CEOs/Heads of Business in Australia, part-time employees and casual employees).

A comparison of aggregated gender pay gaps for the ASX 200 shows:

- Gender pay gaps are notably higher in ASX 200 than in non-ASX 200 organisations.
- This is especially evident for total remuneration, where, in the ASX 200 men on average earn 28.7% more than women, whereas in non-ASX 200 organisations, men earn on average 22.7% more than women.

Figure 6: Gender pay gaps by managers and non-managers, ASX 200 and non-ASX 200



Source: WGEA (2016), Agency reporting data (2014-15 reporting period). Results are based on employees working full-time (excludes remuneration data on CEOs/Heads of Business in Australia, part-time employees and casual employees).

Comparisons of gender pay gaps for overall managers and non-managers reveal:

- There is a high rate of pay disparity between women and men in the ASX 200 and non-ASX 200 organisations.
- In the non-manager category the total remuneration gender pay gap contrast between ASX 200 and non-ASX 200 organisations is considerable: 25.7%, compared to 18.8% respectively.
- In the ASX 200 the largest gender pay gap is for total remuneration for managers, where male managers on average earn 30.3% more than female managers.

Table 2: Gender pay gaps by occupation, ASX 200 and non-ASX 200

	ASX 200		Non-ASX 200	
	Base salary gender pay gap (%)	Total remuneration gender pay gap (%)	Base salary gender pay gap (%)	Total remuneration gender pay gap (%)
Key management personnel	20.6	24.4	22.6	26.7
Other executives/general managers	22.2	29.6	19.5	24.1
Senior managers	14.7	19.3	18.1	22.1
Other managers	17.3	20.0	21.6	24.2
Professionals	22.8	24.3	18.1	20.0
Technicians and trade	28.6	33.3	18.4	25.0
Community and personal service	6.7	7.0	5.8	5.4
Clerical and administrative	7.0	8.3	5.0	5.9
Sales	5.1	5.8	17.9	24.7
Machinery operators and drivers	9.4	10.8	14.2	18.2
Labourers	22.8	24.7	16.1	21.5

Source: WGEA (2016), Agency reporting data (2014-15 reporting period). Results are based on full-time employees (excludes remuneration data on CEOs/Heads of Business in Australia, part-time employees and casual employees).

- Men earn more than women on average in every occupation category across both the ASX 200 and non-ASX 200 organisations, particularly in manager occupations and professional occupations.
- Comparing differences in earnings across all occupations shows that there are variations in the gender pay gap between ASX 200 and non-ASX 200 organisations.
- For instance, the total remuneration gender pay gap for key management personnel is lower in ASX 200 than in non-ASX 200 organisations (24.4% compared to 26.7%).
- Comparatively, the total remuneration gender pay gap for technicians and trade workers is higher in ASX 200 than non-ASX 200 organisations (33.3% compared to 25.0%).

Table 3: Organisations that have conducted a gender pay gap analysis by when conducted, ASX 200 and non-ASX 200

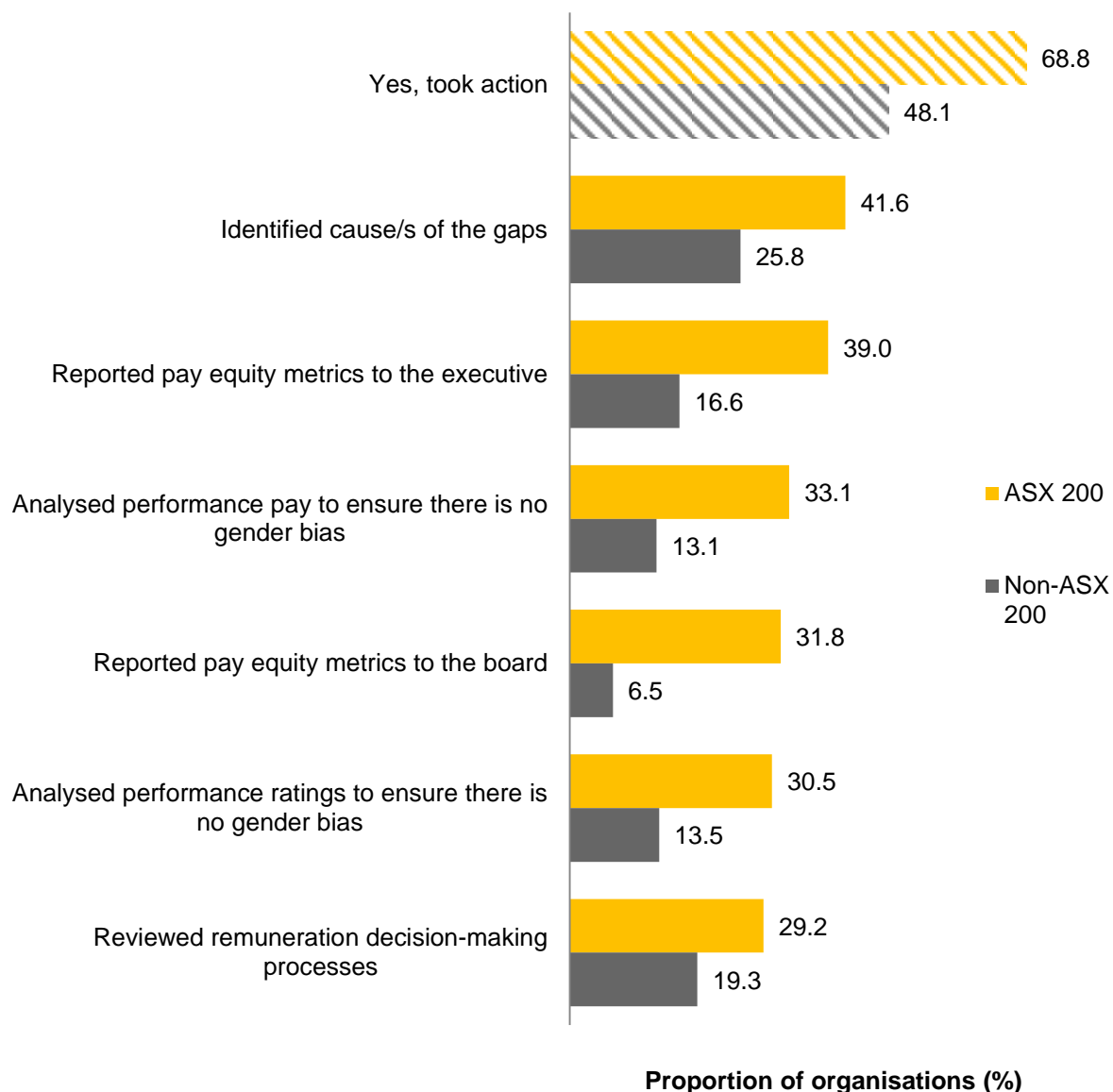
	ASX 200 (%)	Non-ASX 200 (%)
Gender pay gap analysis	60.9	24.3
Last 12 months	52.6	17.2
1-2 years ago	4.7	4.6
2-4 years ago	2.4	1.6
Other time period	1.2	0.9
No, currently under development	7.9	4.9

Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

A significantly higher proportion of the ASX 200 have undertaken a gender pay gap analysis compared to non-ASX 200 organisations. When looking at how recently these analyses took place:

- 52.6% of the ASX 200 undertook a gender pay gap analysis in the last 12 months, compared to 17.2% of non-ASX 200 organisations.
- Similar proportions of organisations conducted an analysis between one and two years ago (4.7% of the ASX 200 and 4.6% of non-ASX 200 organisations).
- In the ASX 200, 2.4% of organisations undertook a gender pay gap analysis more than two years ago, but less than four years ago, compared to 1.6% of non-ASX 200 organisations.
- Less than one in 10 (7.9%) of the ASX 200 are currently undertaking or are planning to conduct a gender pay gap analysis, compared to 4.9% of non-ASX 200 organisations.
- If the proportion of organisations that conducted a gender pay gap analysis and those that plan on doing so are combined, it indicates in the future that 68.8% of the ASX 200, and 29.3% of non-ASX 200 organisations, would have undertaken an analysis of their gender pay gap.

Figure 7: Actions taken to address the gender pay gap, ASX 200 and non-ASX 200



Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

Of those organisations that have conducted a gender pay gap analysis and also took action to address it:

- The most common actions taken by ASX 200 organisations are identifying causes of the gaps (41.6%), reporting pay equity metrics to the executive (39.0%) and analysing performance pay to ensure there is no gender bias (33.1%).
- In comparison, the most common actions for non-ASX 200 organisations are identifying causes of the gaps (25.8%), reviewing remuneration decision-making processes (19.3%) and reporting pay equity metrics to the executive (16.6%).
- Nearly a third (31.8%) of the ASX 200 report their pay equity metrics to their board, compared to less than one in 10 (6.5%) of non-ASX 200 organisations.

Gender equality policies and strategies

Formal employer gender equality initiatives are measured in two ways:

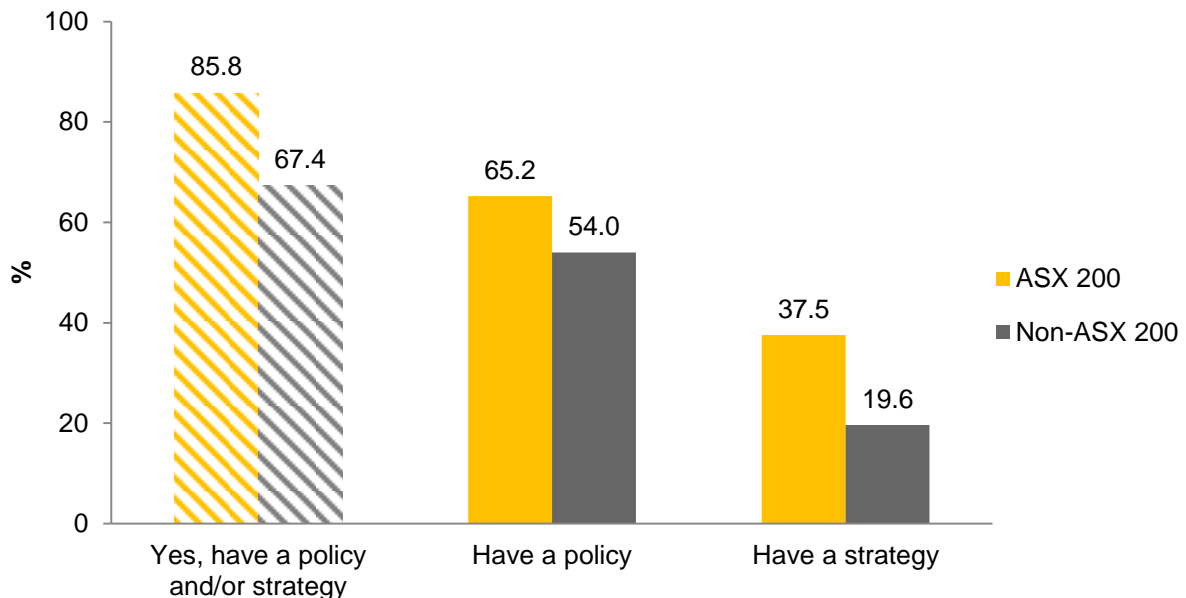


→ **Policy:** A policy on a particular area of employment includes relevant underlying principles and practices applied across the employment lifecycle to support and improve the desired outcomes in the workplace. It provides an overall framework for responsibility and accountability and may include measurable objectives.

→ **Strategy:** A strategy defines a range of objectives in a particular area of endeavour and the underlying business rationale. Typically, it also indicates how these objectives will be realised, and provides an assessment of risks and success factors. Developing specific project plans for discrete initiatives also provides the detail of how the strategy is executed. Without a strategy, it is either difficult or impossible to gauge whether day-to-day activity and investment are helping the organisation effectively progress towards the desired end-goal.

Gender equality is a business priority for the ASX 200, with the majority adopting gender equality policies and strategies.

Figure 8: Gender equality policies and strategies, ASX 200 and non-ASX 200



Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

- Overall, 85.8% of ASX 200⁹ organisations have a formal policy and/or strategy, compared to 67.4% of non-ASX 200 organisations that have a formal policy and/or strategy on gender equality.¹⁰
- The majority of organisations across the ASX 200 (65.2%) and non-ASX 200 (54.0%) have some form of policy in place.
- ASX 200 organisations are more likely to take a strategic approach to gender equality overall compared to non-ASX 200 organisations (37.5% compared to 19.6%, respectively).

⁹ These results are similar with other results from KPMG, where 99% of the ASX 200 had a diversity policy in 2015. Source: KPMG (2015), *ASX Corporate Government Council Principles and Recommendations on Diversity: Analysis of disclosures for financial years ended between 1 January 2015 and 31 December 2015* (p 22), <http://www.asx.com.au/documents/asx-compliance/asx-corp-governance-kpmg-diversity-report.pdf>

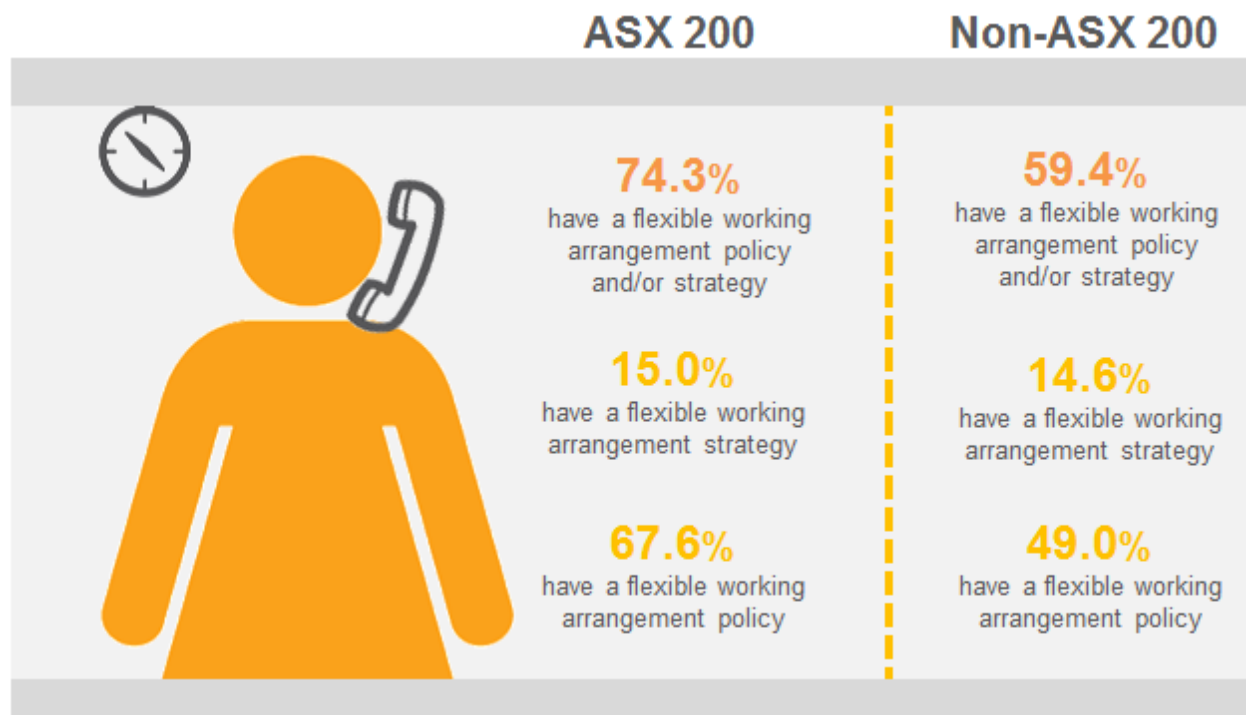
¹⁰ WGEA reporting organisations can offer both a formal policy and a formal strategy.

Workplace flexibility



The following section explores employer support for facilitating flexible working for employees. Flexible working can be supported by employers through formal policies and strategies, and through the implementation of other formal and informal terms, conditions and practices.

Figure 9: Flexible working arrangements policies and strategies, ASX 200 and non-ASX 200



Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

Assessing the provision of formal flexible working arrangements policies and strategies shows that:

- The ASX 200 has a higher proportion of organisations (74.3%) offering a flexible working arrangement policy or strategy than the non-ASX 200 (59.4%).¹¹
- There is a substantial difference in the proportion of organisations with a formal policy on flexible working: 67.6% of the ASX 200 compared to 49.0% of non-ASX 200 organisations.
- In contrast, a similar proportion of organisations have a formal strategy: 15.0% of the ASX 200 and 14.6% of non-ASX 200 organisations.

The ASX 200 are more likely than non-ASX 200 organisations to have a policy on flexible working arrangements.

¹¹ WGEA reporting organisations can offer both a formal policy and a formal strategy.

Table 4: Formal and informal employee terms, conditions and practices, ASX 200 and non-ASX 200

Employee terms, conditions and practices	ASX 200 (%)				Non-ASX 200 (%)			
	Women		Men		Women		Men	
	<i>Formal</i>	<i>In-formal</i>	<i>Formal</i>	<i>In-formal</i>	<i>Formal</i>	<i>In-formal</i>	<i>Formal</i>	<i>In-formal</i>
Flexible hours of work	71.9	67.0	71.5	67.2	54.1	60.0	53.6	59.7
Compressed working week	34.4	35.4	34.4	35.4	23.5	30.4	23.1	29.9
Time-in-lieu	46.2	71.5	46.4	71.3	43.8	56.6	43.5	56.5
Telecommuting	44.3	57.7	44.3	57.5	25.1	43.4	24.9	43.1
Part-time work	88.3	22.5	87.5	21.9	77.0	26.4	75.5	26.0
Job sharing	60.1	26.7	59.3	26.1	35.0	26.9	33.7	26.2
Carer's leave	97.4	19.4	97.0	19.4	92.4	19.5	92.0	19.5
Purchased leave	40.1	10.3	40.1	10.3	25.7	11.0	25.8	10.9
Unpaid leave	86.2	29.4	86.2	29.2	78.2	32.8	78.0	32.5

Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

There are slight differences in the provision of other employee terms, conditions and practices that facilitate work flexibility.

The three most common forms of formal employee terms, conditions and practices offered are:

- The ASX 200: Carer's leave, part-time work, and unpaid leave.
- Non-ASX 200: Carer's leave, unpaid leave, and part-time work.

The three most common forms of informal employee terms, conditions and practices offered are:

- The ASX 200: Time-in-lieu, flexible hours of work, and telecommuting.
- Non-ASX 200: Flexible hours of work, time-in-lieu, and telecommuting.

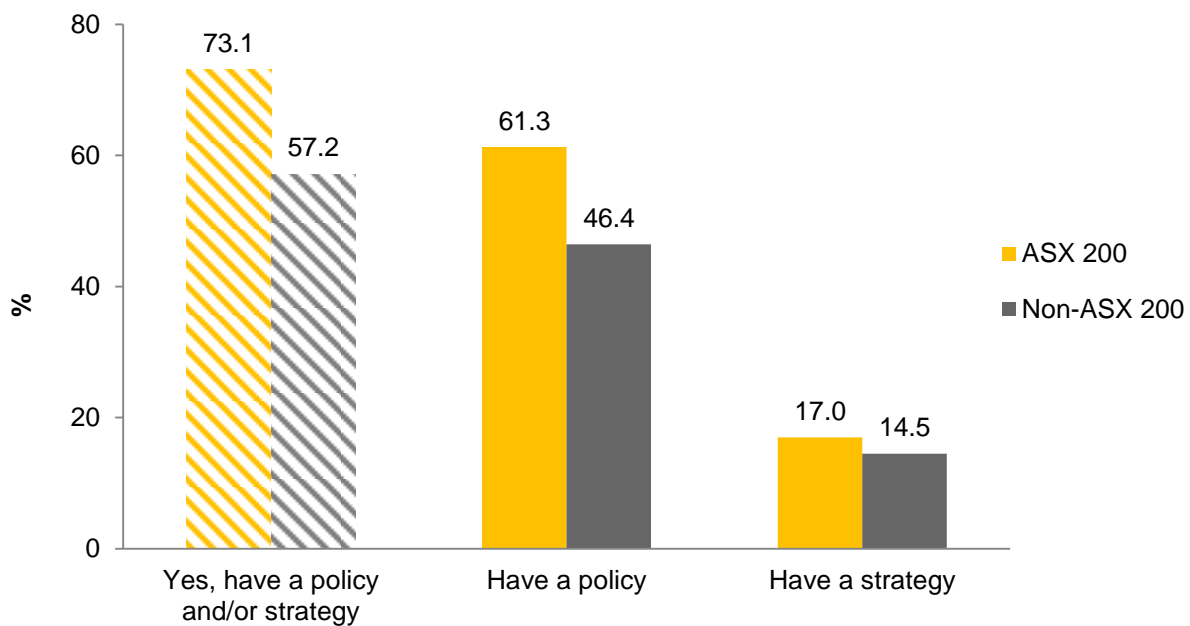
Support for caring and parental leave



ASX 200 organisations are much more likely to offer support and leave to employees with family or caring responsibilities than non-ASX 200 organisations.

The following section explores employer support for employees that have caring and family responsibilities. Employers can help to increase gender equality by providing support to employees with caring and family responsibilities. This support can be offered as policies, strategies, paid leave, and a range of other non-leave based measures.

Figure 10: Family and caring responsibilities policies and strategies, ASX 200 and non-ASX 200

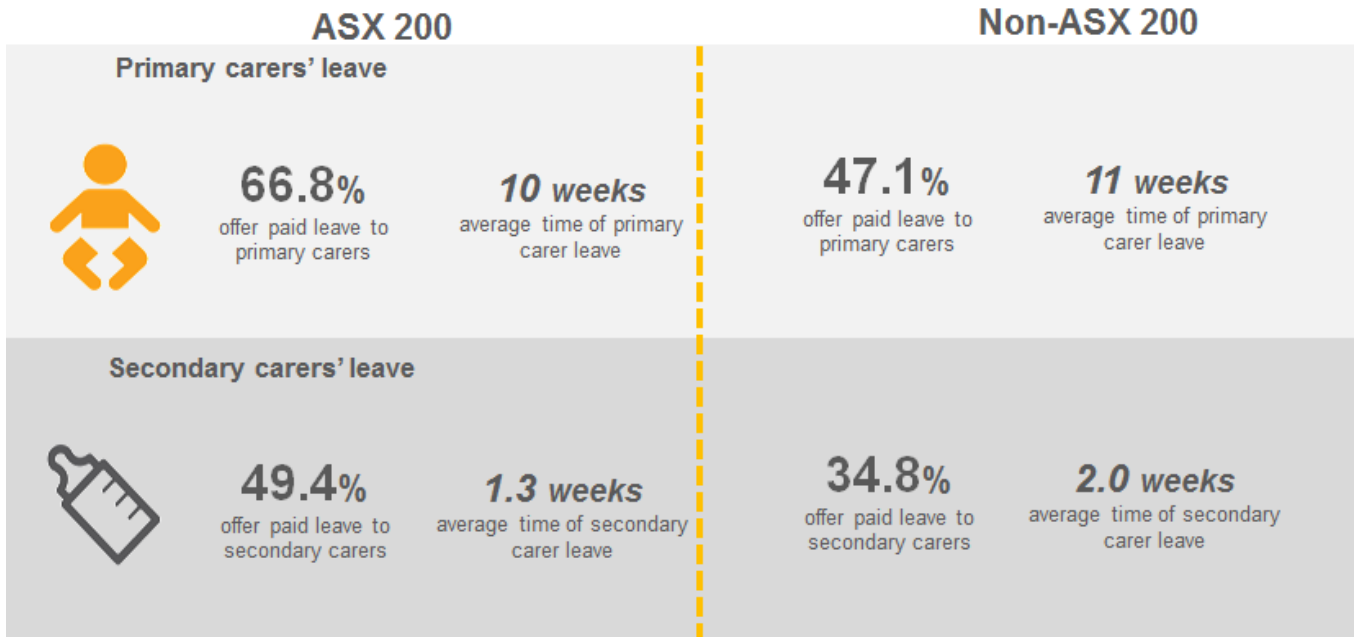


Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

- The ASX 200 has a notably higher proportion of organisations with a policy or strategy to support employees with family or caring responsibilities (73.1% compared to 57.2% of non-ASX 200 organisations).¹²
- A significantly higher proportion of the ASX 200 (61.3%) have a policy compared to non-ASX 200 organisations (46.4%).
- The difference in the proportion of organisations with a strategy is smaller, with 17.0% of the ASX 200 and 14.5% of non-ASX 200 organisations having a strategy to support employees with family and caring responsibilities.

¹² WGEA reporting organisations can offer both a formal policy and a formal strategy.

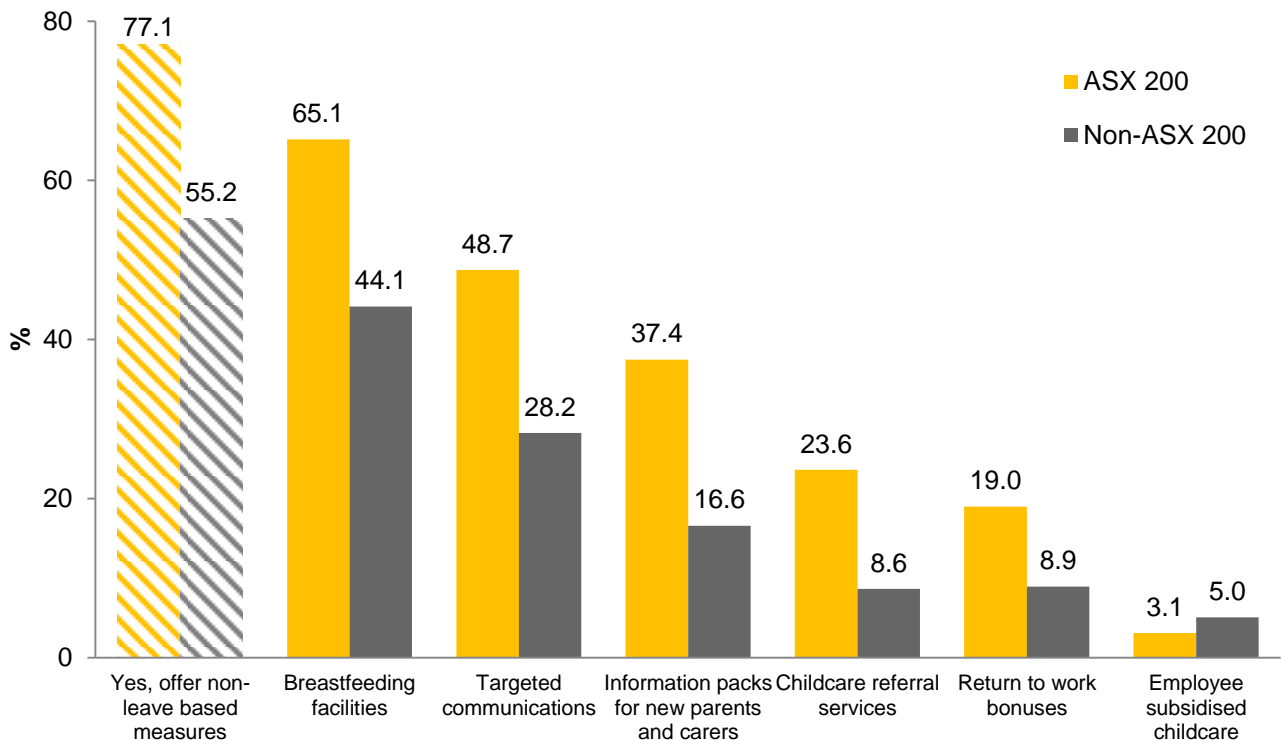
Figure 11: Provision of paid parental leave and average weeks offered, ASX 200 and non-ASX 200



Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

- Two thirds of ASX 200 organisations (66.8%) offer primary carers' leave, allowing employees to access an average of 10 weeks.
- Fewer non-ASX 200 organisations offer primary carers' leave (47.1%), however, they offer a higher number of weeks (11) on average.
- Comparatively, just less than half (49.4%) of ASX 200 organisations provide secondary carers' leave, at an average of 1.3 weeks.
- This is lower than non-ASX 200 organisations, which offer 2.0 weeks of paid secondary carers' leave.

Figure 12: Provision of non-leave based measures, ASX 200 and non-ASX 200



Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

For non-leave based measures:

- The ASX 200 is more likely than non-ASX 200 organisations to offer non-leave based measures.
- The greatest differences in the proportion of organisations offering non-leave based measures are for breastfeeding facilities (65.1% of the ASX 200 compared to 44.1% of non-ASX 200 organisations) and information packs (37.4% of the ASX 200 compared to 16.6% of non-ASX 200 organisations).
- The least common non-leave based measure is employee subsidised childcare, which is offered by 3.1% of ASX 200 organisations and 5.0% of non-ASX 200 organisations.

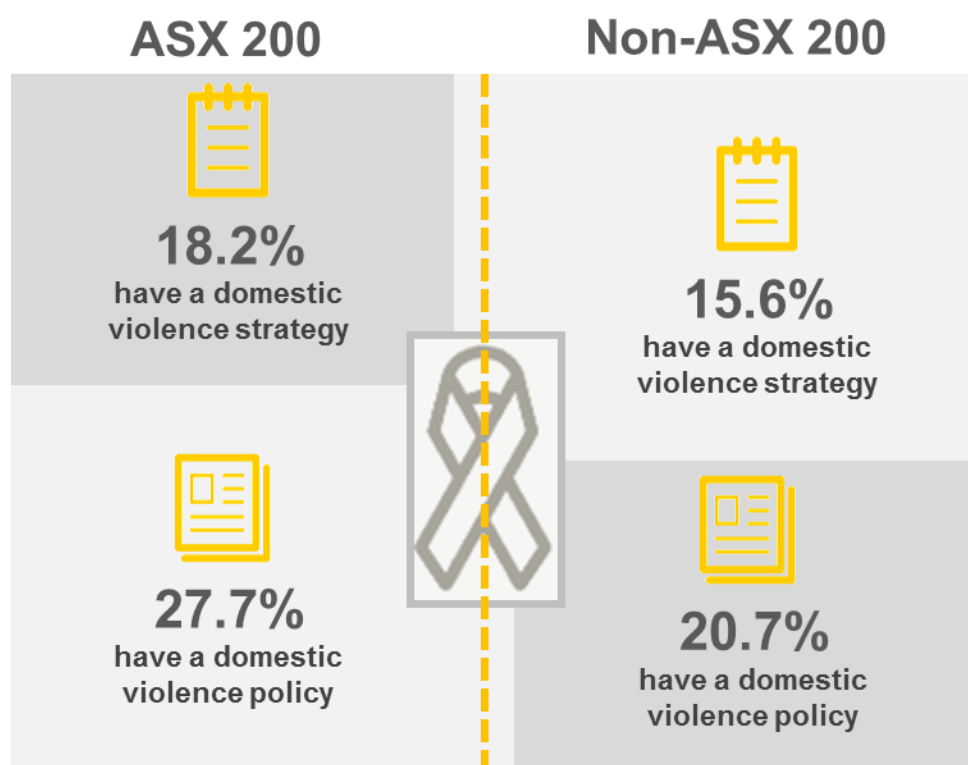
Domestic violence



The following section explores employer support for employees experiencing domestic and family violence. Domestic and family violence takes many forms. It involves violent, abusive or intimidating behaviour carried out by a partner, carer or family member to control, dominate or instil fear. It does not have to be physical abuse. It can be emotional, psychological, financial, sexual or other types of abuse. Employers can provide support to employees through formal policies, strategies and other measures.

Less than half of ASX 200 organisations offer formal support to employees experiencing domestic and family violence.

Figure 13: Domestic and family violence policies and strategies, ASX 200 and non-ASX 200



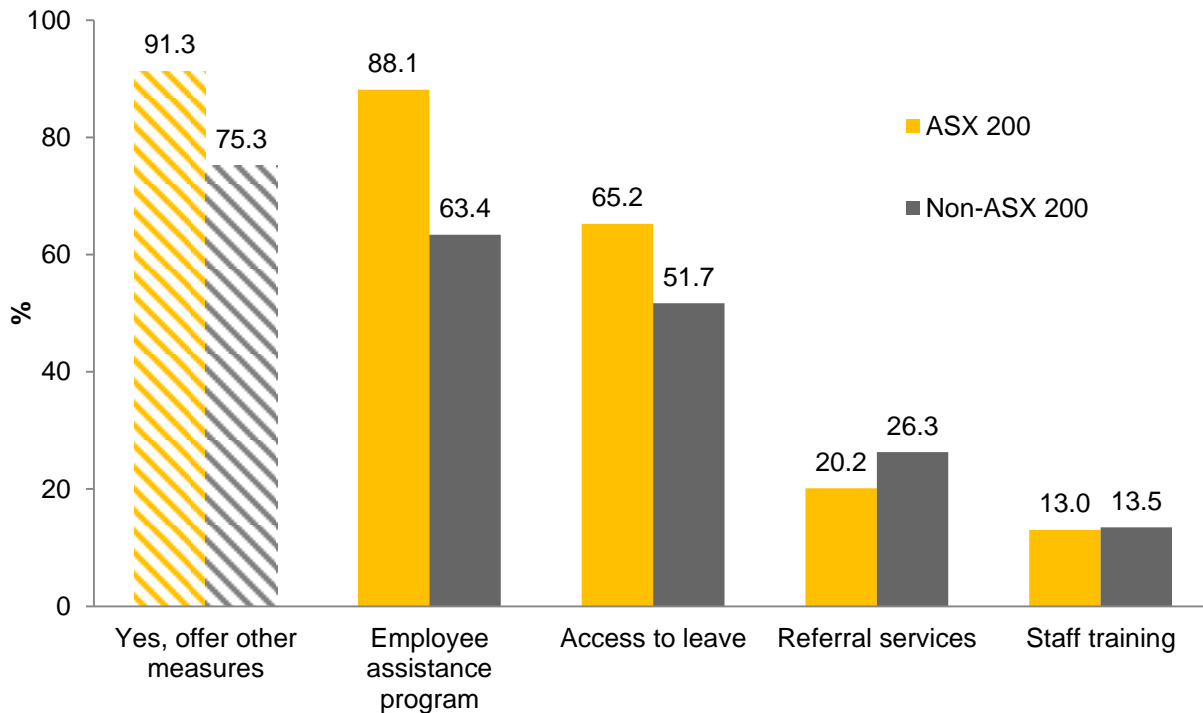
Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

- A higher proportion of the ASX 200 has a formal policy or strategy on domestic violence, compared to non-ASX 200 organisations (44.3% compared to 34.4%, respectively).¹³
- Over a quarter of the ASX 200 (27.7%) and one in five non-ASX 200 organisations (20.7%) have a policy.

¹³ WGEA reporting organisations can offer both a formal policy and a formal strategy.

- A slightly higher proportion of the ASX 200 (18.2%) has a strategy on domestic violence compared to non-ASX 200 organisations (15.6%).

Figure 14: Other measures to support employees experiencing domestic and family violence, ASX 200 and non-ASX 200



Source: WGEA (2016), Agency reporting data (2014-15 reporting period).

A review of other forms of support provided to employees shows that:

- Overall, ASX 200 organisations are more likely to offer other forms of domestic violence support than non-ASX 200 organisations (91.3% compared to 75.3%, respectively).
- The difference in these offerings is especially evident in having employee assistance programs (‘EAPs’), with 88.1% of ASX 200, and 63.4% of non-ASX 200 organisations, providing this form of support.
- In contrast, a slightly higher proportion of non-ASX 200 organisations than ASX 200 organisations offer referral services (26.3% and 20.2%, respectively) and training (13.5% and 13.0%, respectively).

Conclusion

A comparison of workplace gender equality between the ASX 200 and non-ASX 200 organisations within the WGEA dataset reveals:

- Women’s representation in management and leadership roles is lower in the ASX 200 than in non-ASX 200 organisations.
- The gender pay gap is greater for the ASX 200, but these companies are more likely to analyse and take action to address their gender pay gaps.
- The ASX 200 is proactive in addressing particular areas of gender equality including support for carers and work flexibility, with greater coverage in formalised policies and/or strategies than non-ASX 200 organisations.
- The ASX 200 could increase the amount of paid primary carers leave and secondary carers leave, increase support for employees experiencing domestic violence, and continue to address pay inequality and the limited representation of women in leadership positions.

Appendix A: ASX 200 organisations identified in the WGEA dataset, 2014-15 reporting period

ASX code	ASX listing name	Number of reporting organisations included in WGEA ASX 200 dataset
AAC	Australian Agricultural Company Limited	1
AAD	Ardent Leisure Group Stapled	1
ABC	Adelaide Brighton Limited	1
ABP	Abacus Property Group	1
AGL	AGL Energy Limited	2
AHG	Automotive Holdings Group Limited	1
AHY	Asaleo Care Limited	1
AIO	Asciano Limited	1
ALL	Aristocrat Leisure Limited	1
ALQ	Als Limited	1
AMC	Amcor Limited	1
AMP	AMP Limited	1
ANN	Ansell Limited	1
ANZ	Australia And New Zealand Banking Group Limited	1
AOG	Aveo Group Stapled	1
APA	APA Group Stapled	1
API	Australian Pharmaceutical Industries Limited	1
APN	APN News & Media Limited	1
APO	Apn Outdoor Group Limited	1
ARB	ARB Corporation Limited	1
ASB	Austal Limited	1
AST	Ausnet Services Limited	1
ASX	ASX Limited	1
AZJ	Aurizon Holdings Limited	1
BAP	Burson Group Limited	1
BEN	Bendigo And Adelaide Bank Limited	1
BGA	Bega Cheese Limited	1
BHP	BHP Billiton Limited	9
BKL	Blackmores Limited	2
BLD	Boral Limited	1
BOQ	Bank of Queensland Limited	1
BPT	Beach Energy Limited	1
BRG	Breville Group Limited	1
BRS	Broadspectrum Limited	1
BSL	Bluescope Steel Limited	1
BTT	BT Investment Management Limited	2
BXB	Brambles Limited	1
CAB	Cabcharge Australia Limited	1
CAR	Carsales.com Limited	1
CBA	Commonwealth Bank of Australia	2
CCL	Coca-cola Amatil Limited	1
CCP	Credit Corp Group Limited	1

CGC	Costa Group Holdings Limited	1
CGF	Challenger Limited	1
CHC	Charter Hall Group Forus	1
CIM	Cimic Group Limited	5
CMW	Cromwell Property Group Stapled	1
COH	Cochlear Limited	1
CPU	Computershare Limited	1
CSL	CSL Limited	1
CSR	CSR Limited	1
CTD	Corporate Travel Management Limited	1
CTX	Caltex Australia Limited	1
CVO	Cover-more Group Limited	2
CWN	Crown Resorts Limited	2
DLX	Duluxgroup Limited	1
DMP	Domino's Pizza Enterprises Limited	1
DOW	Downer Edi Limited	4
DXS	Dexus Property Group Stapled	1
EHE	Estia Health Limited	1
EVN	Evolution Mining Limited	1
FBU	Fletcher Building Limited NZ	7
FLT	Flight Centre Travel Group Limited	1
FMG	Fortescue Metals Group LTD	1
FXJ	Fairfax Media Limited	1
FXL	Flexigroup Limited	1
GEM	G8 Education Limited	1
GMA	Genworth Mortgage Insurance Australia Limited	1
GMG	Goodman Group Stapled	1
GNC	Graincorp Limited	1
GPT	GPT Group Stapled	1
GUD	G.u.d. Holdings Limited	8
GWA	GWA Group Limited	1
GXL	Greencross Limited	2
HSO	Healthscope Limited	1
HVN	Harvey Norman Holdings Limited	1
IAG	Insurance Australia Group Limited	1
IFL	loof Holdings Limited	1
IGO	Independence Group NL	1
ILU	Iluka Resources Limited	1
IOF	Investa Office Fund Stapled	1
IPL	Incitec Pivot Limited	1
IRE	Iress Limited	1
ISD	Isentia Group Limited	1
IVC	Invocare Limited	1
JBH	JB Hi-fi Limited	2
JHC	Japara Healthcare Limited	1
JHX	James Hardie Industries PLC Cdi 1:1	1
MGR	Mirvac Group Stapled	1
MIN	Mineral Resources Limited	1

MMS	Mcmillan Shakespeare Limited	1
MND	Monadelphous Group Limited	1
MPL	Medibank Private Limited	2
MQG	Macquarie Group Limited	1
MTR	Mantra Group Limited	1
MTS	Metcash Limited	1
MTU	M2 Group LTD	1
MYO	Myob Group Limited	1
MYR	Myer Holdings Limited	1
MYX	Mayne Pharma Group Limited	1
NAB	National Australia Bank Limited	1
NCM	Newcrest Mining Limited	1
NEC	Nine Entertainment Co. Holdings Limited	1
NSR	National Storage Reit Stapled	1
NST	Northern Star Resources LTD	1
NUF	Nufarm Limited	1
NVT	Navitas Limited	1
NWS	News Corporation	2
OFX	Ozforex Group Limited	1
ORA	Orora Limited	1
ORG	Origin Energy Limited	2
ORI	Orica Limited	1
OZL	Oz Minerals Limited	1
PBG	Pacific Brands Limited	1
PGH	Pact Group Holdings LTD	1
PMV	Premier Investments Limited	1
PPT	Perpetual Limited	1
PRG	Programmed Maintenance Services Limited	1
PRY	Primary Health Care Limited	1
QAN	Qantas Airways Limited	1
QBE	QBE Insurance Group Limited	1
QUB	Qube Holdings Limited	1
REA	REA Group LTD	1
REC	Recall Holdings Limited	1
REG	Regis Healthcare Limited	1
RFG	Retail Food Group Limited	1
RHC	Ramsay Health Care Limited	1
RIO	RIO Tinto Limited	3
RMD	Resmed Inc Cdi 10:1	1
RRL	Regis Resources Limited	1
S32	SOUTH32 Limited	1
SAI	SAI Global Limited	1
SCG	Scentre Group Stapled	1
SDF	Steadfast Group Limited	1
SEK	Seek Limited	1
SFR	Sandfire Resources NL	1
SGH	Slater & Gordon Limited	1
SGM	Sims Metal Management Limited	1

SGP	Stockland Stapled	1
SGR	The Star Entertainment Group Limited	1
SHL	Sonic Healthcare Limited	10
SHV	Select Harvests Limited	1
SIP	Sigma Pharmaceuticals Limited	1
SKC	Skycity Entertainment Group Limited NZ	2
SKI	Spark Infrastructure Group Forus	1
SPO	Spotless Group Holdings Limited	1
STO	Santos Limited	1
SUL	Super Retail Group Limited	1
SUN	Suncorp Group Limited	4
SVW	Seven Group Holdings Limited	1
SWM	Seven West Media Limited	1
SXL	Southern Cross Media Group Limited	1
SYD	Sydney Airport Forus	1
TAH	Tabcorp Holdings Limited	1
TCL	Transurban Group Stapled	2
TEN	TEN Network Holdings Limited	1
TGR	Tassal Group Limited	1
TLS	Telstra Corporation Limited	12
TNE	Technology One Limited	1
TPI	Transpacific Industries Group LTD	1
TPM	TPG Telecom Limited	1
TTS	Tatts Group Limited	1
TWE	Treasury Wine Estates Limited	1
VCX	Vicinity Limited	1
VED	Veda Group Limited	1
VRL	Village Roadshow Limited	2
VRT	Virtus Health Limited	1
WES	Wesfarmers Limited	15
WHC	Whitehaven Coal Limited	1
WOR	Worleyparsons Limited	2
WOW	Woolworths Limited	1
WPL	Woodside Petroleum Limited	1
WSA	Western Areas Limited	1
Total		173
		255

Source: WGEA (2016), Agency reporting data (2014-15 reporting period). Based on the ASX 200 list as of 24 December 2015.

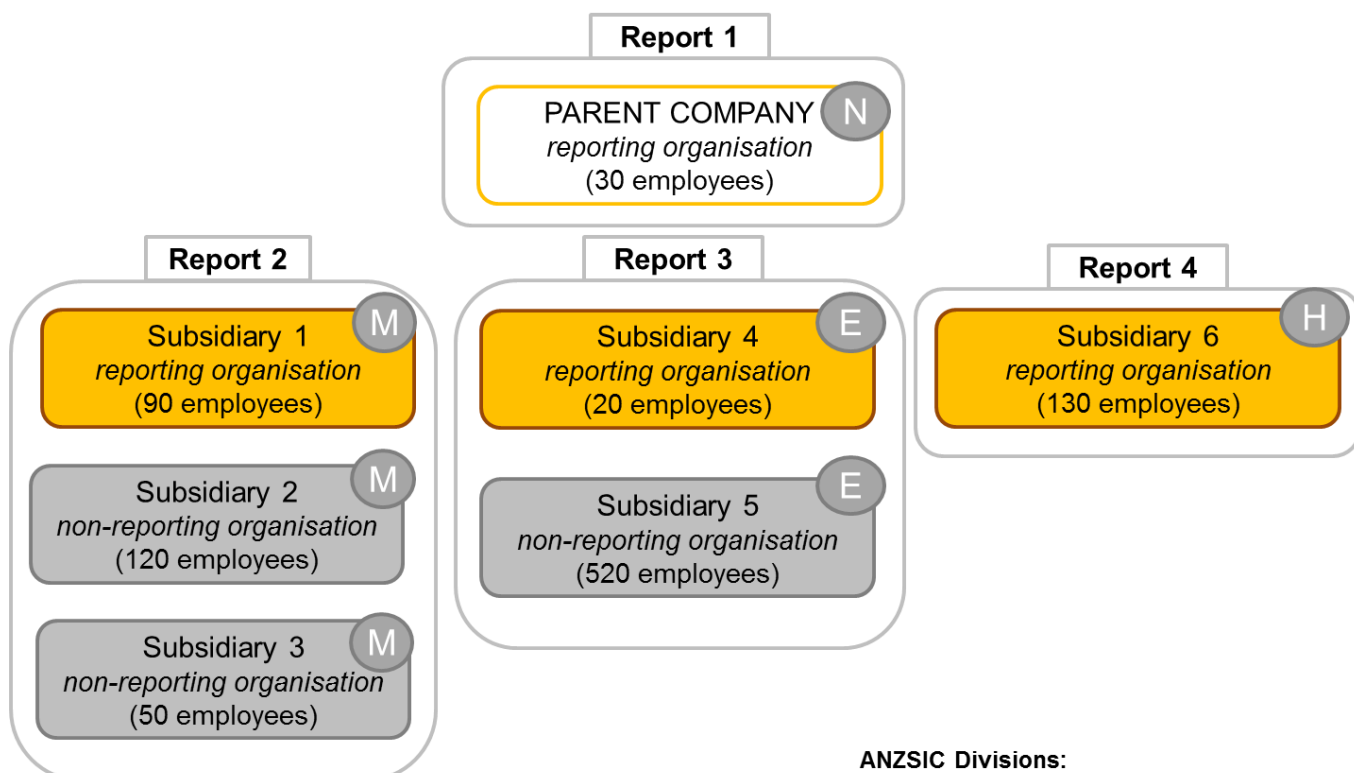
Appendix B: WGEA reporting structures

Overview

Australian non-public sector employers with 100 or more employees in their corporate structure are required to report to the WGEA each year. There are several ways to report.

- **Standalone entity:** If an employer is a standalone entity (with no parent entity and no subsidiaries), it must submit one report.
- **Multiple entities:** If an employer has a parent entity and subsidiaries that operate in the same industry (ANZSIC), it can submit one report per subsidiary or multiple reports covering one or more subsidiaries. If the employer and its subsidiaries cover more than one industry, then multiple reports must be submitted.
- **Nominated reporting organisations:** Subsidiaries within the same industry can report individually, or nominate one subsidiary to report on behalf of many. Nominated reporting subsidiaries are known as 'reporting organisations' and the subsidiaries that they report on behalf of are known as 'non-reporting organisations'.

Example: ABC-123 Ltd is an employer with 960 employees within a corporate structure. It covers **one parent company** and **six subsidiaries**, and operates across **four industries**. The employer must then submit four reports to WGEA.



ANZSIC Divisions:

- E – Electricity, Gas, Water and Waste Services
- H – Accommodation and Food Services
- M – Professional, Scientific and Technical Services
- N – Administrative and Support Services

The parent company submits **Report 1** (Administrative and Support Services). The remaining subsidiaries are covered in **Report 2** (three subsidiaries; Professional, Scientific and Technical Services), **Report 3** (two subsidiaries; Electricity, Gas, Water and Waste Services) and **Report 4** (one subsidiary; Accommodation and Food Services).

Note: Nominated reporting organisations can change year-on-year, resulting in some changes to the WGEA dataset in the number of 'reporting organisations'. For more information refer to the [WGEA website](#).

Other resources

Other relevant research and data on gender equality in the ASX 200 are available at:

- Equality Opportunity for Women in the Workplace Agency (2012), *Australian Census of Women in Leadership*, <https://www.wgea.gov.au/fact-sheets-and-research-reports/australian-census-women-leadership>
- Australian Institute of Company Directors (2016), *Statistics*, <http://www.companydirectors.com.au/director-resource-centre/governance-and-director-issues/board-diversity/statistics>
- Australian Institute of Company Directors (2016), *30% by 2018: Gender diversity progress report, December 2015 – February 2016 Quarterly Report, Volume 3*, <http://www.companydirectors.com.au/~/media/resources/director-resource-centre/governance-and-director-issues/board-diversity/board-diversity-pdf/gender-diversity-quarterly-report-march16.ashx>
- KPMG (2015), *ASX Corporate Government Council Principles and Recommendations on Diversity: Analysis of disclosures for financial years ended between 1 January 2015 and 31 December 2015*, <http://www.asx.com.au/documents/asx-compliance/asx-corp-governance-kpmg-diversity-report.pdf>
- BlackRock (2015), *Achieving Gender Diversity in Australia: The Ugly, The Bad and The Good*, April 2015, <https://www.blackrock.com/au/individual/literature/whitepaper/achieving-gender-diversity-in-australia-en-au.pdf>
- ASX Diversity resources, <http://www.asx.com.au/regulation/corporate-governance-council/diversity-resources.htm>

Note on the WGEA dataset

The aggregate dataset used for the 'ASX 200' is represented by 173 identified ASX 200 organisations within the WGEA dataset, compiled from 255 reports in the 2014-15 reporting period. The ASX 200 list was taken as of 24 December 2015. The aggregate dataset used for the 'non-ASX 200' is compiled from 4,415 reports in the 2014-15 reporting period.

Results are indicative, as the ASX 200 list is based on a corporate structure, whereas organisations within the WGEA dataset can be at an entity level. Similarly, an incomplete sample can be explained by the coverage of the WGEA dataset, which includes Australian non-public sector employers with 100 or more employees, while ASX 200 companies may have fewer than 100 employees, be non-employing, and be located overseas.

For further information on the process of compiling this data, contact the WGEA's Research and Analytics team on research@wgea.gov.au.

To explore the WGEA dataset in detail, check out the WGEA data explorer at <http://data.wgea.gov.au/>