

Gender targets gather momentum

July 2010

Australian Government commits to 40% women on government boards by 2015.

November 2010

WGEA's 2010 *Australian Census of Women in Leadership* finds little progress in the promotion of women to executive or director ranks over the preceding two years.

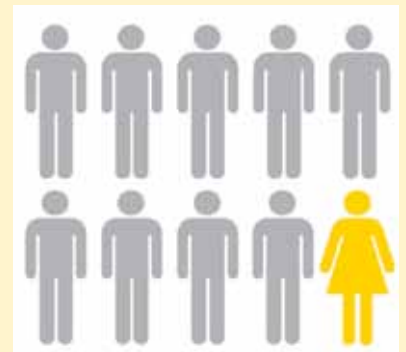
January 2011

The ASX Corporate Governance Council's Diversity Recommendations take full effect. ASX-listed companies are required to establish "measurable objectives for achieving gender diversity," and report on them annually on an "if not, why not" basis.

November 2012

WGEA's 2012 *Australian Census of Women in Leadership* finds:

- Fewer than one in 10 directors of ASX 500 companies are women
- Fewer than one in 10 executive key management personnel of ASX 500 companies are women
- Over 60% of ASX 200 companies do not have any female executive KMP
- Over one third of ASX 200 companies, and more than half of ASX 500 companies, don't have a female director



December 2012

Australian Parliament passes the *Workplace Gender Equality Act 2012* that requires non-public sector organisations with 100 or more staff to report to the WGEA on a range of gender equality indicators including the gender composition of their workforces.

June 2013

Fourteen of the 'Male Champions of Change' (including the chief executives of ANZ, Qantas, Woolworths, Telstra, KPMG, IBM Australia and Citi Australia) commit to disclosing the number and percentage of women in at least three levels of management, and targets for how many women they aim to have in these levels.

July 2013

WGEA launches guidelines and calculator to enable organisations to set realistic and achievable gender diversity targets.