

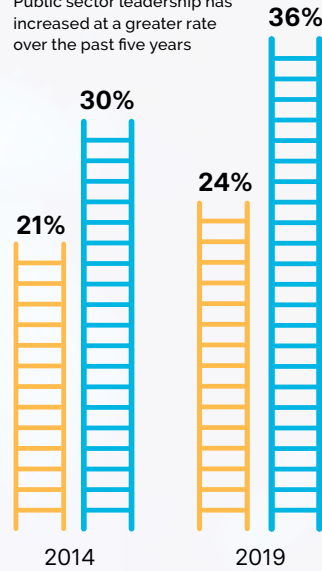
# Counterpoint

WOMEN IN GOVERNMENT

Counterpoint looks at how the needle is shifting for women in both the private and public sector. This infographic contrasts some of those areas of female participation and the policies that drive change.

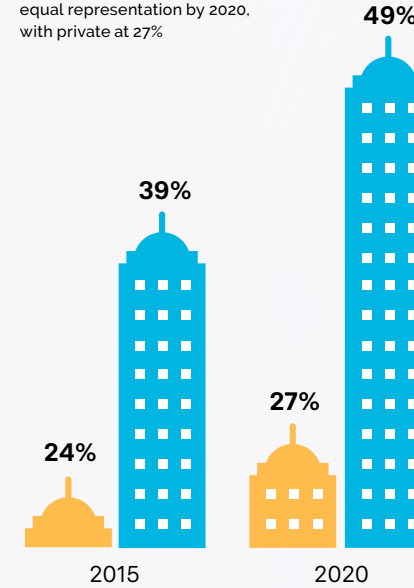
## Women in executive roles

Public sector leadership has increased at a greater rate over the past five years



## Women on boards

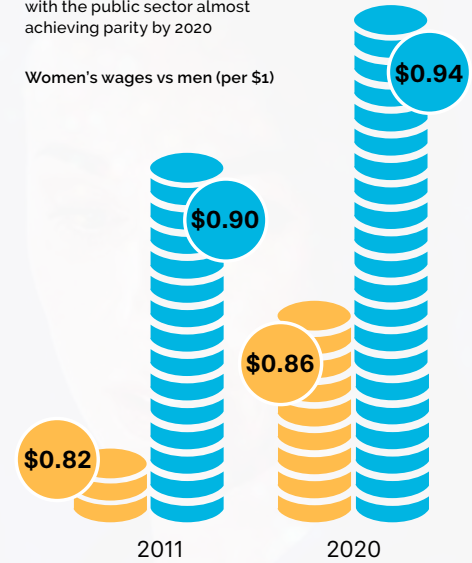
The public sector achieved equal representation by 2020, with private at 27%



## The wage gap

The gap between women's and men's wages has improved, with the public sector almost achieving parity by 2020

Women's wages vs men (per \$1)



## Work and family balance

Public and private sector parental leave data sources indicate different ways to measure access. Private sector surveys place greater emphasis on the different rates of access to primary leave between men and women. Public sector data measures focus on paid leave entitlements.



**93.5%**

of people in the private sector accessing primary parental leave are women. There is no comparable data for rates of access to primary parental leave in the public sector.



**75%**

of women in the public sector access Australian government leave pay. There is no comparable data for private sector women's access to paid parental leave.

## Key policy dates

Policies that make a real, sustained difference involve quantifying an objective and measuring it over time.



1984

The Sex Discrimination Act came into force.

**ALP 14%  
L-NP 13%**

1990

The Australian Labor Party introduced gender quotas. The Coalition did not introduce quotas.



2009

Australian Institute of Company Directors (AICD) began monitoring female board appointments.



2011

Australia's first national Paid Parental Leave scheme was introduced.

**ALP 50%  
L-NP 25%**

2019

Twenty-nine years after ALP introduces quotas, the party reaches gender parity.



2020-21

NSW Government pledged NSW public servants 14 weeks paid parental leave to a new child's primary carer, regardless of gender.



2021

Labor pledged to audit gender pay gap across the Australian Public Service.