

# Office for Women

*...making things better  
for Queensland women*

*Work & Life*

*Leadership &  
Community*

*Health &  
Safety*

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# What does the Office for Women Do?

- **Engage with women** to find out what is important
- **Deliver programs** for women
- **Recognise the achievements of women** – Awards, Showcasing & Profiling
- **Influence** government, policy makers & industry
- **Advise governments** on policy & gender equity issues
- **Consult with women** on a range of issues – Rural Women's symposium, Indigenous women's forum
- **Inform** through info sheets, website, find a service, community calendar, resources & the Women's Infolink
- **Celebrate International Women's Day (IWD)**

# The Vision

- **The Queensland of the future is a place where:**
  - Queenslanders **balance** work, family & lifestyle.
  - women and men **share** caring roles in their families & communities.
  - society's **diversity** is celebrated.
  - women's **rights, interests & wellbeing** are promoted.
  - men & women enjoy **equal opportunity & participation** in all aspects of community life.

# Why are we needed?

- Women make up approx **50%** of the Queensland population
- Life expectancy for a non indigenous women in Queensland is **83.3 yrs** ( 2<sup>nd</sup> lowest nationally) compared to 59.5 yrs for indigenous women
- We have the highest **divorce and birth** rates nationally
- More women than men are **sole parents** and we are more likely to be the **carer** for a parent or a person with a disability
- 1 in 5 women report being the **victim** of a rape or an attempted rape

# Why are we needed? (cont.)

- Women make up **27% of lower house MPs & 35% of the senate** putting us on par with Afghanistan **but behind Rwanda**
- **Sexual discrimination complaints** lodged with the Human Rights Commission **increased by 25 %** between 2008 and 2009
- The **pay gap** between male & female is **17.5%**.
- It is estimated that by 2019 women will have **50% less superannuation** than men.

# Why are we needed? (cont.)

- A 2009-10 study of ASX200 companies found that:
  - The number of **female executive managers** has **declined by 18%** since 2006
  - they **earn 28.3% less** than their male peers
  - only **7 % of top earners** were women
  - only **8.3% of Board Directors** were women
  - there **only 4 female CEOs** (down from 3% in 2008 to 2% in 2009)

# Participation and Leadership

- The Queensland Government **encourages people** with a variety of backgrounds & qualifications **to contribute to shaping public policy** by serving on a government body.



# Women on Boards (WoB)

**2006**

The WoB strategy ensures that, where possible **50% of all new appointments** to the 520 Qld Govt Boards, Councils and Committees are women.

**2008**

**47.8%** (188/393) of new appointments made were women.

However women still only make up **36.5%** of all Board positions in Queensland.

# Why do we need Women on Boards?

- **A different perspective** in decision making
- **Global trends / expectations** are that Boards will have diversity
- Research has shown that **businesses with women in leadership positions:**
  - **Perform better** financially
  - **Increase monitoring capacity**
  - **Have increase accountability**

# How do I get on a Gov't Board?

- The **Office for Women** maintains a database of all women who have indicated their interest in being considered for a Board position
  - *<http://www.women.qld.gov.au/leadership-and-community/women-on-boards/information/>*
- The **Queensland Register of Nominees to Government Bodies** enables all Queenslanders to express their interest in being considered for nomination and possible appointment to government bodies
  - *<http://www.premiers.qld.gov.au/government/participate/qld-nominees-register/assets/qld-register-of-nominees-form.pdf>*

**Thank You  
For Listening**