

LEADERSHIP AND COMMUNITY PARTICIPATION



“Like many issues in our community, there is a real shift in people’s awareness and sensitivity around the issue of diversity in decision making, in particular, around gender diversity. Whether that is at the board level or in executive ranks, times are changing, but it’s slower than many of us would like or expect. More than 50 per cent of university graduates are female but we see a big fall off of women staying in their careers which reduces their chances of securing leadership roles. Boards and CEOs need to lead the change. Measuring and targeting gender diversity is critical.”

**Cathie Goss GAICD, Tasmanian Manager,
Australian Institute of Company Directors**

Women in Government

Parliament of Australia

House of Representatives

In March 2016, there were **150** members in the House of Representatives, **40 (26.6 per cent)** were female. Of the five Tasmanian members, one was female.¹

Senate

In March 2016, there were **75** members of the Senate, **29 (38.6 per cent)** were female. Of the 12 Tasmanian senators **six or 50 per cent** were female.²

Parliament of Tasmania

House of Assembly

Within Tasmania's House of Assembly, as at March 2016, there were **25** members, **10 or 44 per cent** being female.³

Legislative Council

Within the Tasmanian Legislative Council, there were **15** members, **five or 33 per cent** of who are female.⁴



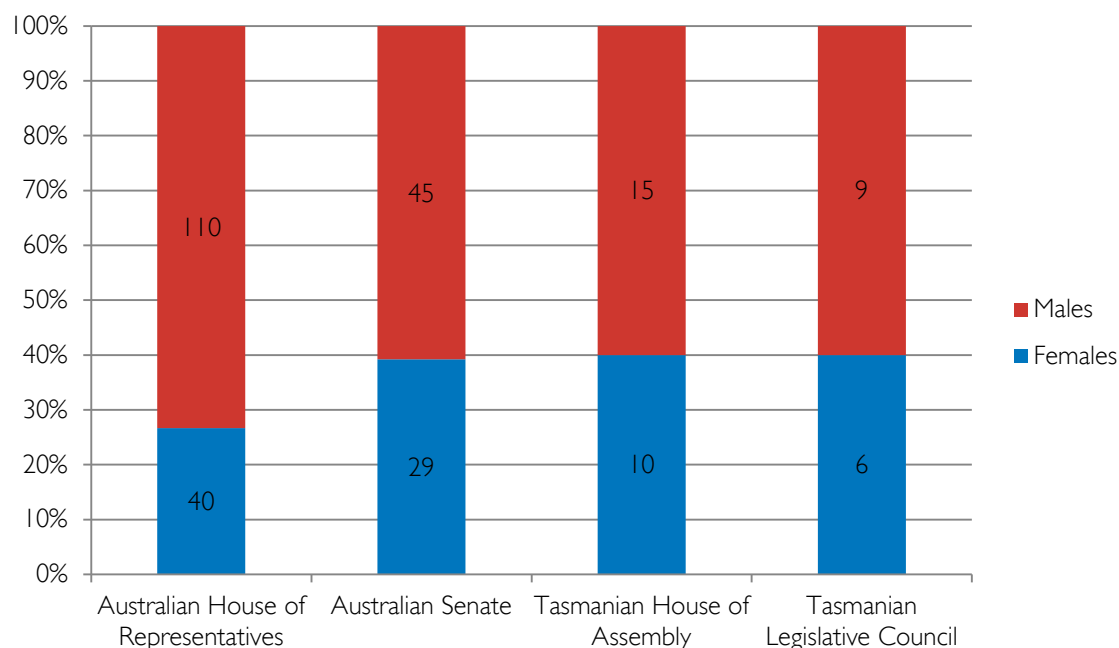
¹ Accessed at <http://www.aph.gov.au>, 27 January 2016.

² Ibid.

³ Accessed at <http://www.parliament.tas.gov.au>, 27 January 2016.

⁴ Ibid.

Figure 1. Percentage of females and males in the Australian and Tasmanian Parliaments, January 2016



Data Source: Accessed at <http://www.aph.gov.au> 27 January 2016.

Cabinet and Shadow Cabinet

As at March 2016, there were **nine** members of the Cabinet, **two** of whom were female (22.2 per cent). There were **eight** Labor Shadow Cabinet members, **four** of whom were female (50 per cent). There were **three** Tasmanian Greens Shadow Cabinet members, and all were female.⁵

Local Government

In January 2016 there were **261** local councillors in Tasmania, and **81** (31 per cent) were female..⁶ This is a rise from 2014, when **29.8 per cent** of Tasmanian Councillors were women. In 2014 **30.4 per cent** of councillors in Australia were female.⁷

Women in Government in Tasmania over time

Tasmanian women received the vote in the House of Assembly in 1904 and were first able to stand as candidates in 1922. In 1904 women were still not able to vote in Legislative Council elections. Full adult franchise was not granted for the Legislative Council elections until 1968, but service women were able to vote in such elections prior to that date.⁸

⁵ Accessed at <http://www.parliament.tas.gov.au>, 27 January 2016.

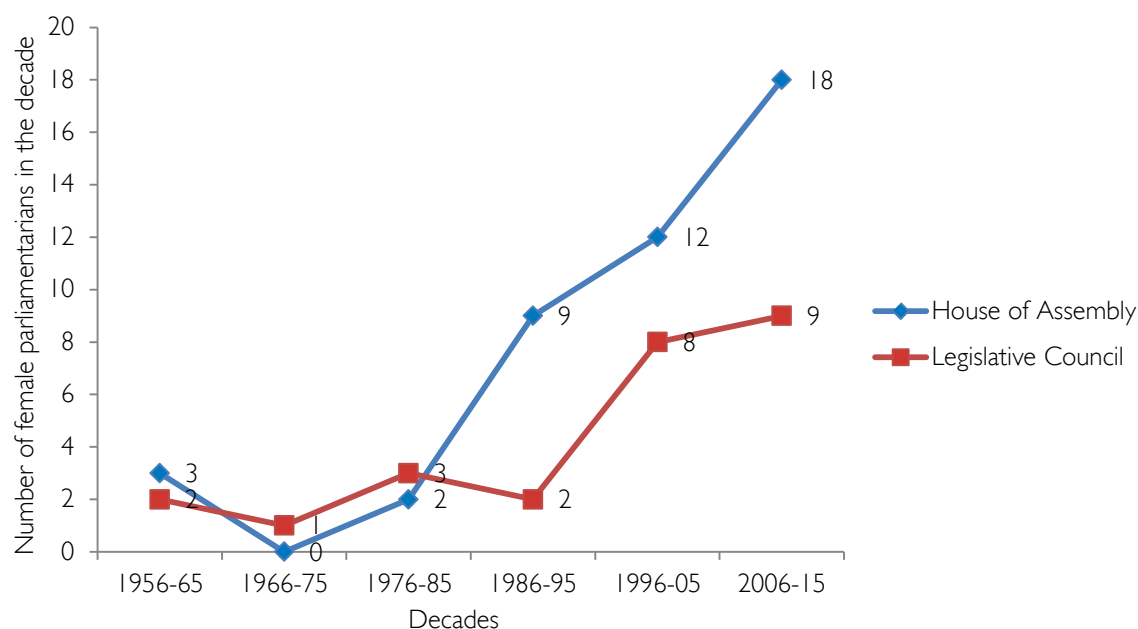
⁶ Unpublished data supplied by the Local Government Association Tasmania.

⁷ Department of Premier and Cabinet, 2014, *Women and Girls in Tasmania Report*, Hobart.

⁸ Accessed at <http://www.parliament.tas.gov.au/tpl/InfoSheets/FemaleFranchise.htm>, 27 January 2016.

In 1948 Margaret McIntyre became the first woman to be elected to the Legislative Council. In 1955 Mabel Miller and Amelia Best became the first women to be elected to the House of Assembly.⁹

Figure 2. Number of women in the Tasmanian Parliament over time



Note: In 1998 the Tasmanian House of Assembly was reduced from 35 members to 25.

Data source: Accessed at http://www.parliament.tas.gov.au/tpl/datasheets/MP_Women_Terms.htm 27 January 2016.

Women in the State Service

At June 2015, there were **27 529** employees in the State Service, **19 338 (70.2 per cent)** were female.¹⁰

Although there is a higher percentage of women in the public service overall, Table I shows that there are differences in employee gender ratios between State Service agencies and authorities.

⁹ Accessed at <http://www.parliament.tas.gov.au/tpl/InfoSheets/ParlHistFAQ.htm>, 27 January 2016.

¹⁰ Unpublished data provided by the Department of Premier and Cabinet.

Table 1. Paid headcount by sex (State Service agencies and authorities), June 2015

Agency	Female	Male	Total
Department of Education	7 670	2 458	10 128
Department of Health and Human Services	1 151	640	1,791
Department of Justice	629	544	1 173
Department of Police and Emergency Management	224	123	347
Department of Premier and Cabinet	241	166	407
Department of Primary Industry, Parks Water and Environment	632	716	1 348
Department of State Growth	445	371	816
Department of Treasury and Finance	161	129	290
Tasmanian Audit Office	17	28	45
Integrity Commission of Tasmania	9	5	14
Macquarie Point Development Corporation	6	3	9
Port Arthur Historic Site Management Authority	67	55	122
Tasmanian Health Organisation - North	2 448	639	3 087
Tasmanian Health Organisation - South	3 673	1 190	4 863
Tasmanian Health Organisation - North West	1 281	342	1 623
TasTAFE	515	350	865
The Public Trustee	48	12	60
Tourism Tasmania	40	17	57
Tasmania Fire Service	81	403	484
Total	19 338	8 191	27 529

Data source: Unpublished data provided by the Department of Premier and Cabinet.

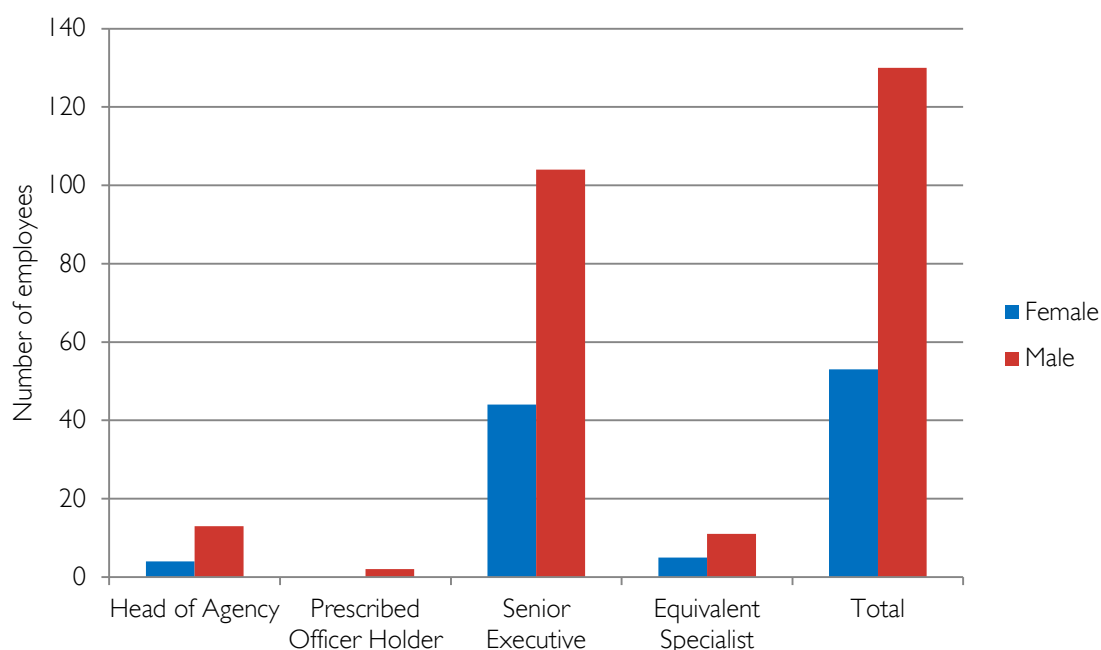
Women in senior State Service positions

Tasmanian State Service Senior Executives and Heads of Agency

Despite women accounting for **70.2 per cent** of the State Service, women only account for **23.5 per cent** of State Service Heads of Agency and **29.7 per cent** of Senior Executives.¹¹

¹¹ Unpublished data provided by The Department of Premier and Cabinet.

Figure 3. Tasmanian State Service Senior Executives and Heads of Agency, June 2015



Data Source: Unpublished data provided by The Department of Premier and Cabinet.

Tasmanian State Service employees at Band 7 or above

When we look at the Bands (7-9) that lead into Senior Executive Service positions, we find:

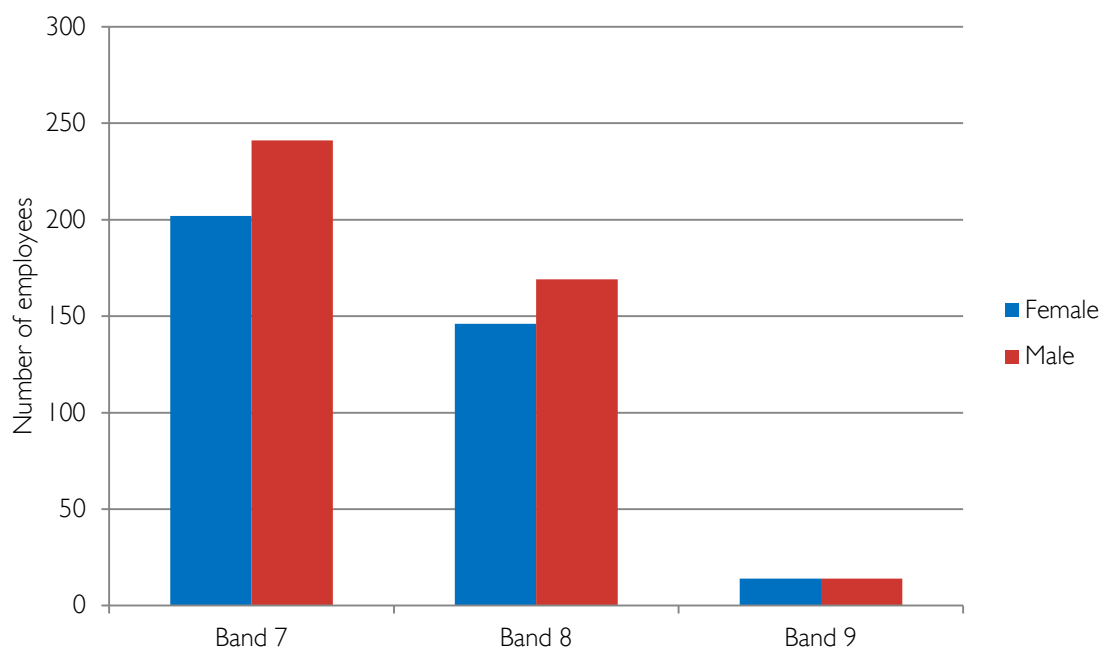
Band 7: Employees have a management focus and or are specialists involved in a specialist program. They lead complex activities and programs, which require development and decision making skills. In June 2015, **45.6 per cent** of Band 7 employees were women.

Band 8: Employees with a management focus lead a function or program to deliver outcomes that are of significant strategic importance for the agency. In June 2015 **46.3 per cent** of Band 8 employees were women.

Band 9: Employees with a management focus who lead a multi-functional or multi-disciplinary program that delivers outcomes of critical strategic importance for the agency. In June 2015, **50 per cent** of Band 9 employees were women in June 2015.¹²

¹² Unpublished data provided by The Department of Premier and Cabinet.

Figure 4. Tasmanian State Service employees at Band 7 or above, June 2015



Data Source: Unpublished Data provided by The Department of Premier and Cabinet.

Women on boards

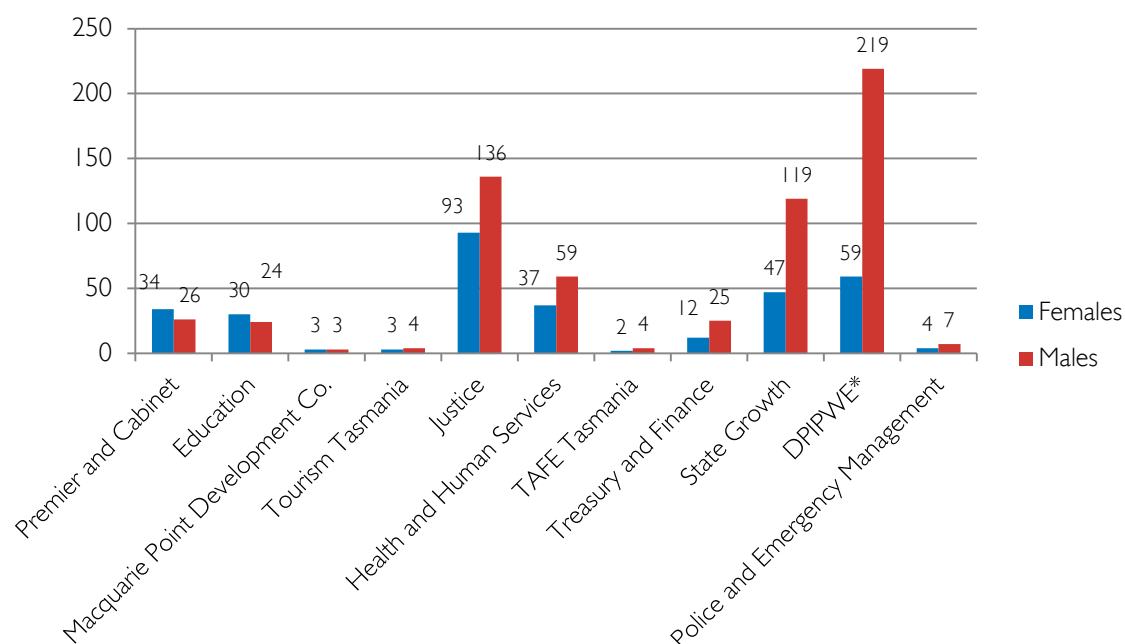
Board membership of Government owned corporations

As of March 2016, women represented around **37.2 per cent** of members on Tasmanian Government boards and committees. As can be seen from the table Figure 5, Tasmanian women are relatively well represented on boards relating to education and central agency policy and governance. In every other portfolio area, women are under-represented as board members.¹³



¹³ Department of Premier and Cabinet, 2015, *Women on Boards Strategy, 2015-20*, Hobart.

Figure 5. Females and males on Government Boards in Tasmania, 2015



Data Source: Department of Premier and Cabinet, 2015, Women on Boards Strategy 2015-20, Hobart.

* Department of Primary Industries, Parks, Water and Environment.

Board membership of sporting organisations

In 2015, the Department of Premier and Cabinet sampled 33 State Sporting Organisations, revealing that:

- **39.4 per cent** of all board members were female, showing an increase from **36.1 per cent** in 2014
- **9.4 per cent** of organisations had no female members on their boards, showing a decrease from **12.7 per cent** in 2014.
- **42 per cent** of boards had a female chairperson or president, showing a dramatic increase from **22.6 per cent** in 2014.¹⁴



Women in the Judiciary

In 2016, there were **six** Supreme Court judges in Tasmania. Of these, **two** (**33.3 per cent**) were female.¹⁵

¹⁴ Department of Premier and Cabinet 2014, *Women on State Sporting Organisation Board*, Tasmania.

¹⁵ Accessed at www.supremecourt.tas.gov.au/about_us/judges/current_judges, February 2016.

In February 2016, there were 11 magistrates working in the Magistrates Court in Tasmania; **three (27.3 per cent)** of whom were female.¹⁶ In 2013, **21.4 per cent** of Tasmanian magistrates were female.¹⁷

Honours

In 2015 men were more likely than women to be nominated for Order of Australia medals. In the general division **31 per cent** of nominees were women. Women were also less likely to be awarded higher level Orders.¹⁸

Once nominated for an award women were more likely than men to receive it. In 2015 **75 per cent** of female nominees received an Order of Australia compared to **68 per cent** of males.¹⁹

Voluntary Work

In 2015 in Tasmania, **149 300** people were estimated by the Australian Bureau of Statistics to have volunteered in the past 12 months. **73 200 (49 per cent)** were men and **76 100 (51 per cent)** were women.

This was the smallest gap between the sexes in volunteering rates of all the states and territories. In other states and territories women had significantly higher volunteering rates than men.²⁰



¹⁶ Unpublished data provided by The Magistrates Court of Tasmania, February 2016.

¹⁷ Department of Premier and Cabinet, 2014, *Women and Girls in Tasmania Report, 2013-2018*, Hobart.

¹⁸ Australian Bureau of Statistics, 2015 *Gender Indicators, Australia*, Cat No 4125.0, ABS, Canberra.

¹⁹ Ibid.

²⁰ Australian Bureau of Statistics, 2015 *General Social Survey: Summary Results*, Cat No 4159.0, Table 22, ABS, Canberra.

Special thanks goes to the Gender Policy and Strategy Group at the University of Tasmania who provided input into the development of the Fact Sheet series.

Phone: (03) 6232 7133

Email: csr@dpac.tas.gov.au

Webpage: www.dpac.tas.gov.au/divisions/csr

Communities, Sport and Recreation,
Department of Premier and Cabinet,
Tasmanian Government

Published March 2016

Copyright State of Tasmania

ISBN: 978 0 7246 5703 7