

# WOMEN AND GIRLS IN TASMANIA FACT SHEET 2018



Tasmania is the first Australian State to have a female majority Parliament, with women making up

## 52%

of the Tasmanian House of Assembly.<sup>2</sup>



## 39%

of Senior Executive Service roles in the Tasmanian State Service were filled by women in June 2018.<sup>5</sup>

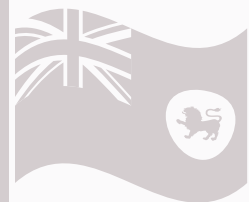
## 42.9%

of Government board positions are held by women.<sup>4</sup>



## 41%

of Tasmanian Parliamentarians in the Australian Parliament are women.<sup>3</sup>



## 42.5%

or 17 of 40 Tasmanian recipients of Order of Australia honours in June 2018 were women.<sup>6</sup>



## 50.0%

of the Tasmanian Parliament is female, having achieved gender equality in May 2018 with 20 female and 20 male members.<sup>1</sup>



## LEADERSHIP & PARTICIPATION



Women in leadership roles provide powerful role models for girls choosing their future careers and building their aspirations.

Increasing the number of women in leadership roles across the community, in government, in workplaces, sporting organisations and in other community activities, benefits the individuals, the organisations and the community as a whole. Women in leadership roles provide powerful role models for girls choosing their future careers and building their aspirations. Measuring gender diversity in leadership is one important way to support this goal.

### Women in Government

#### Australian Parliament

In August 2018, there are 73 women in the Australian Parliament, which is 32.3 per cent of all parliamentarians.

- In the House of Representatives, 44 of the 150 members (29.3 per cent) are women.
- Of the five Tasmanian Members of the House of Representatives, two are women. This is an increase from 2014 when only one Tasmanian member was a woman.
- In the Senate, women make up 38 per cent of the 76 senators. Of the current 12 Tasmanian senators, five are women. In 2014, seven Tasmanian senators were women and in 2016, six female senators were elected from the State, but one resigned in 2017.

## Tasmanian Parliament

In May 2018, the Tasmanian Parliament achieved gender equality with 20 female and 20 male members.<sup>7</sup>

- 13 out of 25 members (52 per cent) of the House of Assembly are women, making Tasmania the first Australian State to have a female majority Parliament. This is an increase in female representation from ten women in the 2016 Parliament and nine women in the 2014 Parliament.
- Seven out of 15 members (47 per cent) of the Legislative Council are women. This is an increase from five women in the 2016 Parliament and six women in the 2014 Parliament.

## Cabinet

In August 2018, three of Tasmania's nine members of Cabinet were women.<sup>8</sup> The Speaker of the House of Assembly is also a woman. In 2016, two out of nine Ministers were women.

## Local Government

Women's representation in local government has been increasing since 2011. Women made up 29.1 per cent and 29.8 per cent of local councillors in 2011 and 2014 respectively, with 24 per cent of Mayors and 27.5 per cent of Deputy Mayors in 2011 being female, increasing to 31 per cent of Mayors and 34.5 per cent of Deputy Mayors in 2014. Following the Tasmanian Local Government Elections in October 2018, 40.9 per cent of councillors are now women, with 37.9 per cent of Mayors and 44.8 per cent of Deputy Mayors being female.<sup>9,10</sup>

## Women in the Tasmanian State Service

### Heads of Agency and Senior Executive Service

The number of female Heads of Agency (including Statutory Authorities) has increased overall in the period from 2014 to 2018. In 2014-15, four of the 17 Heads of Agency were women, but this decreased to one female Head in 2016-17.<sup>11</sup> In July 2018, there were six female Heads of Agency in the Tasmanian State Service, which is the highest number of women to have filled these senior leadership positions.

Women's representation in senior executive roles in the Tasmanian State Service has been steadily increasing since 2014. In 2014-15, women held 29.7 per cent of Senior Executive positions; in 2016-17, the figure was 36.9 per cent.<sup>12</sup> As of June 2018, women made up 39.1 per cent of the Senior Executive Service, with 57 women employed in these roles.<sup>13</sup>

Figure 1. Federal Parliamentarians representing Tasmania, by gender, 2014-2018

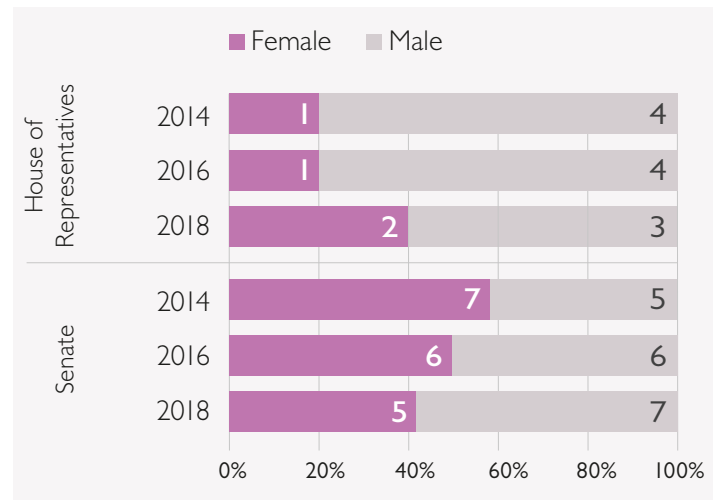
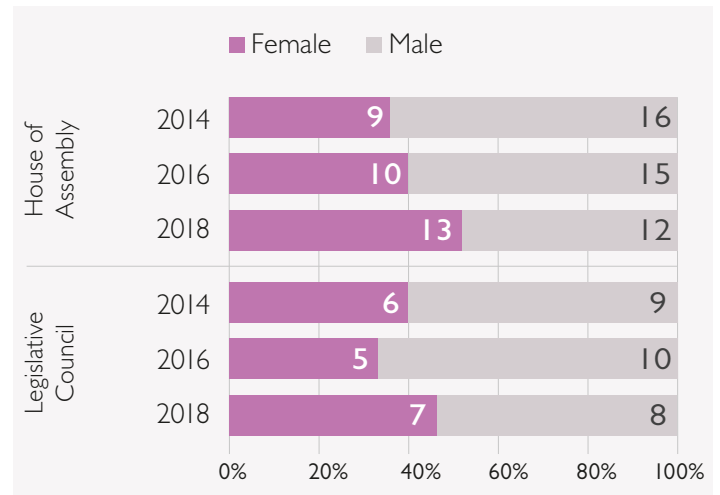


Figure 2. Members of Tasmanian Parliament, by House of Parliament, by Gender, 2014-2018



## Employees at Band 7 – 9 Classification

Tasmanian State Service employees working in positions classified as Band 7 to 9 under the Tasmanian State Service Award are engaged in management activities that are a pathway to senior leadership roles. The proportion of women employed in these positions has risen since 2015, with the exception of Band 9 classified positions.

In 2017, women were 47.9 per cent of employees at Band 7 classification. This is an increase from 45.6 per cent in 2015 and 41.8 per cent in 2013.

In 2017, women were 50.46 per cent of employees at Band 8 classification. This is an increase from 2015, when 46.3 per cent were female and 45.6 per cent in 2013.

In 2017, women were 42.5 per cent of employees at Band 9 classification. In 2015, half the Band 9 classification employees were women.<sup>14</sup> The 2013 data measures employees in Band 8 and above and is therefore, not comparable.

## Women on Government Boards

There are 118 Government boards and committees in August 2018. Women held 42.9 per cent of positions on Tasmanian Government boards and committees. This is a significant increase from 2015 when female representation was 33.8 per cent.<sup>15</sup>

## Board membership of sporting organisations

Women made up 37 per cent of board membership for Tasmanian sporting organisations in December 2017. This is close to the level of representation on national sporting organisation boards of 39 per cent.<sup>16</sup>

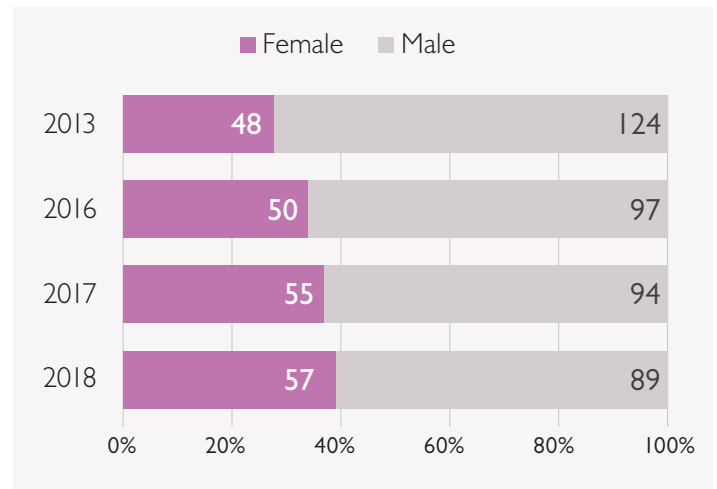
Female board representation for state sporting organisations was 36.1 in 2014 and 39.4 in 2015.<sup>17</sup>

## Women in the Judiciary

In March 2018, of Tasmania's six Supreme Court Justices, one is a woman (16.6 per cent). In 2013 and 2016 there were two female Supreme Court Justices (33.3 per cent).

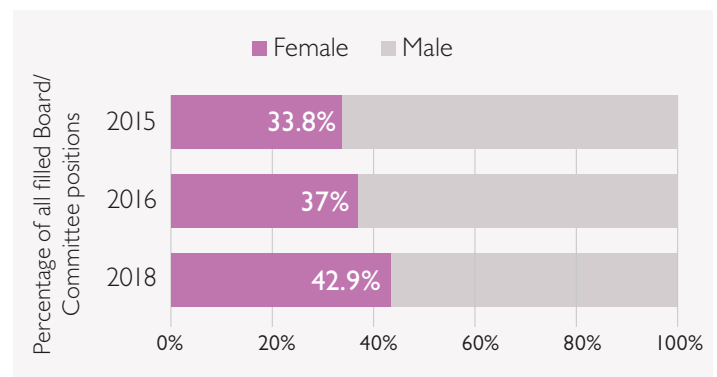
In the Magistrates Court, four of the fifteen Magistrates are women (26.6 per cent) in March 2018. This compares with 21.4 per cent female Magistrates in 2013 and 27.3 per cent in 2016.<sup>18</sup>

Figure 3. Tasmanian Senior Executive Service members, by gender, 2013, 2016, 2017 and 2018



Source: Tasmanian State Service Annual Reports, 2012-13, 2015-16 and 2016-17, [http://www.dpac.tas.gov.au/divisions/ssmo/publications/annual\\_reports](http://www.dpac.tas.gov.au/divisions/ssmo/publications/annual_reports).

Figure 4. Women on Tasmanian Government Boards and Committees, 2015-2018



### Order of Australia Honours

The 2018 Queen's Birthday Honour list marked the first time that more women than men (six out of ten) received the Companion of the Order of Australia – the highest award in the Order of Australia honours list.<sup>19</sup>

In June 2018, 40 Order of Australia Honours were awarded to Tasmanians, with 17 awards to Tasmanian women (42.5 per cent). The proportion of Order of Australia Honours awarded to women has increased from 34.7 per cent in 2012.<sup>20</sup>

### Voluntary Work

Women are more likely to participate in voluntary work in the community than men. The 2016 Census found that 55.5 per cent of Tasmanian volunteers (49,324) were women.<sup>21</sup> This is consistent with previous data from the 2011 Census which shows women made up 55.4 per cent of the volunteer population in Tasmania. According to the General Social Survey conducted by the Australian Bureau of Statistics in 2014, women made up 51 per cent of volunteers in the State.<sup>22</sup>



#### Further reading:

- *Tasmanian Women's Strategy 2018-2021*
- Tasmanian Women and Girls Fact Sheets on: Financial Security, Health and Wellbeing, Safety and Justice, Leadership and Participation and Demographics are available at [www.women.tas.gov.au](http://www.women.tas.gov.au).

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- <sup>1</sup> Parliament of Tasmania, 2018 Forty-Ninth Parliament House of Assembly List of Members, Legislative Council List of Members
- <sup>2</sup> McIntyre, D, 2018 Tasmania leading the way on female representation in Parliament ABC news 16 March 2018 <http://www.abc.net.au/news/2018-03-16/tasmania-leading-the-way-on-female-representation-in-parliament/9553146>
- <sup>3</sup> Parliament of Australia, <https://www.aph.gov.au/> accessed 19 July 2018
- <sup>4</sup> Department of Communities Tasmania, 2018, Women on Boards Strategy 2015-20 Annual Report, October 2018
- <sup>5</sup> State Service Management Office, Department of Premier and Cabinet 2018, Annual Report 2017-18, Appendix 1 Workforce Profile
- <sup>6</sup> It's Honour database <https://honours.pmc.gov.au/honours/search>
- <sup>7</sup> Parliament of Tasmania, 2018 Forty-Ninth Parliament, House of Assembly List of Members, Legislative Council List of Members
- <sup>8</sup> Parliament of Tasmania The Ministry 20 March 2018
- <sup>9</sup> Local Government Association of Tasmania, 8 March 2018, Media Release, 'Local Government celebrates International Women's Day with the launch of the WomenCan Campaign,' <https://www.lgat.tas.gov.au/webdata/resources/news/MR%20ALGWA%20LGAT%20WomenCan%20Launch%20Int%20Womens%20Day%20FINAL.pdf>; Tasmanian Electoral Commission, Tasmanian Local Government Election Reports 2011 and 2014; Kempton, H. 2018 *Women step up to be local leaders* The Mercury 6 November p10-11
- <sup>10</sup> Department of Premier and Cabinet, 2014 *Women and Girls in Tasmania Report p71 & Women and Girls in Tasmania Fact Sheet 5 – Leadership and Community Participation p3*
- <sup>11</sup> State Service Management Office, Department of Premier and Cabinet *Head of State Service - Tasmanian State Service Annual Reports 2016-17; 2014-15*
- <sup>12</sup> Department of Premier and Cabinet, 2014 *Women and Girls in Tasmania Report p69 & Women and Girls in Tasmania Fact Sheet 5 – Leadership and Community Participation p5*
- <sup>13</sup> State Service Management Office, Department of Premier and Cabinet 2018, Annual Report 2017-18, Appendix 1 Workforce Profile
- <sup>14</sup> Unpublished data provided by Department of Premier and Cabinet, June 2018 & Department of Premier and Cabinet, 2014, *Women and Girls in Tasmania Report, p68 & 2016, Women and Girls in Tasmania Fact Sheet 5, Leadership and Community Participation, p6*
- <sup>15</sup> Department of Premier and Cabinet, 2014 *Women and Girls in Tasmania Report p69 & Women and Girls in Tasmania Fact Sheet 5 – Leadership and Community Participation p7*
- <sup>16</sup> Department of Premier and Cabinet, 2018, Tasmania, unpublished data.
- <sup>17</sup> Department of Premier and Cabinet, 2014 *Women on State Sporting Organisation Boards*, Hobart
- <sup>18</sup> Australian Institute of Judicial Administration, 'AJJA Judicial Gender Statistics – Judges and Magistrates (% of Women) March 2018 & Department of Premier and Cabinet, 2014 *Women and Girls in Tasmania Report p69 & Women and Girls in Tasmania Fact Sheet 5 – Leadership and Community Participation p9*
- <sup>19</sup> Governor General of the Commonwealth of Australia, 2018, Media release: Significant increase in nominations and awards for women in the Order of Australia, <https://www.gg.gov.au/media-release/media-release-significant-increase-nominations-and-awards-women-order-australia> (accessed 15 June 2018).
- <sup>20</sup> Department of Premier and Cabinet, 2014 *Women and Girls in Tasmania Report p72*
- <sup>21</sup> Australian Bureau of Statistics, 2017 2016 Census, Employment, Income and Education, Tasmania Table Builder data
- <sup>22</sup> Australian Bureau of Statistics, 2015, General Social Survey, Tasmania Cat no:4159.0 Table 22, ABS, Canberra

