

Australia



“The number of women on large Australian-listed company boards has increased significantly over the last decade from around 15% in 2014 to closer to 35% today—and the number of women acting as audit committee chairs is close to 50%. Despite improvements in board diversity, there is still significant change required to see the percentage of women acting as board chairs mirror the improvement in broader board representation.”

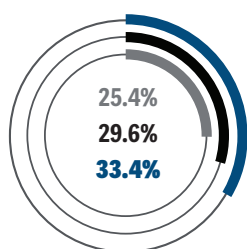
Joanne Gorton

Managing partner, audit and assurance, Deloitte Australia

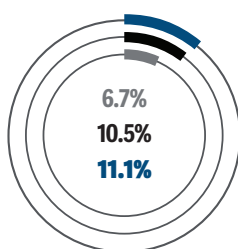
Australia

Women on boards & in the C-suite

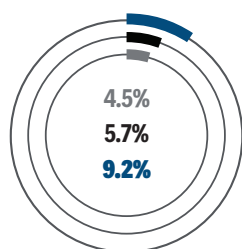
● 2023 ● 2021 ● 2018



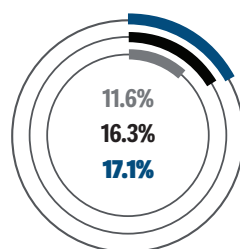
Board seats held by women



Board chairs that are women



CEOs that are women



CFOs that are women

555

Women on boards

339

Total companies analyzed

Quota for listed companies?



Quota percentage



Average age and tenure

● 2023 ● 2021 ● 2018

Age (years)

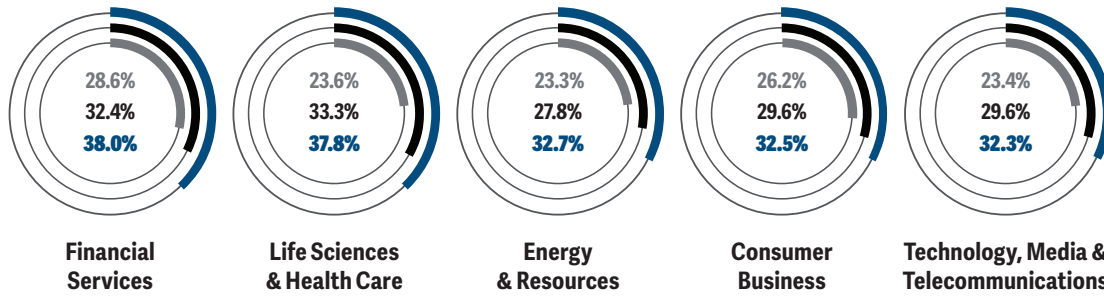
	BOARD MEMBER			CHAIR		
Men	62.1	61.7	61.7	64.8	64.9	64.0
Women	59.3	58.1	57.2	59.9	60.1	62.8

Tenure (years)

	BOARD MEMBER			CHAIR		
Men	7.1	7.0	7.6	6.3	6.2	6.1
Women	4.4	4.0	4.3	3.0	2.8	4.4

Top industries with the highest percentage of women on boards

● 2023 ● 2021 ● 2018



Stretch factor

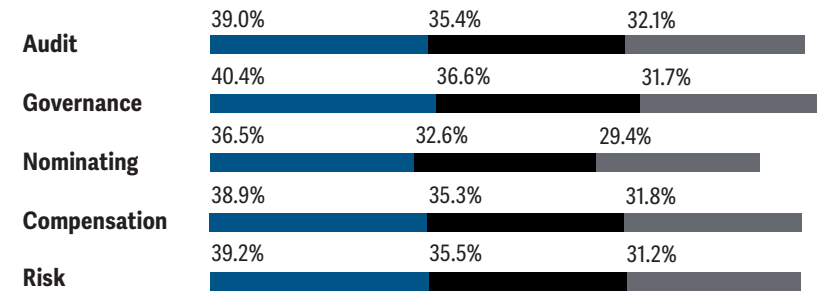
● 2023 ● 2021 ● 2018

Men	1.16	1.17	1.15
Women	1.39	1.43	1.40

Women board committee presence

● 2023 ● 2021 ● 2018

Members



Chairs

