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.

**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.

**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.

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**Key policy dates**

- **1984** The Sex Discrimination Act came into force.
- **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.
- **2019** Twenty-nine years after ALP introduces quotas, the party reaches gender parity.
- **2020-21** NSW Government pledged 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.

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