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A transparent and gender-neutral remuneration strategy can redress the fact that women are still frequently paid less for equivalent work than their male counterparts taking into account industry, prior work experience, aspirations and parenting.<sup>6</sup>

## Notes

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*Checklist 10: Remuneration* is the tenth of 10 checklists developed from the report titled *Increasing the Number of Women in Senior Executive Positions: Improving Recruitment, Selection and Retention Practices*. It can be used by companies and individuals in considering practices aimed at improving gender diversity and inclusion. The 10 checklists are:

Checklist 1: The role of the board

Checklist 2: The role of the CEO

Checklist 3: Targets, measures and accountability

Checklist 4: Culture and merit

Checklist 5: Role definition and recruitment

Checklist 6: Assessing applicants and the interview process

Checklist 7: Improving decision-making processes and the success of women once they are appointed

Checklist 8: Retention, development and succession planning

Checklist 9: Career management and performance reviews

Checklist 10: Remuneration

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