

Benefits

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.⁶

Notes

1. Workplace Gender Equality Agency, 2013a, Gender Pay Gap Statistics.
2. Cassells R., Vidyattama Y., Miranti R. & McNamara J., 2009, The impact of the sustained gender wage gap on the Australian economy.
3. Cassells R., Duncan A., Abello A., D'Souza G. & Nepal B., 2012, Smart Australians: Education and Innovation in Australia.
4. O'Neill, O. & O'Reilly, C., 2010, Careers as Tournaments: The impact of sex and gendered organizational culture preferences on MBA's income attainment, *Journal of Organisational Behaviour*, 31; Kulich, C., Trojanowski, G., Ryan, M.K., Haslam, S.A., & Renneboog, L.D.R., 2011, Who gets the carrot and who gets the stick? Evidence of gender disparities in executive remuneration, *Strategic Management Journal*, 32; Arulampalam, W., Booth, A.L. & Bryan, M.L., 2005, Is there a glass ceiling over Europe? An exploration of asymmetries in the gender pay gap across the wages distribution; ISER Working Paper 2005 Weinberg, D.H., 2004, Evidence from census 2000 about earnings by detailed occupation for men and women, *Census 2000 special reports*, May, US Census Bureau.
5. Carter, N.M. & Silva, C., 2011, The Myth of the Ideal Worker: Does doing all the right things really get women ahead? *Catalyst*.
6. Carter, N.M. & Silva, C., 2010, *Women in Management: Delusions of Progress*, HBR.

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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