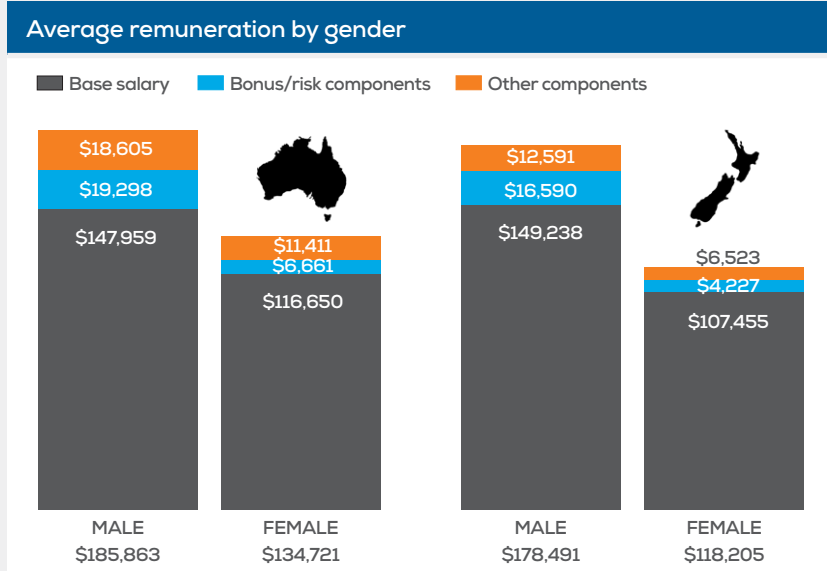


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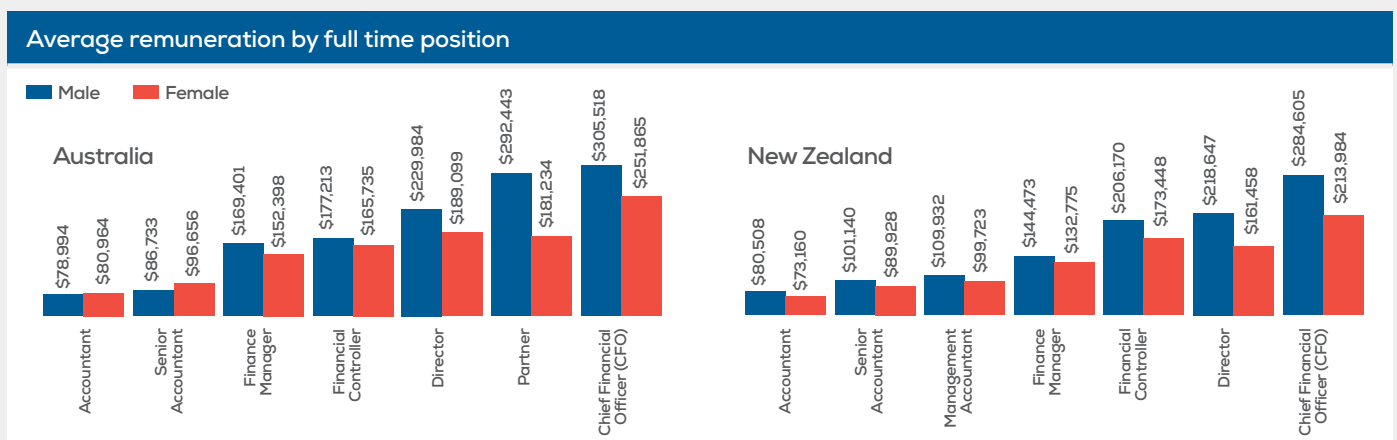
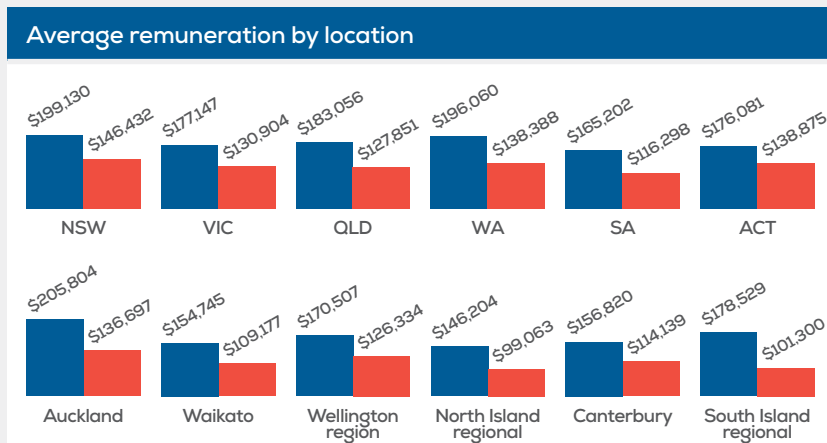
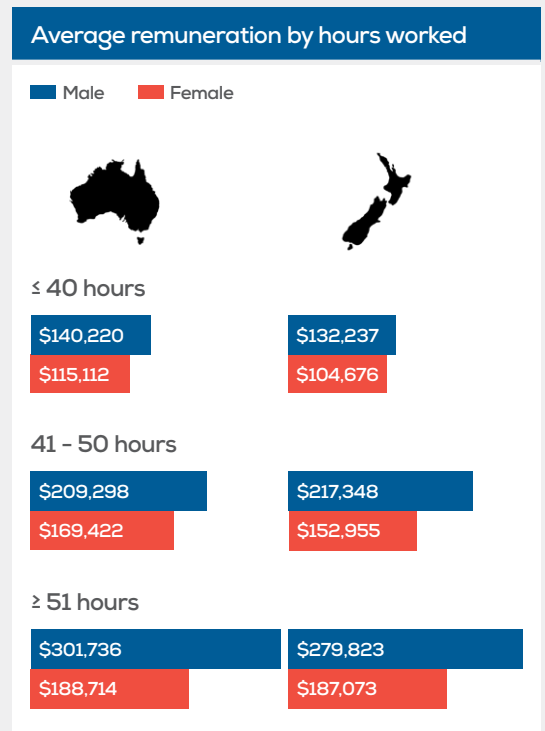
4,517 Chartered Accountants ANZ members responded to the 2021 Remuneration Survey, revealing a Gender Pay Gap with male members being paid around 40-50% more than female members in Australia and New Zealand.

The Gender Pay Gap existed not only on a total remuneration level but also within the same groups of contributing factors such as locations, select positions, years of experience, and hours worked.



Non-permanent average hourly rate

	Australia	New Zealand
Male	\$199	\$146
Female	\$95	\$64

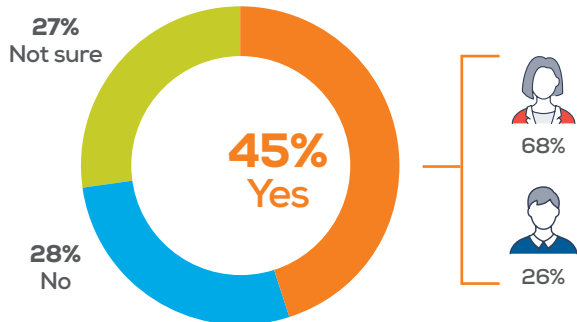


The survey consisted of 2,471 male CA ANZ members, 2,040 female members and 6 members preferred not to choose a gender. 2,622 members were based in Australia and 1,895 members in New Zealand. This survey was in the field from 23 February to 23 March 2021. Monetary figures are in the local currency.



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Perception – Do you believe there is a gender pay gap in the profession?

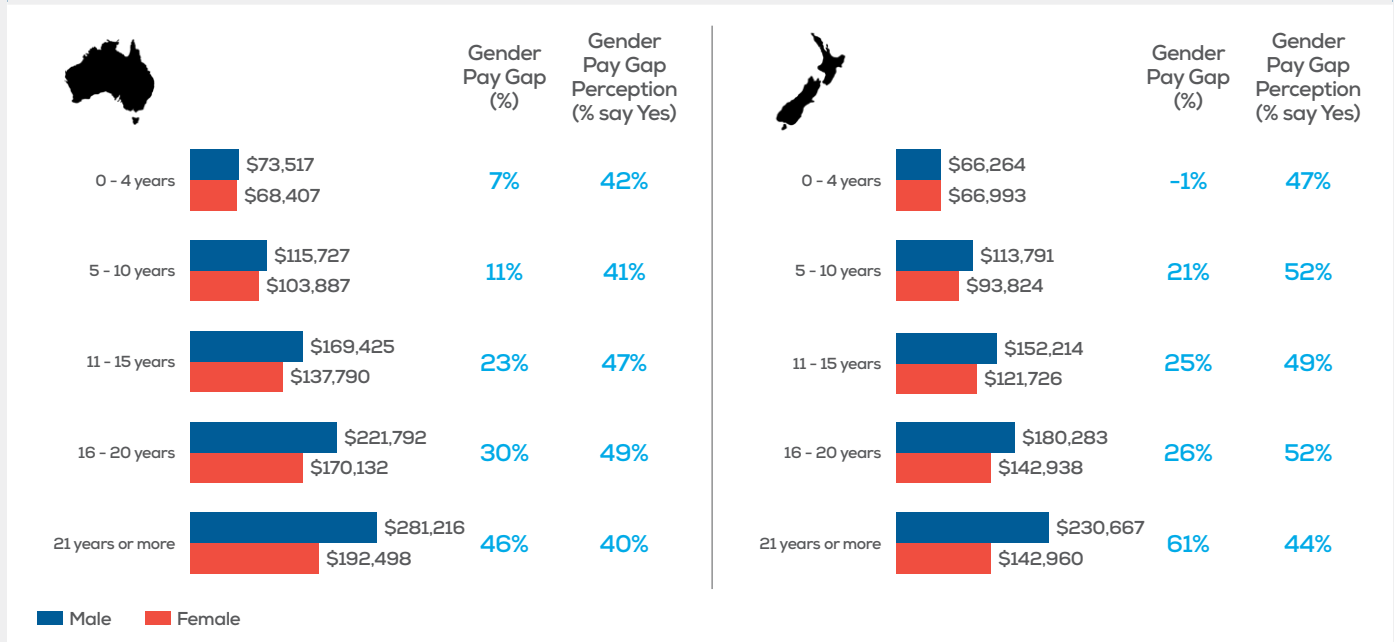


Among those who believe there is a gender pay gap, the most common reasons cited was women's carer responsibilities to family and children and senior positions mostly being filled by men.

Belief

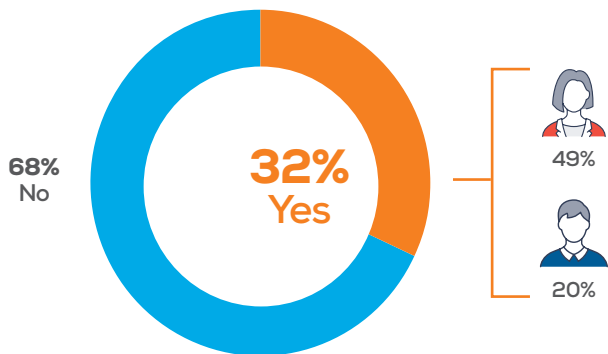
	Total	Men	Women
I believe men and women should be compensated equally for similar work and experience levels	95%	95%	94%
Pay equity is an important consideration when thinking about staying where I am, or when looking for a new employer	76%	67%	87%
I believe I am compensated fairly, relative to my co-workers at my company/organization	72%	75%	69%

Years of working – reality and perception



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Have you taken a significant break from your role

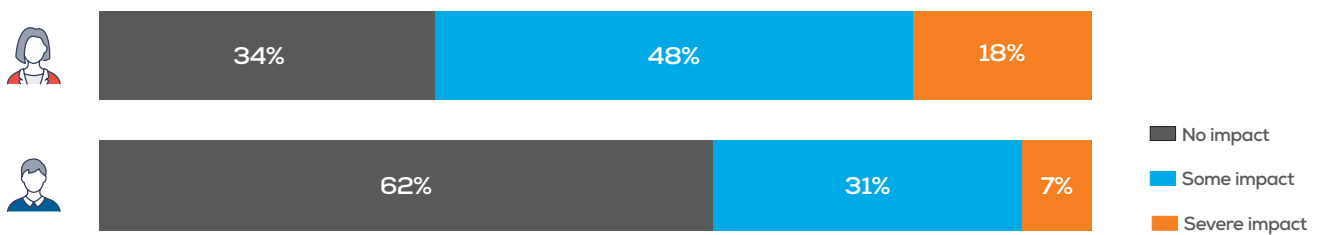


Career break reasons

	Total	Female	Male
Parental Leave	60%	81%	15%
Travel	26%	7%	49%
Caring for others	9%	11%	7%

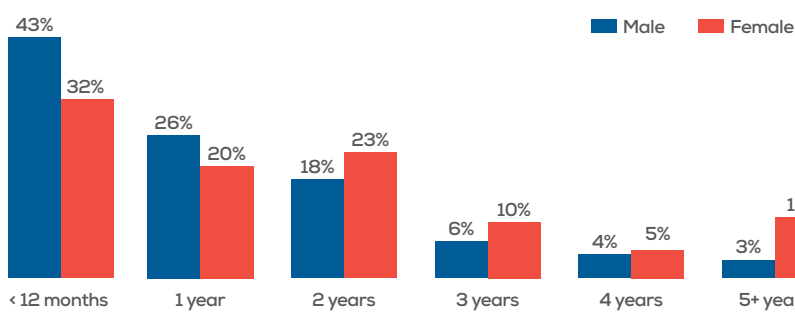
“Re-entering the workforce required me to take a step down in seniority which I still haven’t regained”

Career break impact



Among those who said a career break had some/severe impact, the most common reasons cited was delayed career progression and setbacks of part-time jobs to take care of family.

Career break length



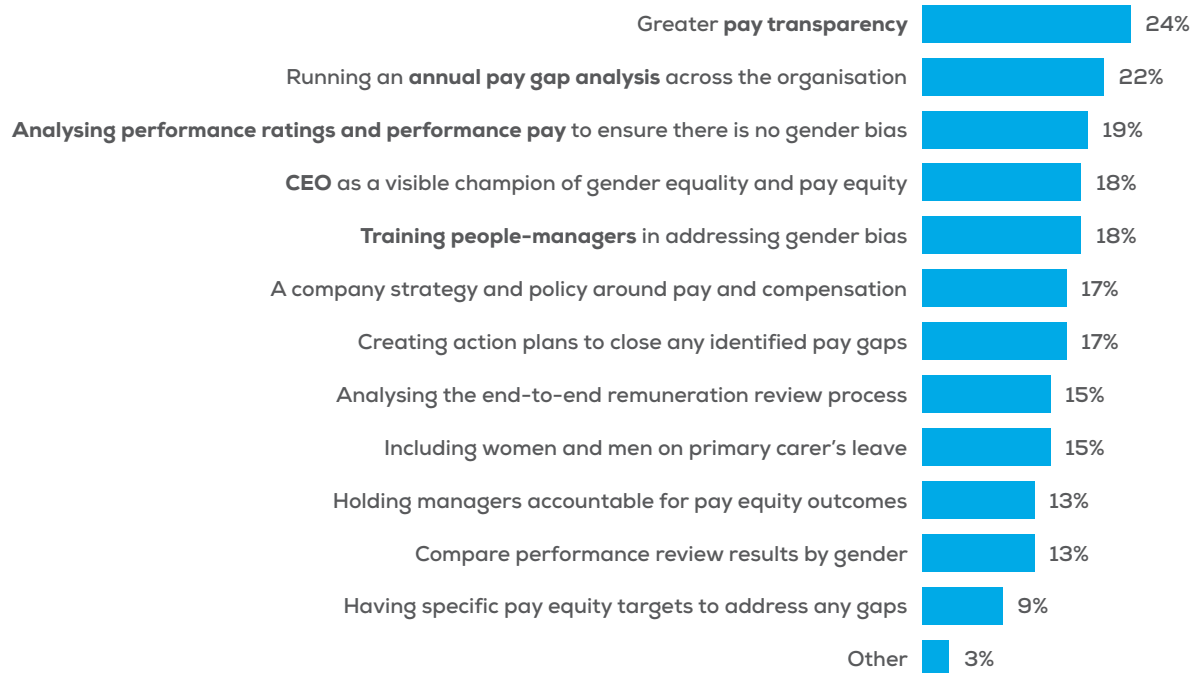
Average career break

Female: 1.8 years

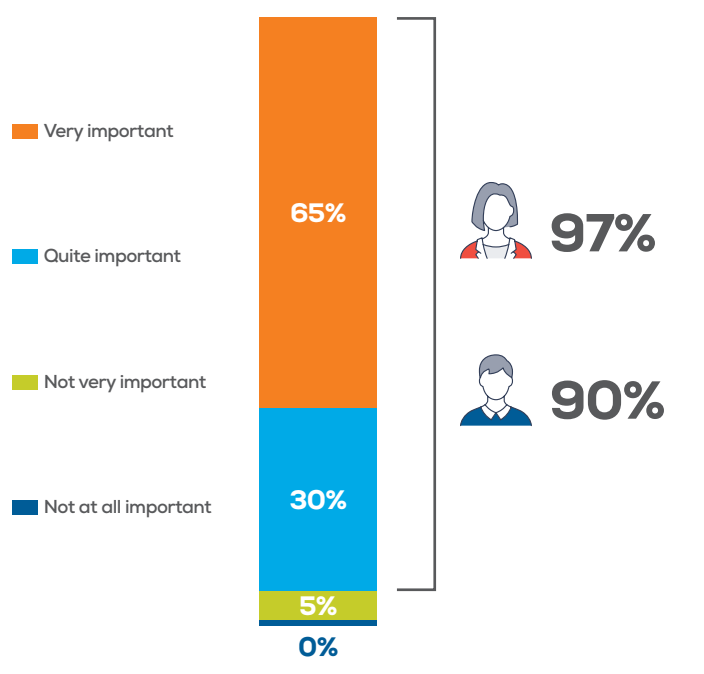
Male: 1.3 years

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Solutions to close the gender pay gap



Role of CA ANZ in addressing the gender pay gap



Important factors beyond remuneration

	Men	Women
Flexible workplace options	68%	81%
Being fairly remunerated for the work I do	63%	68%
The quality of the leadership	58%	64%
Doing meaningful work	67%	61%