



Chief Executive Women

# CEW SENIOR EXECUTIVE CENSUS 2021

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BAIN & COMPANY 

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| HESTA |


MELIOR INVESTMENT  
MANAGEMENT

SpencerStuart

ANZ 

#timefortargets #womenleaders #CEWCensus

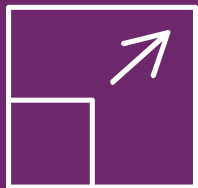
 @CEWaus

 [Chief Executive Women \(CEW\)](#)

# The 5<sup>th</sup> Census is more comprehensive

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**Expanded** scope from  
ASX200 to ASX300



Changes to the  
2021 Census

**Capture** gender  
balance targets



# ASX300 CEOs and CEO appointments

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## Women CEOs in ASX300

In ASX200 companies, women CEOs have declined from 14 in 2018 to 10 in 2021. (6%)



## 1 of 23

CEO appointments  
was a woman

Note: Cathy O'Connor was appointed CEO of oOh! Media Ltd  
Source: 2021 CEW census data



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# Executive Leadership Team roles composition



executive leadership  
roles are held by men



ASX300 companies  
have no women in their  
senior executive teams<sup>2</sup> (15%)



# Line (CEO feeder) role composition



Almost **9 in 10**

**line roles** are held by men

Women hold 14% of line roles. In the ASX200 this has been consistently low, ranging from 12% in 2017 to 14% in 2021. (86%)



## Women CFOs

Almost half of the women CFOs (24) are in the top 100 companies. ASX200 companies with women in CFO roles rose from 16% in 2020 to 20% in 2021.



# Gender targets

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167  ASX300  
companies

are implementing gender diversity  
targets for their senior leadership teams

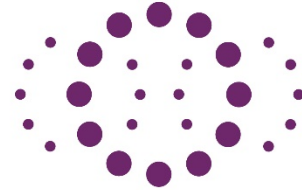
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Less than half of ASX300 companies  
have achieved, or are 'on the cusp'  
of achieving gender-balanced  
leadership teams

# Take Action:



Source: 2021 CEW census data



# Chief Executive Women

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Women leaders enabling women leaders

CEW thanks our partners:

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CEW would like to acknowledge our Thought Leadership Partner, ANZ.

