

# UQ 2025 Gender Pay Gap Employer Statement

UQ is strongly committed to gender equality and taking action to close our gender pay gap.

Our Gender Equality Action Plan (GEAP) and 2025 UQ Equity, Diversity and Inclusion Plan set out our priorities to advance gender equality. These include targeted actions to increase the representation of women in senior academic leadership and carrying out direct interventions to address the pay gap in our remuneration (REM) structures.

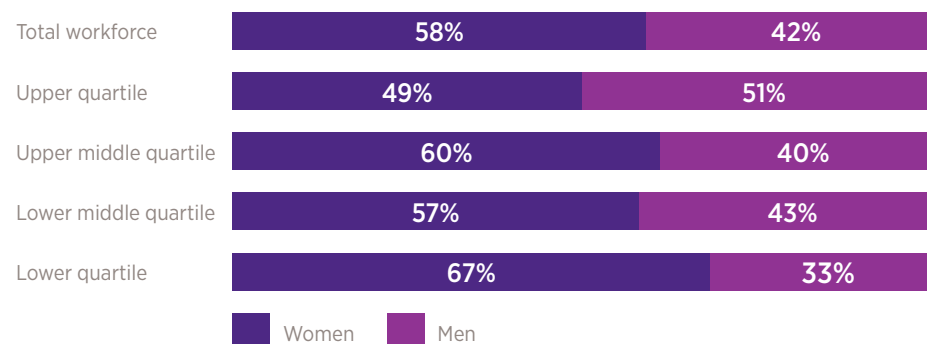
## UQ gender pay gap over time

All employees	2021-22	2022-23	2023-24
Average total REM	10.4%	10.3%	10.3%
Median total REM	3.2%	3.2%	3.5%
Average base salary	8.6%	8.4%	8.6%
Median base salary	0.0%	0.0%	0.0%

## UQ pay gap drivers

- Under-representation of women at higher academic levels.
- Over-representation of women at lower levels of organisation.
- Disparities in market and management loadings between women and men.

## Gender composition by pay quartile



## 2024 actions and outcomes

- Developed new inclusive recruitment toolkit covering job design and advertising, interview processes and onboarding.
- Assessed work to improve academic women's career advancement to understand progress, outcomes and impact linked to our accreditation under the SAGE Athena Swan program.
- Improved representation of women at associate professor level and within key management personnel.

## 2025 actions

- Conduct a UQ-wide review of the application of market and management loadings and implement a more proactive approach to senior professional staff remuneration.
- Introduce an inclusive recruitment guide to be applied to all recruitment activity across UQ.
- Continue to track the progress and milestones of the GEAP to achieve a SAGE Athena Swan Silver award.