

# UQ Gender Pay Gap Employer Statement

## 1. Overall Approach

At the University of Queensland (UQ) we have a strong ongoing commitment to achieving gender equality. In 2019, we were successful in attaining SAGE Athena Swan Bronze status and since then we have continued to put strategies and interventions in place to keep on with our progress. UQ is dedicated to equity, diversity, and inclusion, and seeks to create a safe and inclusive environment where people of all genders feel valued and able to flourish. As part of this commitment, UQ actively takes steps to advance gender equity through targeted efforts to increase the representation of women in senior leadership, create a work environment that supports those with caring responsibilities, and reduce the gender pay gap. Through our annual Workplace Gender Equality Agency Reports, we have been able to demonstrate a consistent reduction in the gender pay gap over time at UQ. Our new Gender Equality Action Plan 2023-2025 not only sets out the objectives that address key barriers identified through the SAGE Athena Swan Silver pathway but tackles additional gender equality issues identified by staff at UQ.

## 2. Organisational Context

One of the key drivers of the UQ gender pay gap is the distribution of senior roles by gender, with less women in higher level positions. So, although there are more women employed overall, they are more likely to be employed in less senior roles.

### UQ's Workforce Profile as at 31 March 2023

Gender	Number of Fixed Term and Continuing Staff (head count)	Number of Casual Staff (head count)	Total Staff (headcount)
Men	3352	2359	5911
Women	4906	3205	8111
Other	21	58	79
Total	8479	5622	14101

Since 2016, UQ has undertaken regular audits to identify both overall and like-for-like gender pay gaps. UQ has also provided data to the Workplace Gender Equality Agency (WGEA) through an annual report submission which has evidenced a significant narrowing of the gap and is reported using the following process.

- Data for the WGEA report is for 31 March each year and is further analysed through UQ’s internal gender pay equity report.
- Total remuneration includes – base pay, superannuation, market loading, management loading, clinical loading, other loading/allowances.
- The dataset consists of fixed-term and continuing staff employed in full-time and part-time positions and casual staff.
- Salary is annualised to mitigate the impact of part-time and casual staff and to standardise the analysis.
- Salary data for the Vice-Chancellor position is currently excluded from this analysis.

## 3. WGEA Gender Pay Analysis

### 3.1 Median gender pay gap

The median gender pay gap is expressed as the percentage difference between women’s and men’s earnings at an organisation. The median describes the figure in the middle of the dataset which assists in accounting for outliers. UQ’s 2022 - 23 organisation-wide median gender pay gap was **3.1%**.

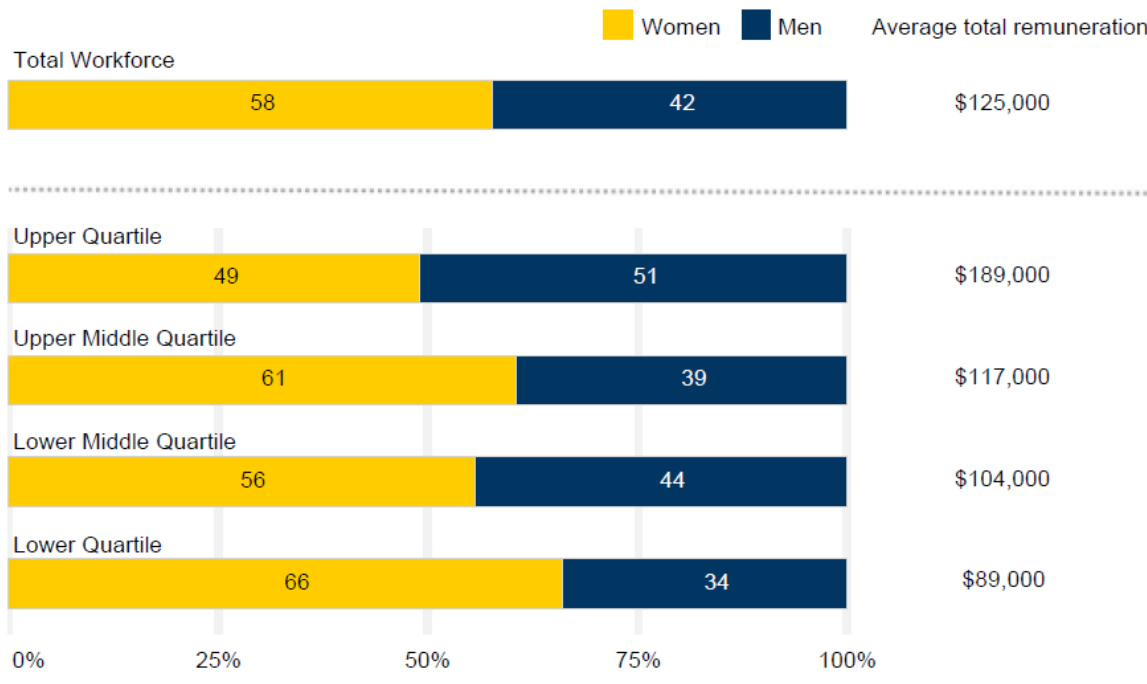
#### Median gender pay gap over time.

All employees	2020 -21	2021-22	2022 -23
Median total remuneration	8.2%	3.2%	3.1%
Median base salary	4.8%	0.0%	0.0%

The 2022-23 median gap figure reflects a reduction of 5.1 % from the 2020 – 2021 WGEA Annual report. Previous reports since 2016 evidence an ongoing year on year decline in UQ’s gender pay gap. In analysing UQ’s pay gap for 2022-23, market loading remains a key issue and one which UQ will be focused upon addressing moving forward.

### 3.2 Gender composition by pay quartile

The analysis of gender composition by pay quartile divides the total full-time equivalent pay for all employees at UQ into four equal quartiles. The upper quartile shows a marginally higher proportion of men overall. However, a larger number of men in this quartile will have increased market loadings, which is known to be a driver of the pay gap at UQ. Another key factor impacting the gender pay gap is the higher numbers of women in the lower quartile. For example, women dominate the lower professional staff levels.



Note:

- Part-time/casuals/part-year employees are annualised to full-time equivalent for average total remuneration and does not include voluntary salary data submitted for CEO, Head of Business(es), Overseas managers and casual managers.
- The average total remuneration is rounded to the nearest \$1,000.

## 4. Gender Pay Gap Drivers

### 4.1 Internal drivers:

- The proportion of women at UQ has increased by 1.96% since 2021, resulting in a current representation of 57.86% of the total headcount.
- Women contributed to the higher % of exits, at 58.95%.
- Men tend to be more represented in the higher academic levels whereas women have a stronger presence in some of the higher professional levels.
- At Level E (Professor), the number of women (162) is significantly lower than men (369), and the average total remuneration for males is \$4,000 higher.
- Most women in the professional job category are in HEW 5-7 (64%).
- Most women in the academic job category are in Level A and B (57.22%).
- There are 50% fewer women than men in executive positions.
- Caring responsibilities and career breaks impact more negatively on women and their long-term career trajectory.
- Market Loadings continue to favour senior male academic staff:

- The average market loading paid to men is 29% higher.
- A higher proportion of men receive market loading.
- While women receive on average slightly higher management loadings, there are almost twice as many men in receipt, signalling less women are in roles eligible for this loading (i.e., management roles such as Head of School and Associate Dean).
- The average market loading for women in 2023 remains consistent with that of 2021, whereas men have experienced a reduction in their average market loading from 2021 to 2023.

## 4.2 External drivers:

- Systemic gender bias remains, especially in some study and research areas.
- Systemic gender bias remains in securing external research funding, especially at senior levels.
- Societal gender inequality, perceptions and attitudes continue to impact adversely upon women relative to men.

## 5. Action and Strategies

UQ's Gender Equality Action Plan (2023-2025) has clear objectives and actions targeting the gender pay gap. The main areas of focus for UQ in 2024 are:

### 5.1 Inclusive recruitment

This will involve our HR recruitment staff supporting local areas with an analysis on the current gender composition of their workforce, outcomes of recent recruitment process and implementing strategies to enhance the inclusiveness of recruitment approaches and where necessary considering targeted recruitment activities.

Our goals are to:

- Increase representation of women overall in academic categories, particularly at levels D and E.
- Increase representation of women in executive level roles.
- Increase overall representation of men in professional staff roles, particularly at lower levels of the organisation.
- Adopt more inclusive strategies to attraction and retention of women.

### 5.2 Review of market loading practices

Our Action Plan has clear objectives to review processes and for market loadings and ensure the approach is transparent and auditable.