



## University of Melbourne: Voluntary statement regarding gender pay gap

The University of Melbourne aspires to be a place where all people are valued and respected, have equal access to opportunities and are encouraged to utilise their talents and achieve their potential. The University's Diversity and Inclusion Strategy 2030 sets out our vision for a 'thriving, fair and diverse University community working together respectfully to make a difference to each other and in the world.' The Diversity and Inclusion Strategy supports the Community Pillar of Advancing Melbourne 2030, the University's 10-year strategic plan.

The University's approach to achieving gender equality is comprised within three key initiatives:

- (1) the [Gender Equality Action Plan](#),
- (2) [Respect Action Plan](#), and
- (3) [Athena Swan](#) activities

### Gender Equality Action Plan

This [Gender Equality Action Plan \(GEAP\)](#) supports the advancement and embedding of diversity and inclusion principles at the University to create enduring and widespread cultural change. The GEAP reflects upon our systems, structures, attitudes and behaviours, and offers strategies and measures (i.e. actions) to strengthen access, inclusion and equity for staff of all genders.

### Respect Action Plan

The [Respect Action Plan 2023-24](#) sets out the work the University has committed to undertake in relation to sexual misconduct prevention, early intervention, and response, as endorsed by the Respect Committee. [unimelb.edu.au/respect](https://unimelb.edu.au/respect)

### Athena Swan

The University currently holds a Bronze Award as part of the Athena Swan accreditation and award program, an internationally recognised framework to advance gender equity and inclusion in higher education and research sectors. The University's participation in Athena Swan affirms our commitment to gender equality and supports benchmarking in the sector.

These action plans and activities advance gender equity, with several actions addressing key drivers of the gender pay gap. [Read more](#)

### Gender pay gap, contexts and influences

The University's average total remuneration gender pay gap is 11.1% and the median is 5.4%. The average total remuneration gender pay gap is 1% higher than the industry comparison (11.1% to 10.1%) while the median total remuneration pay gap is consistent with the industry comparison (5.4%).



Although the university has a higher proportion of women in the total workforce the WGEA gender composition by pay quartile demonstrates a higher proportion of men in the upper quartile of total remuneration full time equivalent pay.

In order to understand the specific industry and organisation drivers behind our gender pay gap, we are undertaking an analysis tailored to the University workforce is critical to form a basis for informed actions to reduce the gender pay gap.

### **Drivers of gender pay gap**

Within the University of Melbourne context, there is a lower proportion of women in senior academic roles (Level D & E) compared to men, which is a key driver of the gender pay gap.

To address this, a number of targeted Athena Swan activities and Gender Equality Action Plan initiatives are underway to increase the proportion of women at Levels D & E. These initiatives include: Performance Relative to Opportunity within policy, Academic Women in Leadership program, Supporting Talent and Enabling Program mentoring program, Women's promotion briefings and career interruption schemes.

### **Action plan to address gaps and amplify existing strengths**

Several actions in the University's Gender Equality Action Plan will assist with identifying opportunity through a detailed analysis of the University's gender pay gap, identifying the drivers and opportunities to close the gap.

- a. **Understanding parity:** Review and analyse parity (comparison of remuneration of genders across job classifications) for:
  - i. roles classified under the Enterprise Agreement; and
  - ii. Senior Manager and Executive remuneration

Exploring the potential impact of occupational segregation at the University on pay parity.

- b. **Data and reporting:** Following a baseline analysis, regular reporting of pay parity analysis.
- c. **Developing and implementing** initiatives to **close the gender pay gap** including education programs and communication on the drivers and targeted actions to progressively close the gap, including:
  - i. Analyse the gender balance of staff by employment type (continuing, fixed-term and casual) and incorporate an intersectional lens (where data is available).
  - ii. Divisional analysis to consider specific and unique workforce challenges in addition to an overall University view.