

# Workplace Gender Equality Agency Employer Statement 2024–2025



The University of Melbourne fosters a dynamic and diverse community of staff, students and alumni. Our *Strategy 2030: Resilience* sets out our commitment to creating an environment where every individual can thrive and succeed.

Our approach to gender equality and reducing the gender pay gap is underpinned by our Diversity and Inclusion Strategy 2030 and driven by key initiatives including:

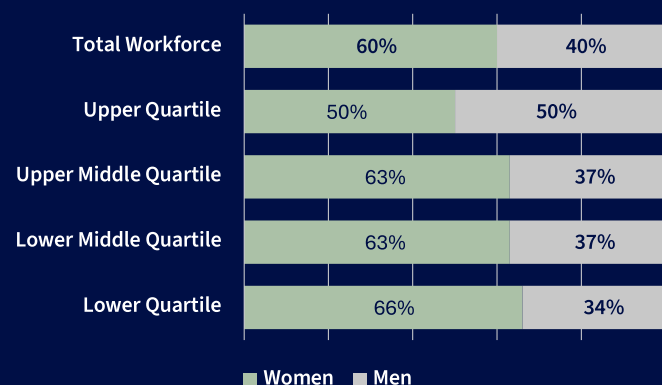
- Our **Gender Equality Action Plan**,
- Whole-of-Organisation Gender-based Violence Prevention and Response Plan and Outcomes Framework, and
- **Athena Swan** activities.

## Gender pay gap

All employees	2023–24	2024–25
Average total remuneration	10.3%	9.6%
Median total remuneration	4.0%	5.5%
Average base salary	9.3%	8.4%
Median base salary	6.1%	5.0%

The gender pay gap is the difference between the average or median earnings of men and women in an organisation. The gender pay gap is expressed as a percentage of men's earnings.

## Gender composition by pay quartile



## Drivers of the gender pay gap

A key driver of the gender pay gap is lower representation of women in senior academic roles.

## Key actions underway

The University is continuing its efforts to increase the proportion of women in senior academic roles through a range of targeted initiatives under the Athena Swan program and our Gender Equality Action Plan. This includes:

- Performance Relative to Opportunity within policy
- A refreshed Academic Women in Leadership program
- Mentoring programs
- Women's promotion briefings
- Career interruption schemes

These targeted initiatives are in addition to our ongoing policies and practices that support gender equity outcomes including sector leading parental leave provisions, flexible work policy, and affirmative recruitment strategies.

More information is available on our **Gender Equity web page**.

## Further actions to address gaps and amplify our existing strengths

Future actions to help understand and create opportunities to address the gender pay gap include:

- Reviewing and analysing parity (comparison of remuneration of genders across job classifications) to explore the potential impact of occupational segregation at the University on pay parity.
- Introducing regular reporting of pay parity analysis.
- Developing new education programs and better communicating the drivers of the pay gap and actions to address it.
- Conducting further analysis of data to consider gender balance by employment type and by divisions within the University to consider and help address unique workforce challenges across our institution.
- Developing a new Gender Equality Action Plan.