

# WGEA Employer Statement 2025

## Our commitment and approach to achieving gender equity

This is our last year of reporting our gender pay gap as The University of Adelaide before we merge with the University of South Australia and become Adelaide University. The University of Adelaide has a 150-year history in championing the rights of women in higher education. We were the first University in Australia (and second in the world) to admit women to all academic courses on an equal basis to men, then went on to be the first Australian University to elect a woman to Council. Today, we continue to make gender equity a key focus area, specifically incorporating a focus on diversity and inclusion as part of the current Strategic Plan.

We are pleased to share our approach in ensuring women are not only well-represented but also occupy key senior leadership positions, such as a female Chancellor, akin to the chair of a corporate board. We emphasise the principles of diversity, equity, and inclusion, understanding their crucial role in achieving fairer outcomes. Our dedication to creating a workforce that reflects the diversity of the communities we serve, and society at large, is deeply embedded in our organisational values. The University strives to achieve more than basic compliance under the Workplace Gender Equality Act 2012 and welcomes the opportunity to share our gender equity priorities.

## How we are promoting gender equality

The University of Adelaide is committed to improving gender equality at all levels, and has initiatives, activities and groups that are helping work towards this goal. We actively pursue our aspirations through our Dornwell Framework.

Some of our organisational-wide approaches include:

- SAGE (Science in Australia Gender Equity) Athena Swan: The University was accredited the SAGE Athena Swan Bronze Status in 2020 under the national program delivered by SAGE, promoting equity and gender diversity in science, technology, engineering, mathematics and medicine (STEMM).
- The Staff Gender Equity Committee (SGEC): a sub-committee of the Vice-Chancellor's Committee formed in 1999 meets regularly, taking a proactive and strategic role in progressing the gender equality agenda at the University.
- The Women's Professional Development Network: established in 1995 as a volunteer network to support women in their professional development, this network is run by professional staff women, for professional staff women.
- Barbara Kidman Fellowship scheme: designed to support female academics to enhance and promote their career. The Scheme offers opportunities to enhance, maintain, or re-invigorate research momentum, and assist the Fellowship recipients in applying for, and assuming, enhanced roles in the near future.
- The Fay Gale Centre for Research on Gender: develops, promotes and expands existing research excellence in the field of gender within the University of Adelaide, and builds

on the University's commitment to promote social justice, equity and diversity in the community and its own workplace. This centre celebrates its 15th anniversary in 2024.

- Academic Women Mentoring program: a program to support women in achieving career fulfillment through the access to appropriate mentoring.

## Focus Areas for 2025:

The Staff Gender Equity Committee (SGEC) plays a crucial role in assisting the University to continually progress gender equity priorities. Our focus areas include:

- Analysing data on the uptake of flexible working arrangements and parental leave by male staff, identifying barriers and implementing targeted strategies to promote greater participation and gender balance in these programs.
- Engaging staff on the topic of Flexible Working Arrangements for male staff to promote gender equity by challenging traditional gender roles and supporting shared caregiving responsibilities.
- Providing opportunities for connection for members of the staff LGBTQIA+ community, ensuring that diverse perspectives are heard, fostering an inclusive environment where all genders and identities are respected and valued.
- Understanding the experience of our people before, during and after parental leave and taking steps to improve this.
- Assessing the effectiveness of various development initiatives targeted at female staff, identifying trends, strengths, and areas needing improvement.
- Implementing data-driven recruitment strategies that analyse hiring outcomes by gender, identifying potential biases and areas for improvement in the recruitment process to ensure inclusivity and diversity.
- Tracking remuneration, appointment, and promotion rates by gender, allowing for real-time analysis and proactive intervention where disparities arise.

## Summary of results 2023-2024

The Gender Pay Gap is an analysis of the difference between the average (mean or median) earnings of men and women across a workforce.

For the 2023-2024 reporting year the University of Adelaide's total remuneration gender pay gap is 16.7% and the mid-point of all employer gender pay gaps in the Comparison Group is 11.4%. This pay gap aligns with broader trends, indicating that although the disparity is significant, it is not exceptionally large compared to other organisations and industries. Nevertheless, this highlights the importance of continued efforts to reduce the pay gap.

The trending decrease in the pay gap for University of Adelaide in the previous reporting period (22-23) has not continued with a slight increase this period (23-24) in comparison. In the context of the merger, a focus on gender pay equity will be essential.

The gender pay gap by occupational group breakdown shows the following:

- Our gender pay gap is better than the mid-point employer GPG for the Comparison Group in the occupational group of Key Management Personnel
- Our gender pay gap is worse than the mid-point employer GPG for the Comparison Group in other occupational groups.

We are committed to improving our efforts in reducing the pay gap. While we recognise we lag the Higher Education Industry Comparison Group average and continue to see a disproportionate concentration of men in the upper quartile and women in the lower quartile pay ranges.

The Key Management Personnel (KMP) ratio, while reported to have decreased in the 2022-2023 reporting period, is now at 50:50 in 2023-2024 reflecting the University's focus on ensuring appropriate representation of women in executive leadership roles.

The report highlights an opportunity to better encourage men to take advantage of flexible working arrangements and parental leave. We understand that a more balanced uptake of parental leave between genders can help narrow the gender pay gap. Additionally, when employee benefits are equally accessible and utilised by both men and women, it fosters a more gender-equal workplace culture, boosts productivity, reduces absenteeism, and enhances retention. The enhanced Flexible Work Arrangements outlined in the University of Adelaide Enterprise Agreement 2023-25 are anticipated to have a beneficial effect for the upcoming 2023-2024 reporting period.