



## The Gender Pay Gap and Gender Equity and Inclusion at Curtin University

Curtin University's values and the [2030 Strategic Plan](#) embed gender equity through a focus on cultivating an inclusive culture and working environment for all employees. Closing the gender pay gap is fundamental to achieving gender equity at Curtin, and the University is taking strategic action as we work towards closing the gap.

The gender pay gap (GPG) is not a measure of equal pay; the right to equal remuneration for equivalent roles is protected by federal industrial legislation. The GPG refers to the total percentage difference between the average hourly earnings for men and women across an organisation or selected group without regard to their specific roles or type of employment. The Workplace Gender Equality Agency (WGEA) calculates Australia's total remuneration gender pay gap at 21.7% (2023).

Curtin publishes the WGEA calculated gender pay gap in our annual report. More detailed information is analysed internally so we can best understand the drivers of the gap, where to focus our efforts, and any necessary interventions.

## Curtin's Workforce Profile & the Gender Pay Gap 2022-23 *(reporting period: 31 March 2022 to 31 March 2023)*

Population <sup>1</sup>	Academic	Professional Services	Total	% of Staff
<b>Female</b>	2026	2054	4116	60%
<b>Male</b>	1654	1144	2798	40%
<b>All Staff</b>	3716	3198	6914	

Source: Curtin University, 31 March 2023.

Curtin's GPG for average total remuneration is 9.9% across the 6914 Curtin employees included in the dataset for the 2022-23 reporting period. Like Curtin's GPG for average (mean) base salary and median base salary, this is slightly below the respective industry comparison rates but requires ongoing monitoring and action as we work to close the gap.

### Curtin's gender pay gap compared to the Industry Comparison Group

	Your organisation	Industry Comparison
<b>Average (mean) total remuneration</b>	9.9%	10.1%
<b>Median total remuneration</b>	8.5%	5.4%
<b>Average (mean) base salary</b>	8.3%	9.2%
<b>Median base salary</b>	4.1%	5.1%

Source: Workplace Gender Equality Agency (WGEA) Reporting Industry Benchmark Report, Curtin University 22-23 (2023).

Note:

- Part-time/casuals/part-year employees are annualised to full-time equivalent.
- The 2022-23 gender pay gap calculation does not include voluntary salary data submitted for CEO, Head of Business(es), various managers. It also excludes employees who did not receive any payment during the reporting period.

Curtin's median total remuneration GPG is 8.5%, which is above the broader industry comparison of 5.4%. Total remuneration encompasses base salary in addition to superannuation, bonuses and allowances. As we work to reduce and better understand this gap, our initial analysis indicates that this difference may be attributed to three main factors:

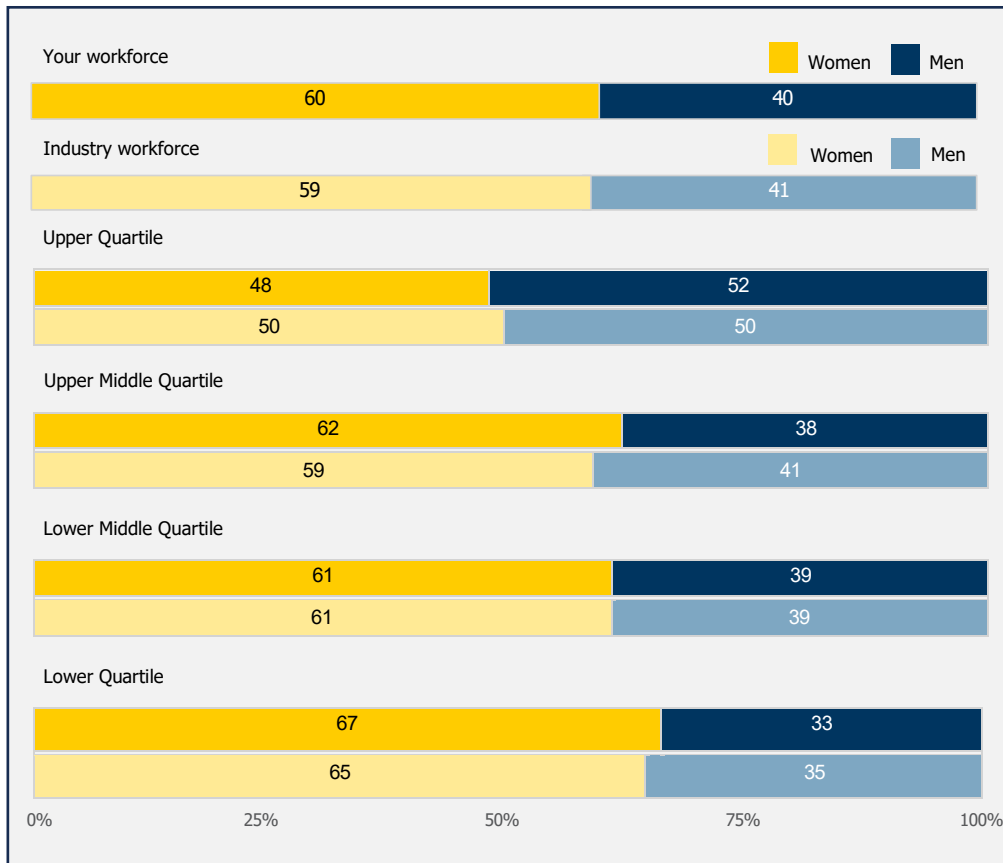
- the presence of outliers within the dataset;
- the proportion of female employees in the lower and lower-middle quartiles, which indicates a higher concentration of women in lower remunerated positions; and
- there are more men in positions which attract supplemental payments such as market allowances and industry trade allowances. Although the initial data analysis indicates when these supplementary payments are awarded to male and female employees, they are of equal value.

<sup>1</sup> WGEA do not include non-binary employees in their data analysis currently. As stated by WGEA "Although the proportion of non-binary employees in WGEA's dataset has increased, the number of non-binary employees remain small and reporting is voluntary so it cannot be analysed for the purposes of gender pay gaps. Recommendation 7.2 of the Review of the Workplace Gender Equality Act (the Review) recommended legislative changes to enable WGEA to mandatorily collect data on non-binary employees. WGEA has recently conducted consultations on this recommendation" WGEA. (2024). *Publishing employer gender pay gaps*. <https://www.wgea.gov.au/about/our-legislation/publishing-employer-gender-pay-gaps>. We include non-binary employees in Curtin internal GPG reporting where the information is non-identifying.

It is pertinent to note that Curtin’s female Vice-Chancellor is not included in this dataset, in line with WGEA rules for the 2022-23 reporting period. CEO salaries will be included in 2023-24.

### Gender composition by pay quartile

The chart below divides the total remuneration full-time equivalent pay of all employees into four equal quartiles and shows the gender distribution within each quartile.



The Gender composition by pay quartile. Source: Workplace Gender Equality Agency (WGEA) Reporting Executive Summary, Curtin University 22-23 (2023).

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), various managers.

The chart highlights that a disproportionate concentration of men in the upper quartiles and women in the lower quartiles is a main driver of the GPG at Curtin. This driver informs many of Curtin’s gender equity and inclusion actions and initiatives.

### Initiatives and actions

Committed to taking strategic action, Curtin continues to implement initiatives and take best practice approaches which support closing our GPG, as outlined in our Gender Equity and Inclusion Strategy. These ensure a more inclusive workplace, support employees with caring responsibilities, implement fair and equitable hiring practices, place a focus on women’s career progression and leadership, and encourage our employees to advocate for gender equity.



Current actions and initiatives include:

1. Continuing projects to explore the gender pay gap data to gain insights.
2. Establishment of gender targets for leadership teams with annual monitoring.
3. Activation of career support measures, such as the Academic Carer Support Scheme, and career development schemes, such as the Program to support Early Academic Careers.
4. Support for academic and professional employees to attend leadership training programs.
5. Implementation of recruitment strategies to attract diverse talent.
6. Promotion support, workshops and mentoring programs, for example Peer Networking for Promotion.
7. Flexible working arrangements to support employees with caring responsibilities.
8. Opportunities for job sharing, paid parental and purchased leave, non-standard work patterns, and remote working options.
9. Continued commitment to Athena Swan program through [Science and Gender Equity Australia](#). We are currently pursuing further accreditation which requires proof of impact of initiatives to address gender inequity.
10. Panel pledge signatory to increase gender equity and diversity on academic panels and recruitment panels.
11. Unconscious Bias training and development opportunities which support diversity such as Cultural Immersion experiences, ALLY and MATE Bystander.

#### **Further information**

Please visit Curtin's Gender Equity and Inclusion [webpage](#) for further information. This page includes a list of contacts, and we welcome you to get in touch to find out more.