

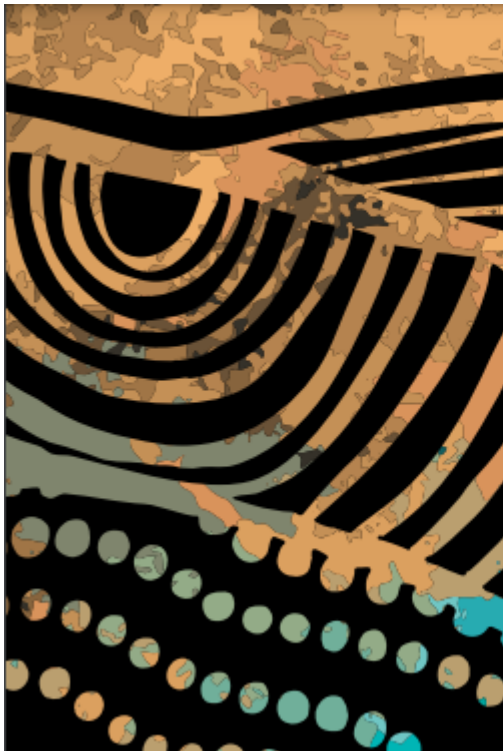


**Flinders  
University**

**Gender Pay Gap Report  
2022 - 2023**

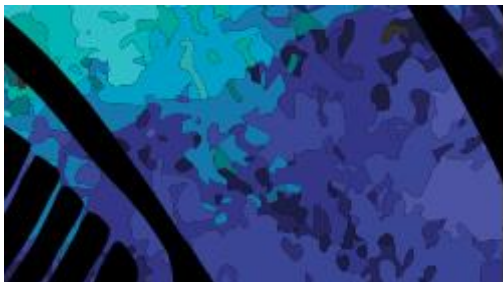
**Employer Statement**

## ACKNOWLEDGEMENT OF COUNTRY



Flinders University acknowledges the Traditional Owners of the lands on which its campuses are located, these are the Traditional Lands of the Arrernte, Dagoman, First Nations of the Southeast, First Peoples of the River Murray and Mallee region, Jawoyn, Kurna, Larrakia, Ngadjuri, Ngarrindjeri, Ramindjeri, Warumungu, Wardaman and Yolngu people. We honour their Elders and Custodians past, present and emerging.

We also acknowledge and pay respect to the Aboriginal and/or Torres Strait Islander nations from which our students, staff and community are from.



### Artwork credit

Elizabeth Yanyi Close  
Pitjantjatjara/Yankunytjatjara, 2020

The artwork both explores Connection to Country and speaks to the Landscape around Flinders University, but it also deeply explores and speaks to the concept of many Aboriginal and Torres Strait Islander people travelling to undertake their studies bringing with them knowledge, wisdom and understanding of their own Language Groups and standing together as one.

## Foreword

**At Flinders University we recognise that people are at the heart of our organisation, and we are committed to championing diversity, equality of opportunity and a safe and inclusive, values-based community for all.**

We understand that embracing diversity and promoting equity, supports the collective strength of our community and further drives innovation, creativity, and excellence.

Our overarching Strategic Plan, [Making a Difference – the 2025 Agenda](#) prioritises our people, and an inclusive, values-based community where diversity is celebrated and equity, inclusion and social responsibility is promoted. Our commitment to equity, diversity and inclusion is embedded under our ‘People and Culture’ pillar, our [Values and Ethos](#), and in our [Code of Conduct](#).

Flinders internal policies and strategies uphold legislative requirements and encourage gender equality, diversity, and inclusion to work towards closing the gender pay gap. These instruments are complemented by programs and initiatives across all areas of the University and are supported by our well-established mechanisms to address any grievances associated with discrimination and harassment, including sexual harassment.

## Gender pay gap comparison

Flinders University has demonstrated a favourable reduction in each of the four WGEA gender pay gap measures for remuneration and salary in comparison to the previous reporting period (2021/2022 to 2022/2023) (table 1).

**Table 1: Comparison of Flinders University across reporting periods**

WGEA Gender Pay Gap Measure	2021-2022	2022 – 2023	Difference
Average (mean) total remuneration	13.3%	11.2%	-2.1
Median total remuneration	11.3%	9.7%	-1.6
Average (mean) base salary	12.3%	10.4%	-1.9
Median base salary	8.9%	7.9%	-1.0

*Source: WGEA Reporting Executive Summary*

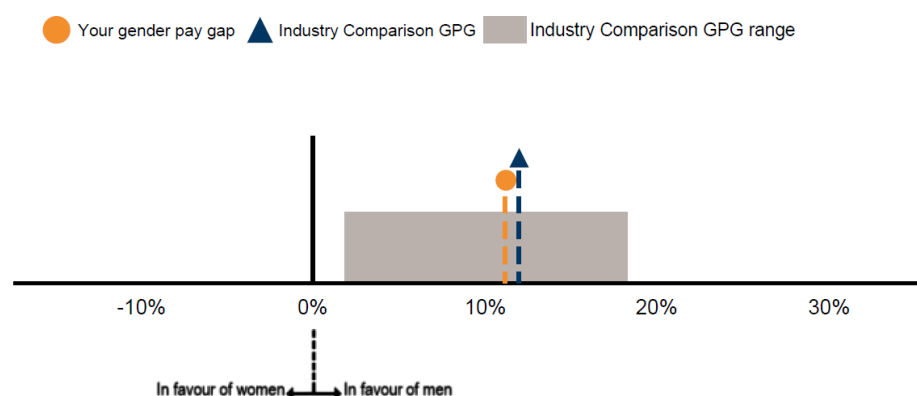
When compared against the Industry Comparison Group, Flinders demonstrated slightly more favourable (lower) gender pay gap results than the industry average (table 2), and we are 10.5% below the National (Australian workplace) average total remuneration gender pay gap of 21.7%.

**Table 2: Flinders compared to Industry Comparison Group (Universities)**

WGEA Gender Pay Gap Measure	Industry Comparison	Flinders University	Difference
Average (mean) total remuneration	11.9%	11.2%	-0.7
Median total remuneration	10.6%	9.7%	-0.9
Average (mean) base salary	11.2%	10.4%	-0.8
Median base salary	10.6%	7.9%	-2.7

Source: WGEA Reporting Industry Benchmark Report

**Diagram 1: Flinders compared to Industry Comparison Group**



Flinders gender pay gap (in favour of men) indicates that whilst the decrease from 2021-2022 is encouraging and indicates we are heading in the right direction, more work is required to continue to bridge this gap.

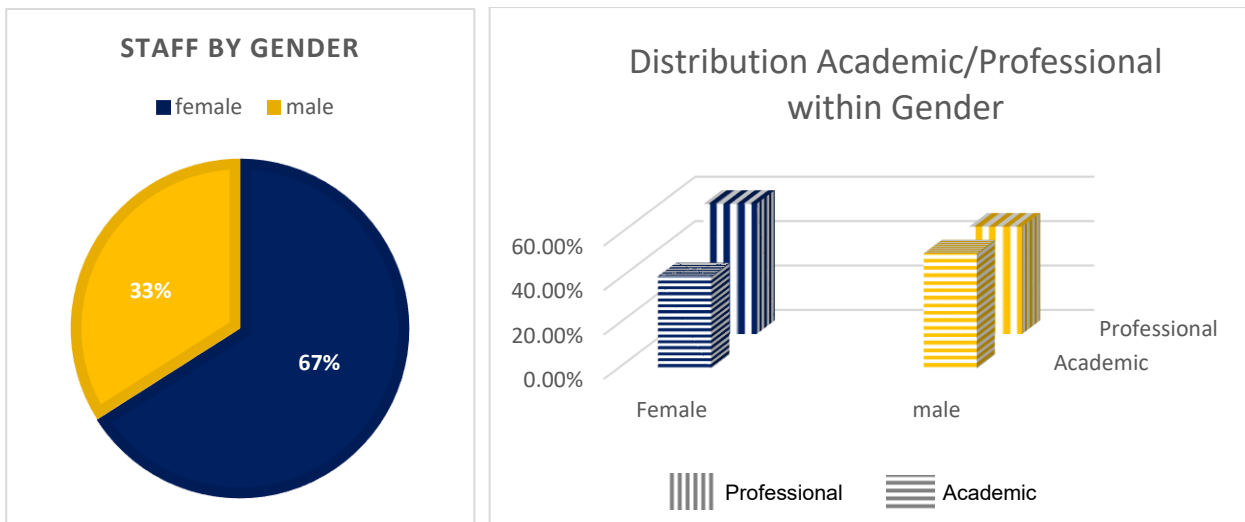
## Understanding the Gap

As detailed in the summary below the imbalance of gender representation across professional and academic staff cohorts and at senior levels is a key factor contributing to our gender pay gap.

### Workforce composition

Flinders employees are classified as either Academic or Professional with classification descriptors and academic profiles identifying the appropriate qualification and/or experience required.

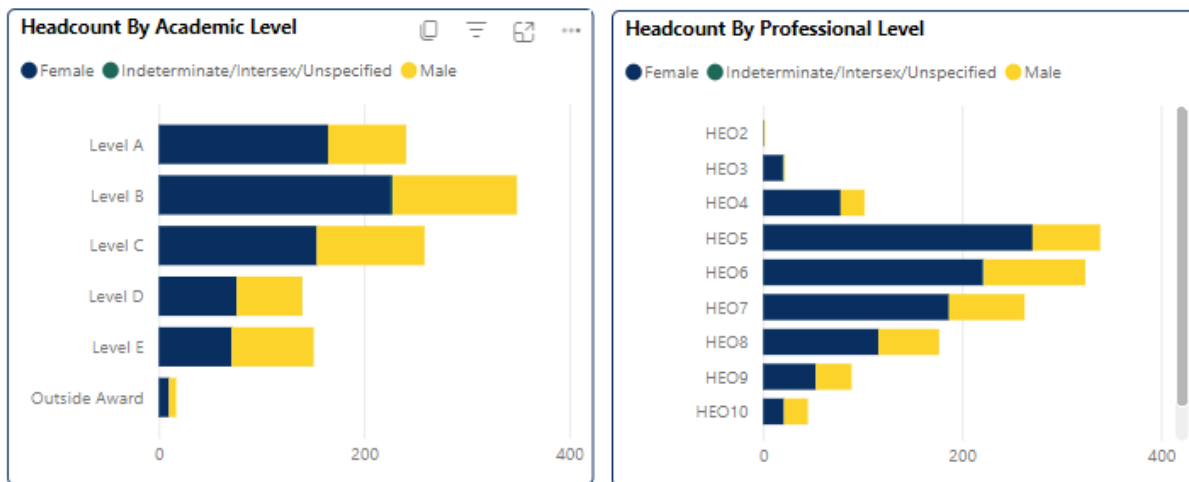
At Flinders, 66% of staff are female, and 34% are male. 55% of staff are employed in professional positions, with the distribution of females in comparison to males disproportionately higher in professional roles. (Image 1).



**Image 1:** Flinders University fixed-term and continuing staff (headcount) by gender - disaggregation by academic/professional within gender.

Female staff are underrepresented, proportionate to the overall female employment ratio (67%) at both Senior Academic (levels D/E), and Professional senior levels (HEO9 and above) (Image 2).

### Continuing and Fixed-Term Academic and Professional Staff by Level and Gender



**Image 2:** Flinders university continuing and fixed-term academic staff (headcount) Academic and Professional level by gender.

## Strategies and Actions

Flinders is committed to reducing our gender pay gap and have introduced a range of strategies and actions to promote gender equity, inclusion and support within our workplace. Detailed below are some of the initiatives supporting favourable change and a closing of the gender pay gap:

## **Athena Swan**

Delivered through the national body SAGE (Science in Australia Gender Equity), Athena Swan is an accreditation and awards program which is used both nationally and internationally to support and transform gender equity, diversity and inclusion within higher education and research.

Flinders received Athena Swan Bronze accreditation in recognition of our ongoing efforts towards achieving gender equity, diversity, and inclusion. We are currently working towards silver accreditation and seek to deliver equality of opportunity for all by reducing and removing gender barriers to employment and career progression.

### **Increasing the number of female staff at senior academic levels**

As a result of data collected through our Athena Swan Bronze accreditation process, several actions were embedded within our 4-year action plan to address the underrepresentation of females at senior leadership levels.

This has included promoting the ability for staff to apply for special measures in our Academic promotion process. Special measures allow recognition of achievements relative to opportunity, in circumstances where interruption associated with typically gender specific barriers such as caring responsibilities can be considered as part of the promotion process.

In the previous three-year period, the number of female staff applying for promotion to levels D and E has increased as well as the success rate, which we attribute to a range of implemented stronger support mechanisms.

### **Parental Leave and support**

Our gender neutral policies and support structures are designed to support all staff to undertake individual family and caring needs, whilst continuing to be engaged in University life and thrive in their careers.

Flinders supports all employees who wish to combine breastfeeding (which means breastfeeding an infant or expressing breastmilk) and paid work and is accredited by the Australian Breastfeeding Association as a “Best Practice Breastfeeding Friendly Workplace”

Recent changes to the Flinders University Enterprise Agreement 2023 – 2026, increased parental support by including:

- adoption of gender-neutral language
- increased paid component of parental leave for eligible staff members from eighteen (18) weeks to twenty-five (25) weeks (industry comparison 17.8 weeks).
- Confirmation through the Flinders University Enterprise Agreement 2023-2026 of options to apply for flexible working arrangements and employer obligations.

### **Other parental support mechanisms include:**

- Parental Leave Research Support Scheme funds of up to \$50,000 are available to pay for research assistance or other research support, (including funds for teaching relief) in relation to academic staff returning to the University following a period of parental leave.
- Conference Travel Fellowship (Carer Support) funds are available (\$1,000 for a national conference and \$2,500 for an international conference) for eligible researchers to cover the cost of childcare arrangements.
- Improving access to support and information for staff before, during and after parental leave, including increasing awareness for staff of the full range of universal parental supports and flexible working arrangements available.

### **Reducing barriers to employment and career progression**

Flinders will continue to review and implement identified key priorities aimed at reducing gender barriers to employment and career progression including:

- Building strong talent pipelines to support career progression and gender representation at all levels.
- Requirement for Responsible Officers to undertake policy reviews every 3 years and incorporate relevant diversity and inclusivity considerations in consultation processes.
- Adherence to all Flinders gender specific and equal opportunity policies
- achievement of gender balance in decision-making processes- with representation on all major committees of at least 40% women, 40% men and 20% any combination of women men or non-binary

### **Monitoring employee experience**

Flinders biennial employee engagement survey (your voice survey) provides staff the opportunity to give feedback on their experience in relation to a range of employment matters including gender equality. It provides valuable insight into our employee experiences and assists to inform our future workforce strategies and actions.

Survey results show that gender equality is one of the areas in which Flinders University staff demonstrate one of the highest levels of satisfaction. Results have been on an upward trajectory for the past 7 years, increasing from an 80% favourable response rate in 2015, up to 89% in 2022. With 90% of staff indicating a favourable response to the question “my immediate supervisor/manager genuinely supports equality between genders”

Flinders will again survey staff in 2024 and continue to monitor staff experience and benchmark the results against previous surveys.

## Continued Commitment

Flinders University has demonstrated improvements in reducing the gender pay gap, including a favourable reduction in each of the four WGEA gender pay gap measures for remuneration and salary in comparison to the previous reporting period, and slightly more favourable (lower) gender pay gap results than the industry average.

We recognise the need to continue our commitment towards gender equity, and will continue to implement and maintain policies, strategies and programs that enable further reduction of the gender pay gap.