



UNIVERSITIES
AUSTRALIA

DISCOVER LEARN LEAD

2013 Selected Inter-Institutional Gender Equity Statistics

November 2015



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Summary

In 1998 QUT began collecting gender equity data against the UA/AVCC *Action Plan for Women employed in Australian Universities 1999–2003 and 2006–2010*. Analysis is of the status of senior academic and professional women in Australian higher education institutions compared to the status of males and other females in the sector. This report updates this work using Department of Education and Training statistics for 2013 and comparative data from 2009 to 2013.

The report highlights the status of senior academic and professional women in Australian higher education institutions comparative to the status of males and other females in the sector.

While there is often great variation between institutions and across years, there have been signs of a steady increase in female representation at more senior levels for both professional and academic staff at a sector-wide level (Table 1).

Table 1: Representation of female professional and academic staff at a sector-wide level

Proportion of female professional and academic staff	2010	2011	2012	2013
Professional staff				
• All professional staff	63.7%	65.6%	65.8%	66.0%
• Senior professional staff at HEW level 10	48.5%	49.8%	51.1%	51.8%
• Senior professional staff at HEW level 10 and above	44.9%	45.2%	46.2%	46.9%
Academic staff				
• All academic staff	42.9%	43.6%	43.7%	44.0%
• Senior academic staff at level D	32.0%	32.3%	33.4%	34.2%
• Senior academic staff at level D and above	27.3%	27.4%	28.4%	29.1%
• Senior academic staff at level E	22.9%	22.9%	23.8%	24.6%
• Senior academic staff at level E and above	23.1%	23.4%	24.3%	24.8%

Institutions with no or zero data for a particular indicator are shown with a zero column in this report.

Figure 1: Representation of female professional staff (2013)

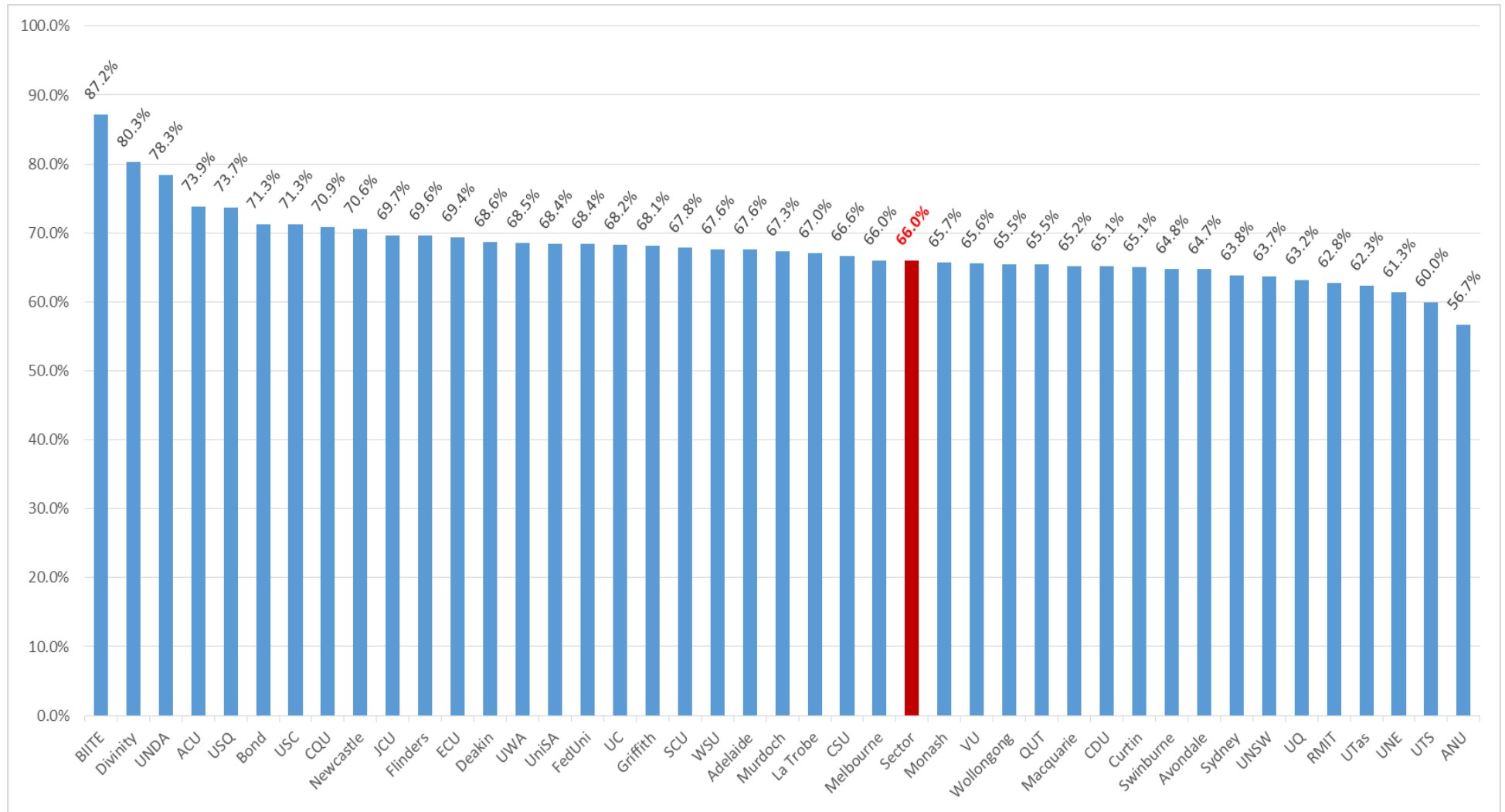


Figure 2: Representation of female professional staff at HEW level 10 (2013)

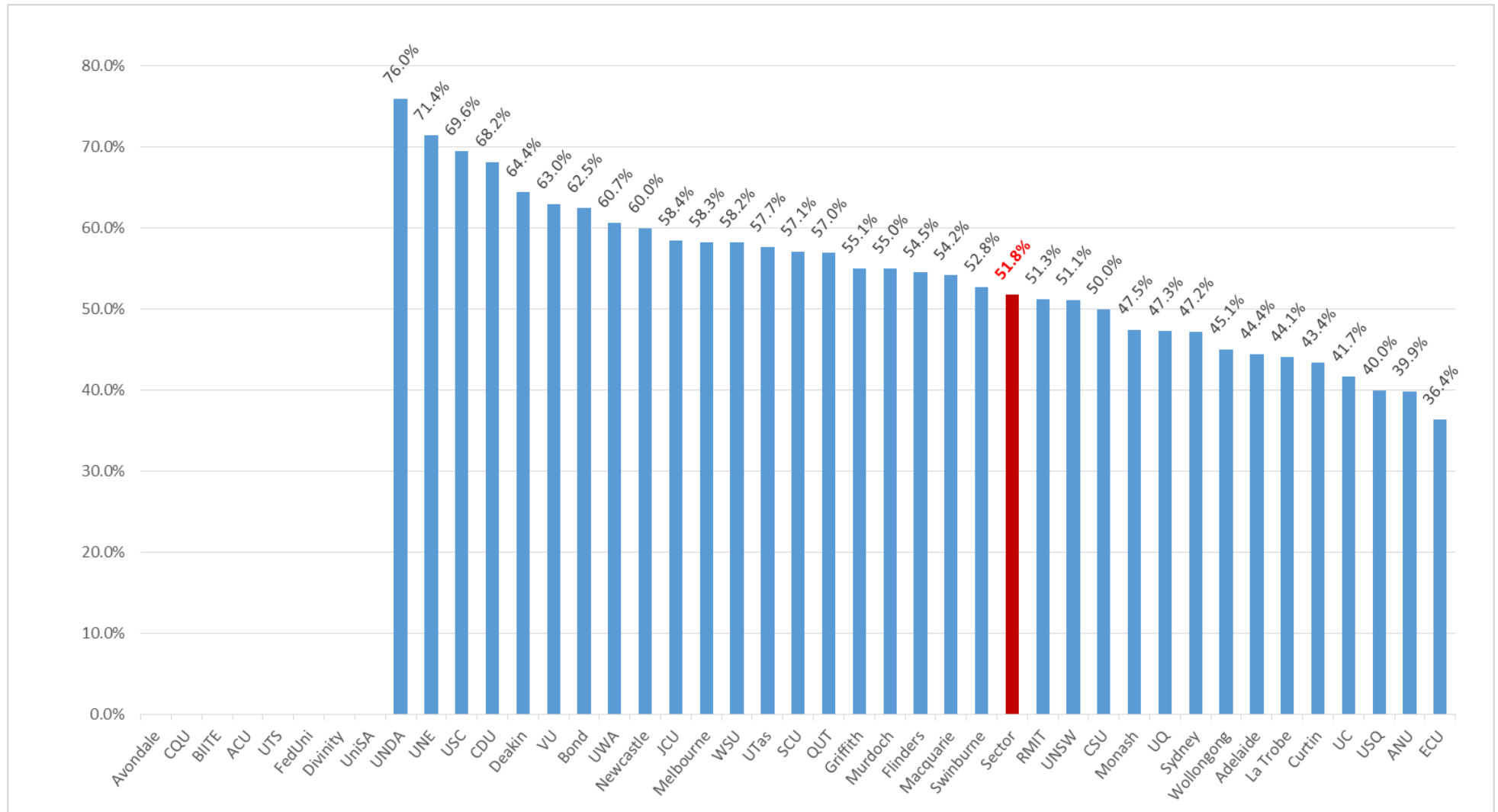


Figure 3: Representation of female senior professional staff at HEW level 10 & above (2013)

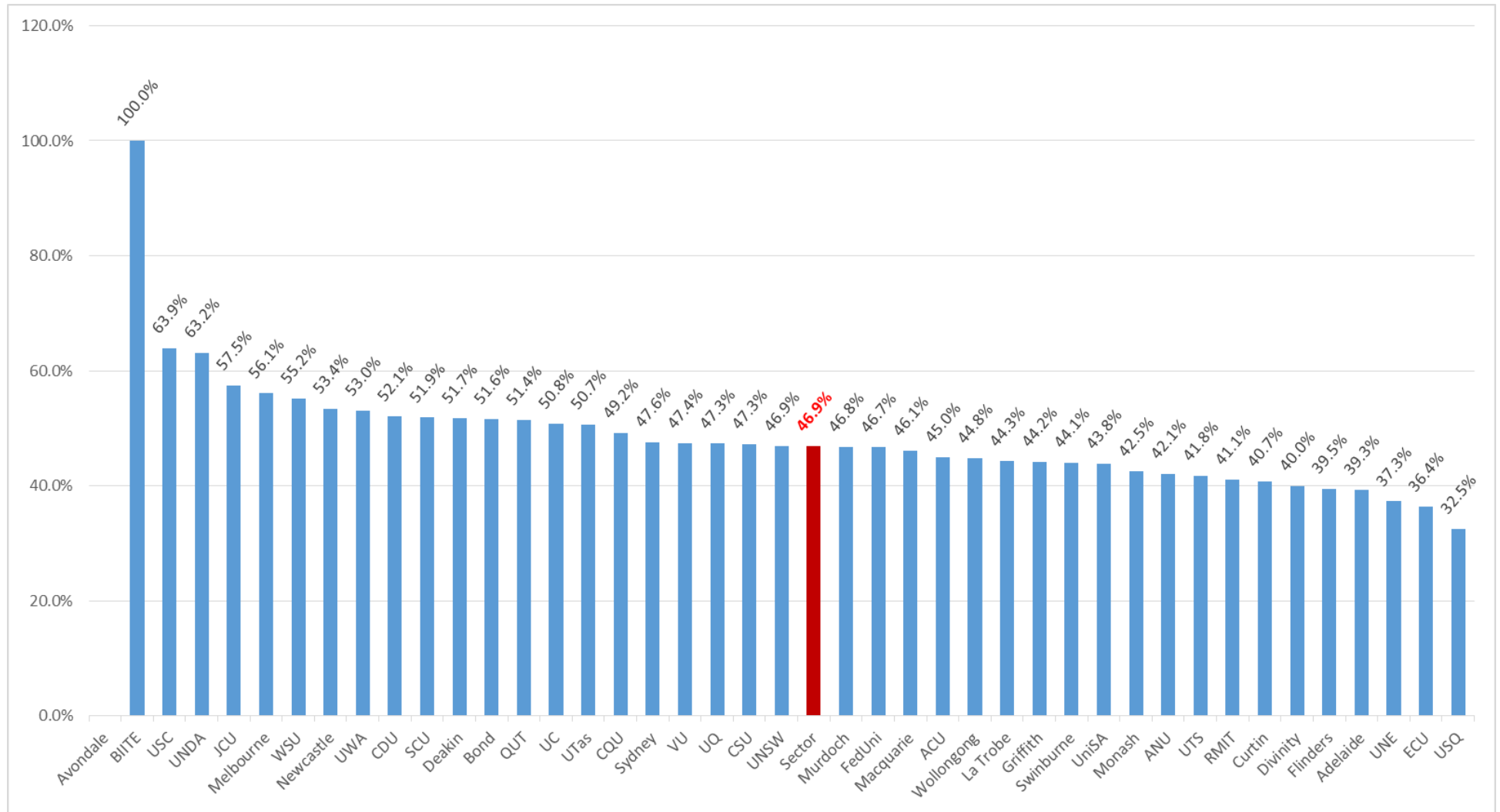


Figure 4: Ratio of female senior professional staff (HEW level 10 & above) to all female professional staff (2013)

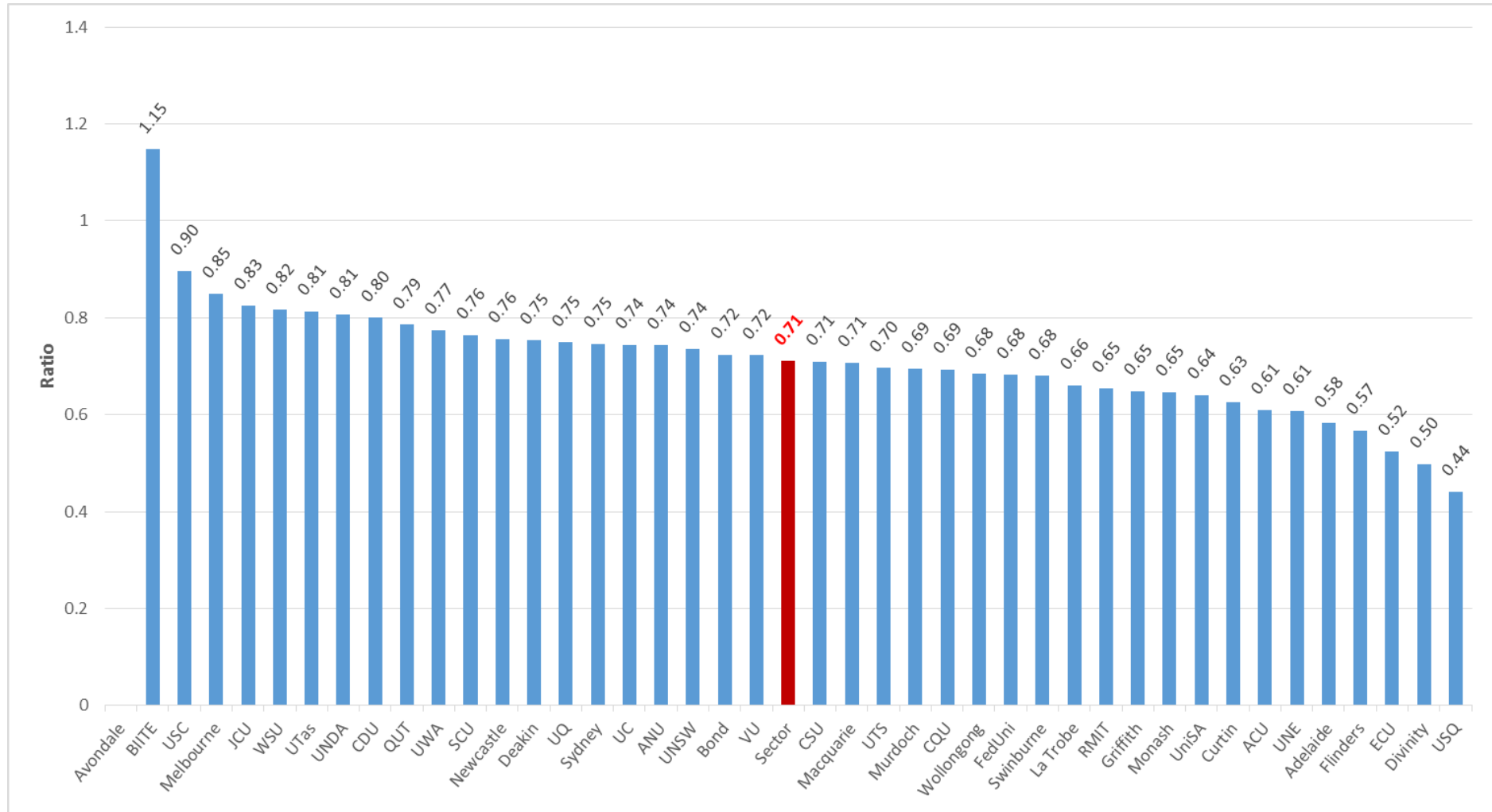


Figure 5: Change in representation of female senior professional staff at HEW level 10 & above (2009 to 2013)

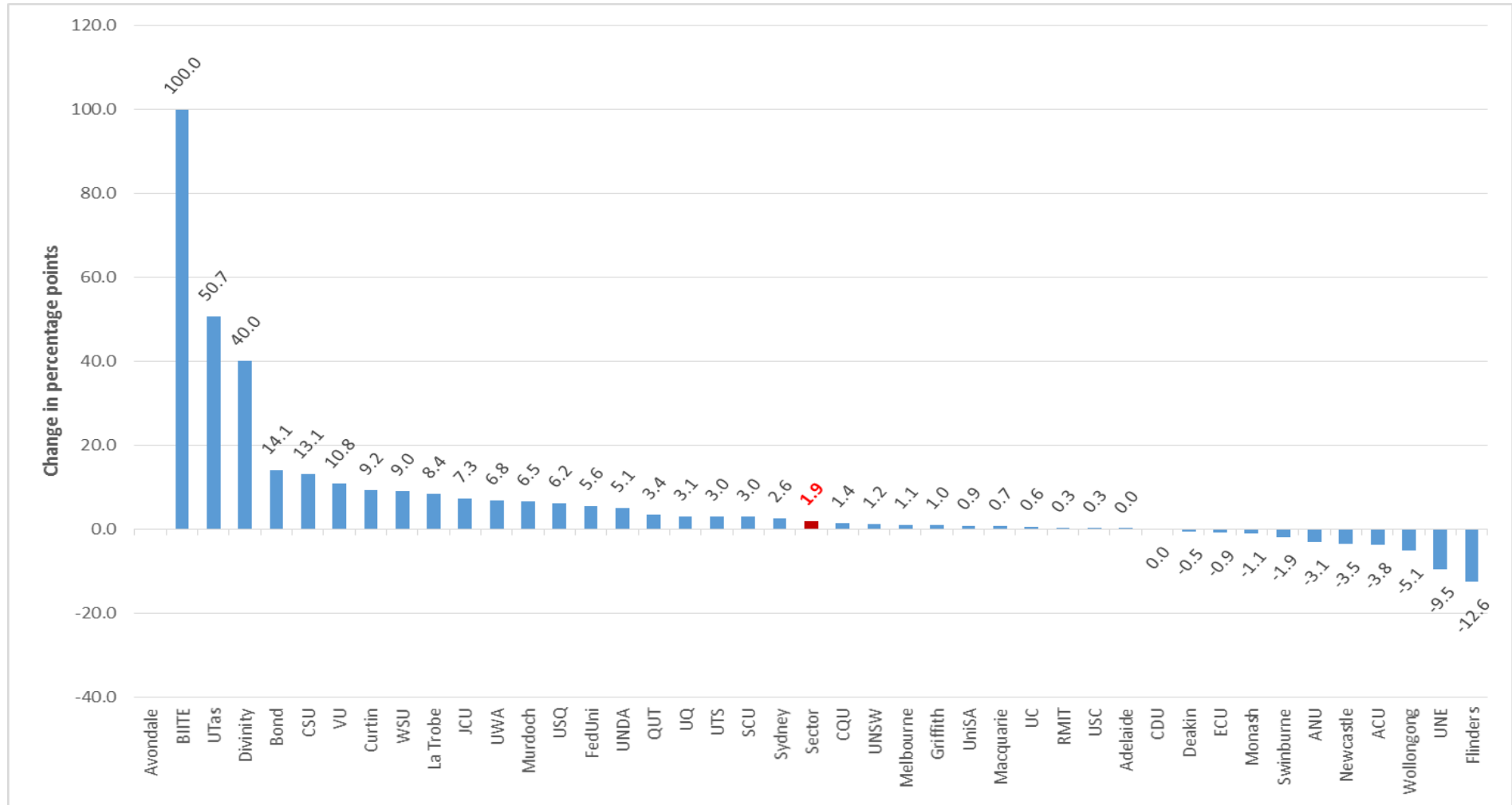


Figure 6: Change in representation of female senior professional staff at HEW level 10 (2009 to 2013)

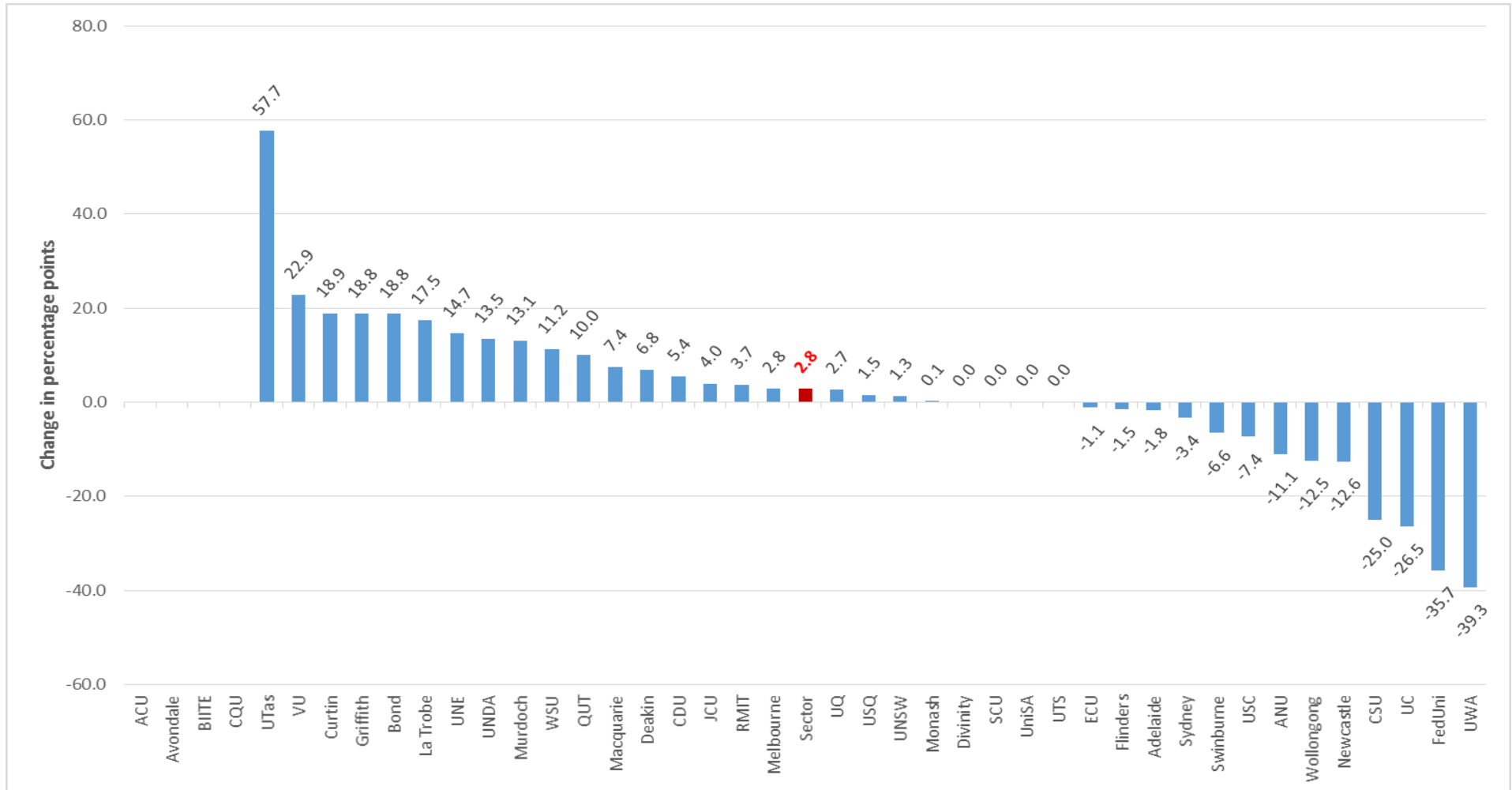


Figure 7: Representation of female academic staff (2013)

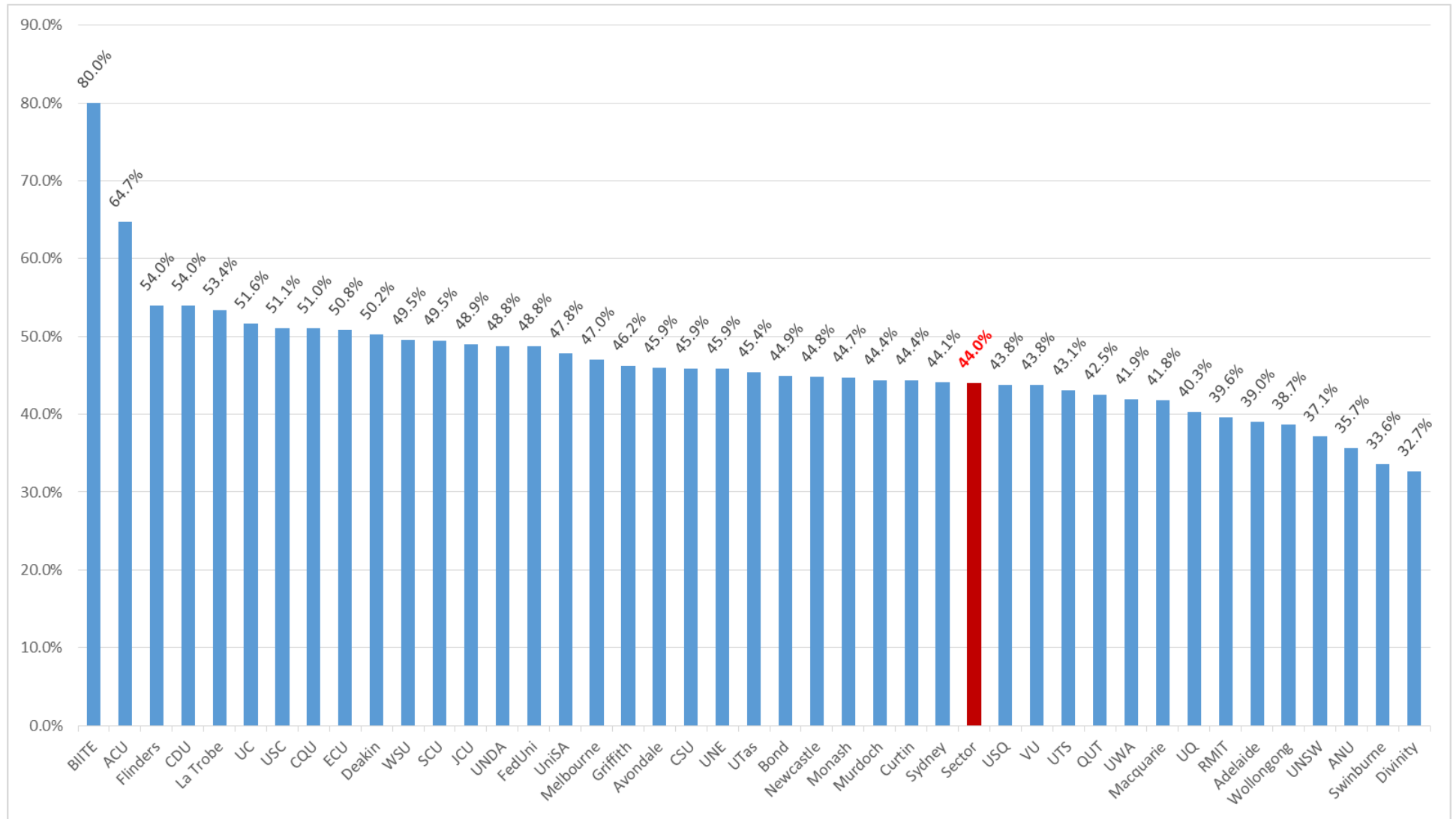


Figure 8: Representation of women in senior academic staff at level D & above (2013)

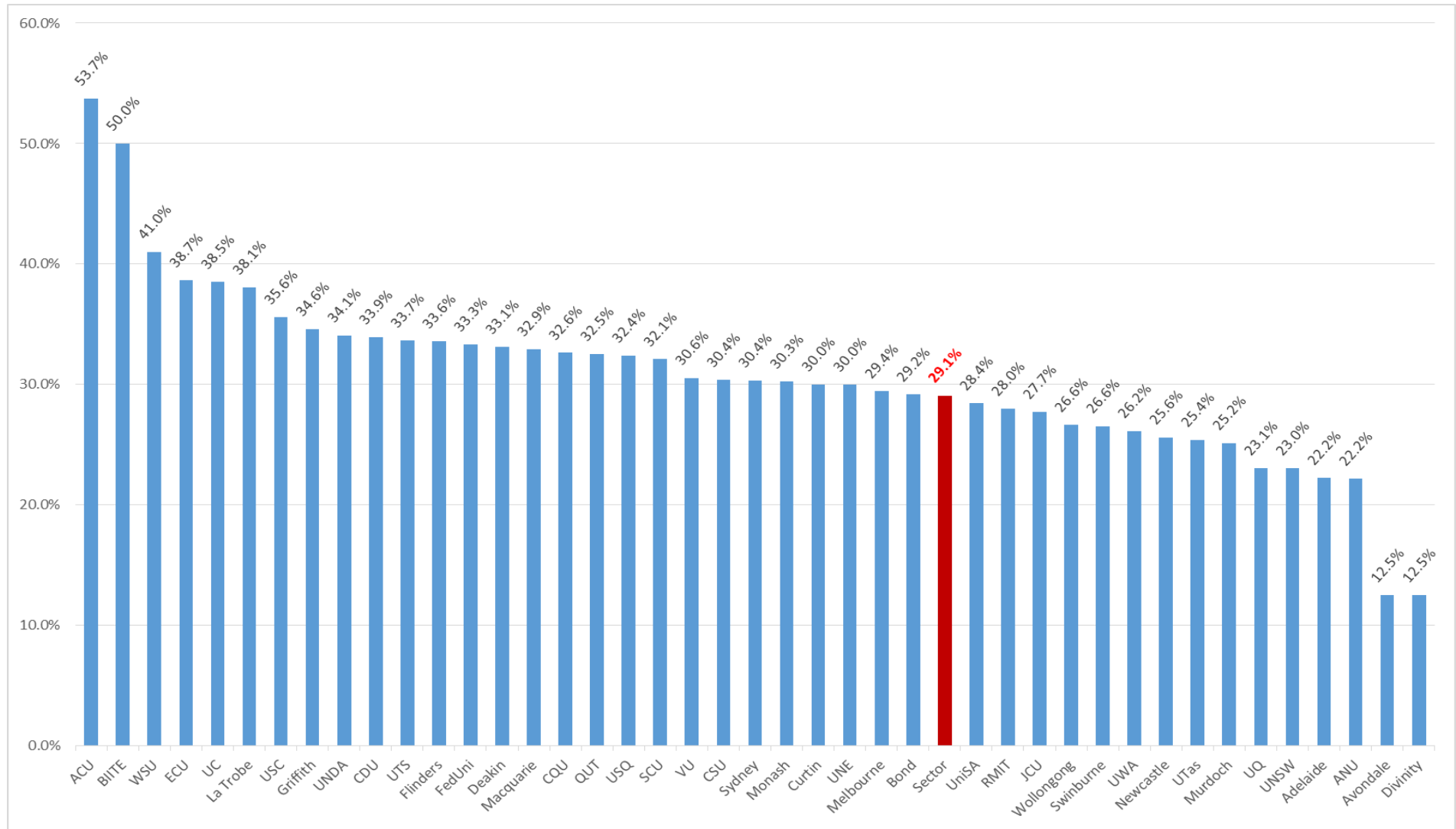


Figure 9: Change in representation of women in senior academic staff at level D & above (2009 to 2013)

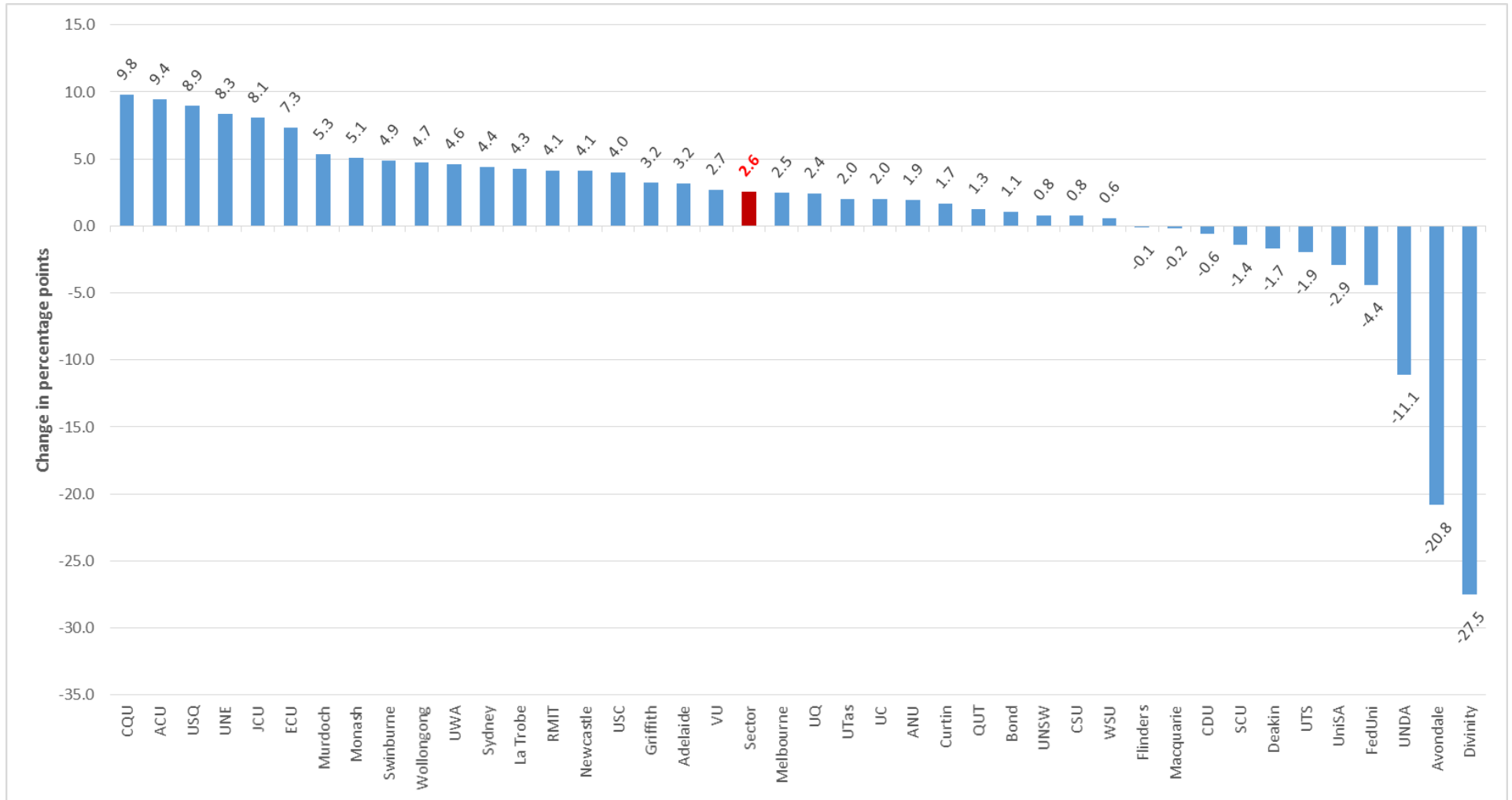


Figure 10: Representation of female academic staff at level D (2013)

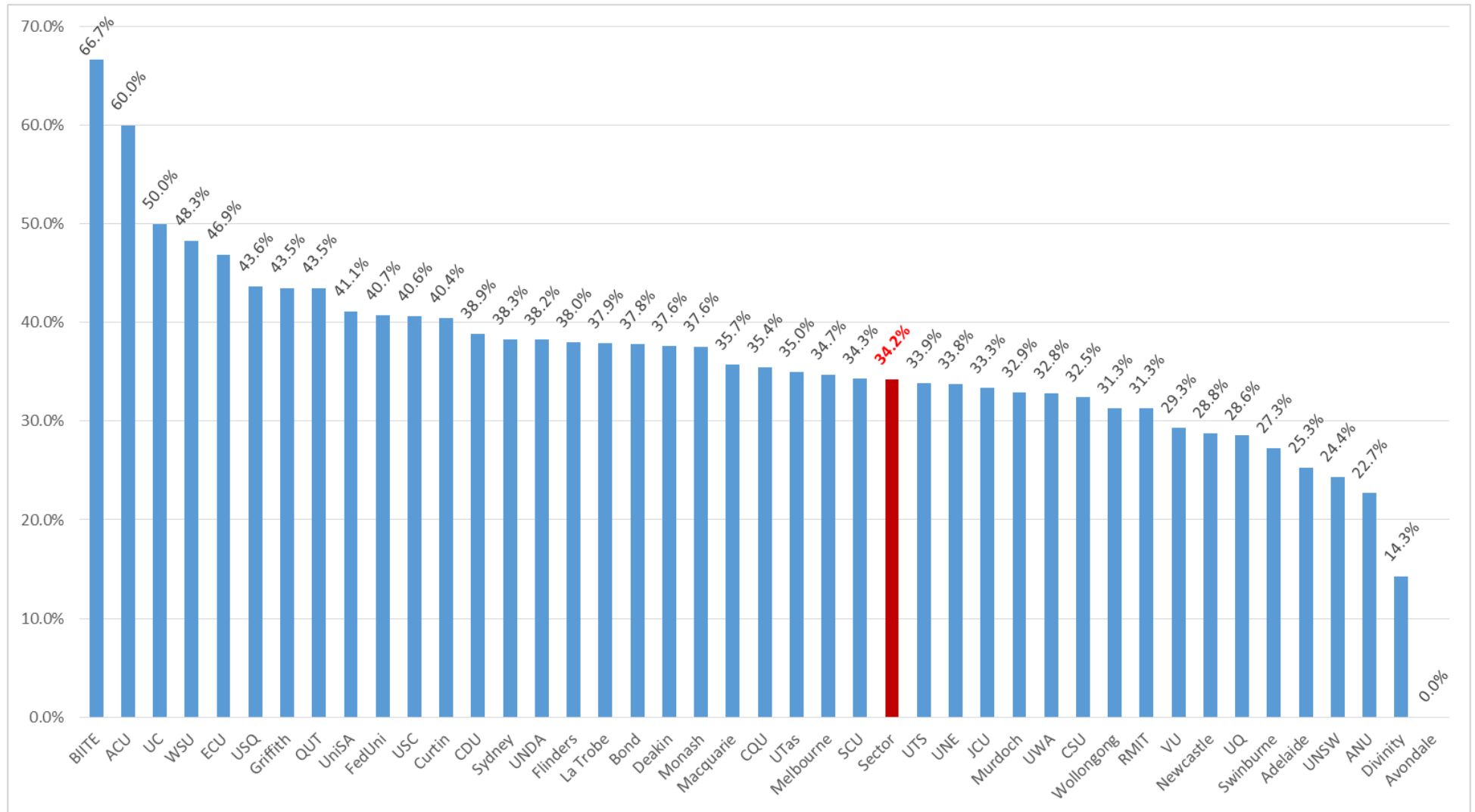


Figure 11: Representation of female academic staff at level E (2013)

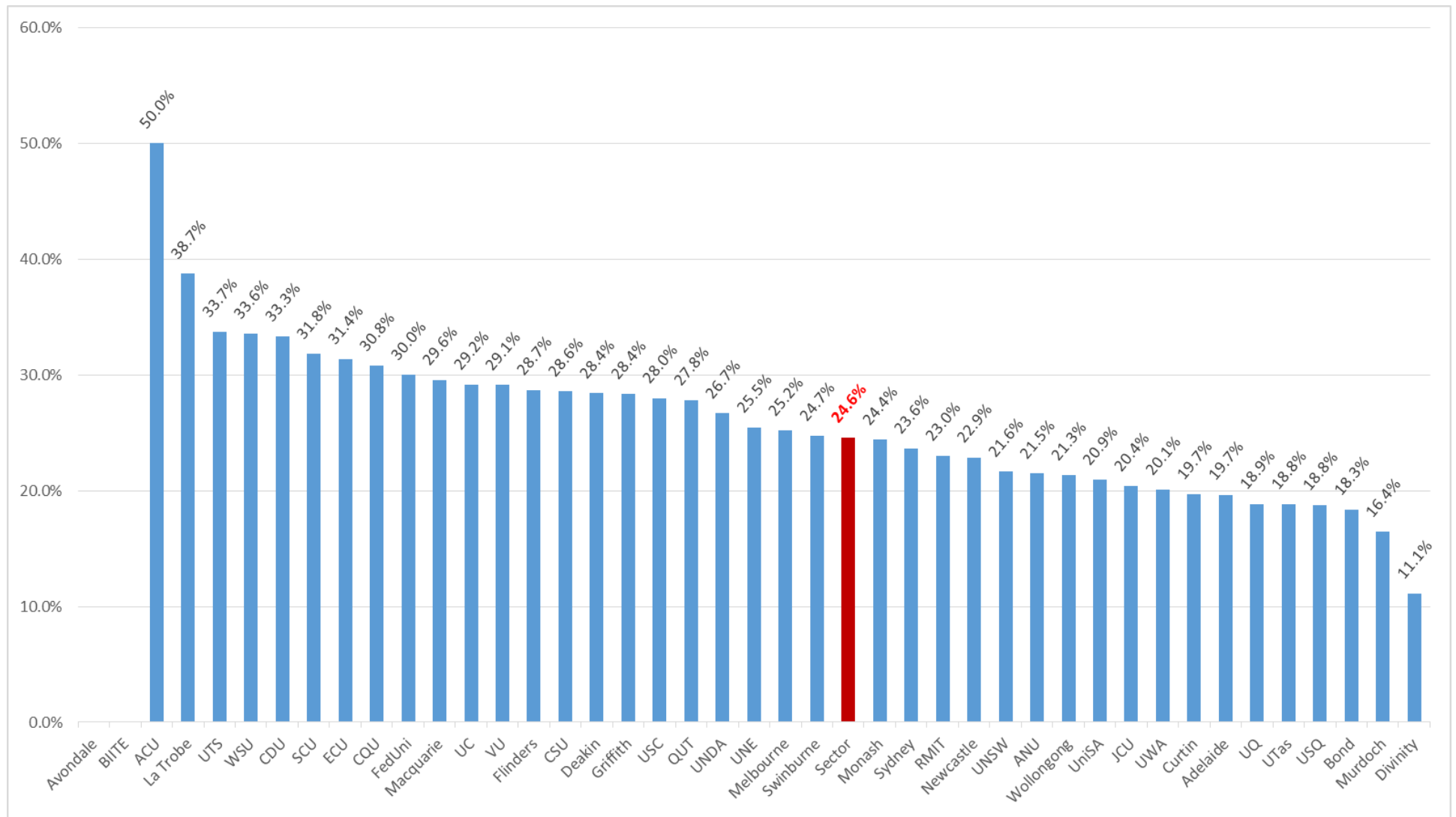


Figure 12: Ratio of female senior academic staff (level D & above) to all female academic staff (2013)

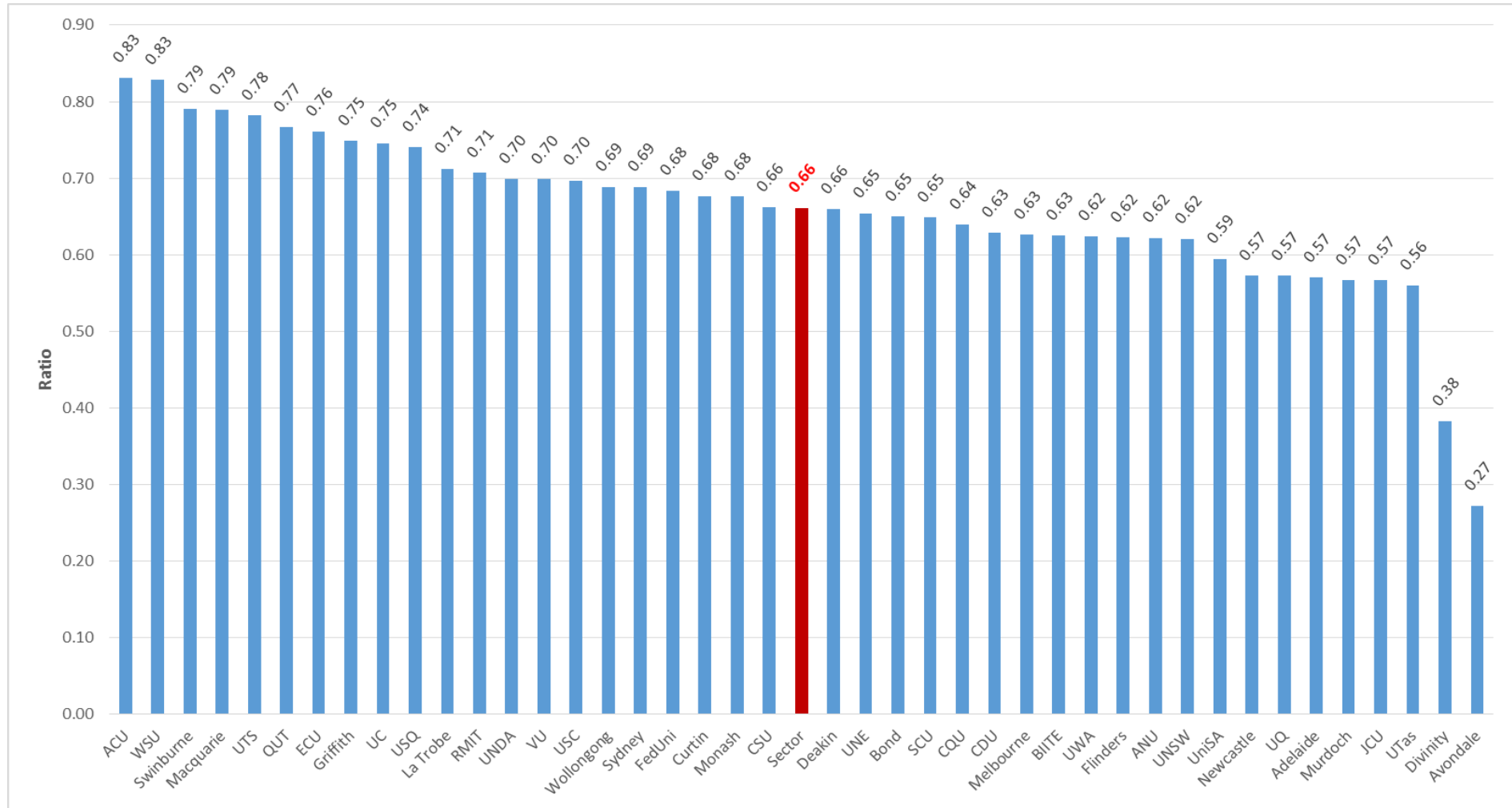


Figure 13: Ratio of female senior academic staff (level E & above) to all female academic staff (2013)

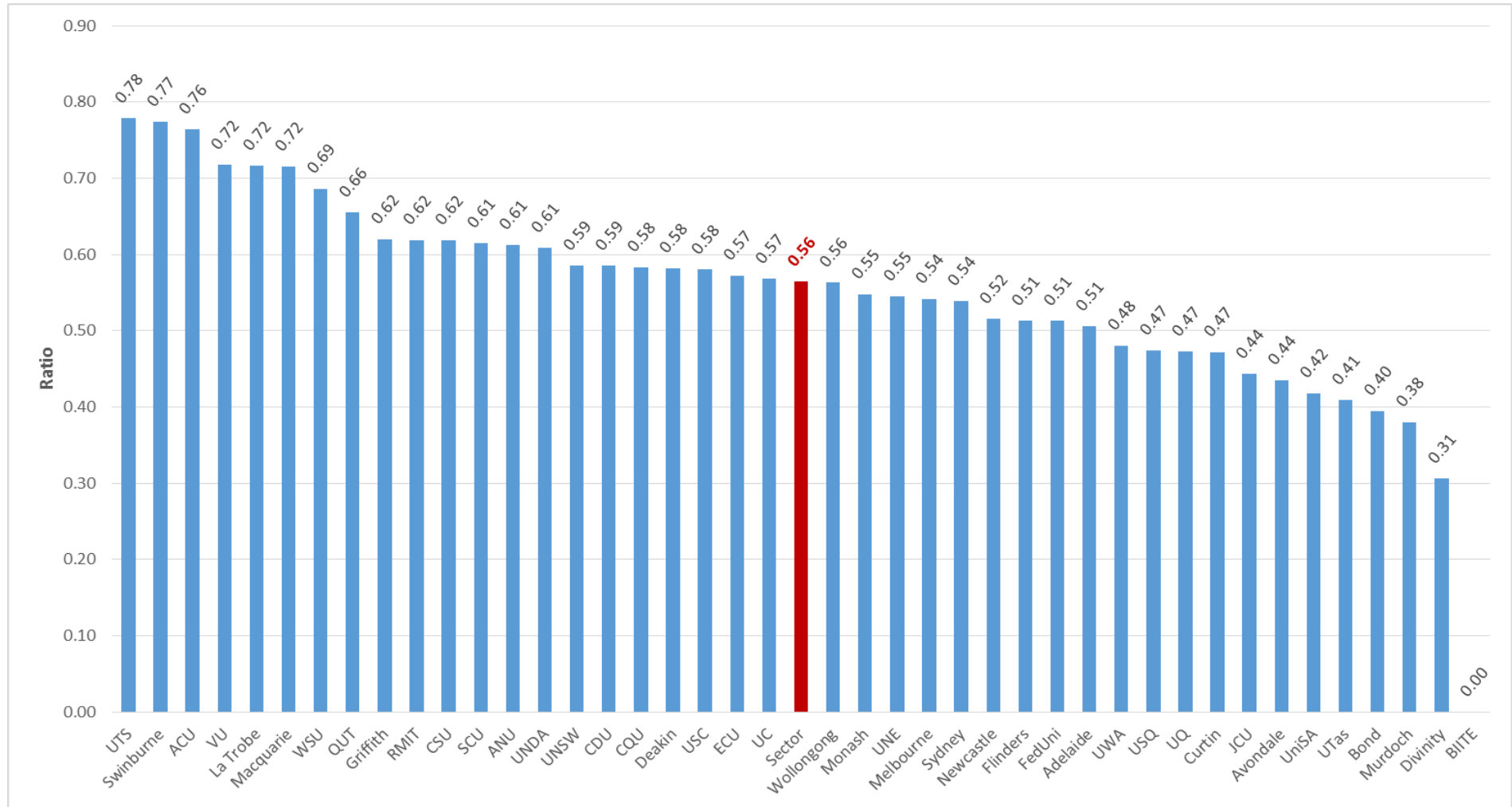


Figure 14: Ratio of % of all female academic staff with a PhD to % all male academic staff with a PhD (2013)

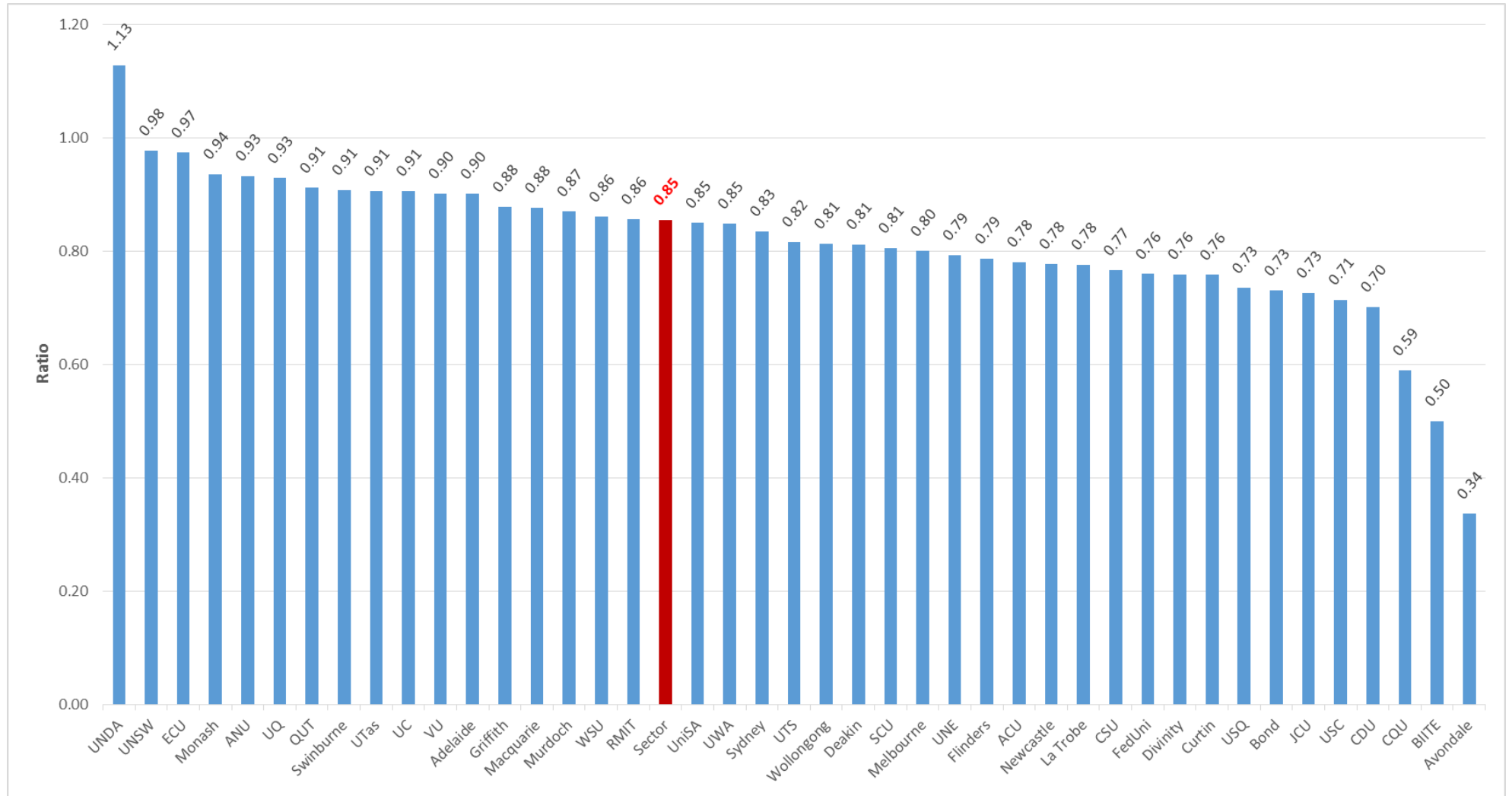


Figure 15: Representation of FTE female senior academic staff (2013)

Institution	Level D	Level E	Level D and above	Level E and above
ACU	60.3%	50.6%	54.2%	50.0%
Adelaide	25.3%	18.9%	21.9%	19.0%
ANU	22.5%	21.0%	21.9%	21.4%
Avondale	0.0%	#N/A	14.3%	25.0%
BIITE	100.0%	#N/A	50.0%	0.0%
Bond	37.5%	18.2%	28.5%	17.2%
CDU	41.2%	34.6%	37.0%	34.5%
CQU	36.4%	31.6%	32.6%	28.9%
CSU	32.4%	31.3%	31.9%	31.4%
Curtin	39.0%	19.9%	29.5%	20.8%
Deakin	38.5%	29.4%	34.1%	30.3%
Divinity	23.1%	22.2%	21.7%	20.0%
ECU	48.3%	30.0%	38.9%	28.3%
FedUni	42.3%	27.8%	33.3%	22.7%
Flinders	37.5%	29.1%	33.6%	28.3%
Griffith	43.9%	28.7%	35.0%	29.0%
JCU	33.3%	20.8%	27.9%	22.2%
La Trobe	38.7%	38.6%	38.2%	37.7%
Macquarie	38.4%	30.4%	35.0%	31.4%
Melbourne	34.6%	25.5%	29.4%	25.8%
Monash	36.9%	25.2%	30.4%	25.1%
Murdoch	32.5%	16.7%	25.5%	17.4%
Newcastle	29.2%	22.8%	25.7%	23.0%
QUT	42.3%	32.0%	35.4%	32.1%
RMIT	31.4%	24.1%	28.7%	25.7%
SCU	33.3%	30.0%	30.7%	28.6%
Swinburne	28.4%	24.4%	26.9%	25.8%
Sydney	38.0%	23.9%	30.3%	23.8%
UC	50.0%	31.7%	40.9%	33.3%
UNDA	44.2%	31.8%	40.2%	36.7%
UNE	33.8%	25.9%	30.0%	25.5%
UniSA	41.2%	21.5%	28.8%	20.5%
UNSW	28.2%	22.1%	24.9%	22.1%
UQ	28.9%	19.3%	23.4%	19.5%
USC	40.6%	30.4%	36.8%	32.0%
USQ	43.6%	19.1%	32.7%	21.2%
UTas	34.0%	20.2%	25.9%	19.8%
UTS	34.1%	34.6%	34.3%	34.3%
UWA	33.3%	19.7%	26.2%	19.8%
VU	27.3%	29.2%	28.5%	29.3%
Wollongong	31.8%	22.8%	27.8%	23.2%
WSU	49.6%	33.1%	41.7%	33.8%
Sector	35.2%	25.2%	29.9%	25.4%

Figure 16: Representation of FTE female academic staff at level D and level E (2009 to 2013)

Institution	% Female academics at level D					% Female academics at level E				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
ACU	43.3	51.7	55.9	53.8	60.3	43.9	52.7	49.3	51.3	50.6
Adelaide	21.8	23.2	21.1	22.8	25.3	16.6	16.5	19.0	18.9	18.9
ANU	24.1	24.1	23.1	24.3	22.5	17.7	18.8	20.8	21.7	21.0
Avondale	0.0	0.0	0.0	0.0	0.0	0.0	#N/A	#N/A	#N/A	#N/A
Bond	26.9	43.3	41.5	38.4	37.5	60.0	21.9	19.7	21.6	18.2
CDU	42.5	36.5	36.4	31.8	41.2	29.6	36.2	35.5	36.7	34.6
CQU	27.0	30.6	31.7	37.9	36.4	25.3	15.1	17.1	20.5	31.6
CSU	34.2	36.4	34.3	38.7	32.4	9.4	27.7	23.4	26.0	31.3
Curtin	33.1	34.4	35.2	37.6	39.0	22.1	19.9	18.8	19.0	19.9
Deakin	36.8	39.1	36.8	34.8	38.5	31.4	30.5	28.7	28.2	29.4
Divinity	28.6	0.0	0.0	38.5	23.1	50.0	100.0	50.0	30.0	22.2
ECU	33.3	35.1	42.4	43.9	48.3	31.3	32.0	32.6	31.3	30.0
FedUni	38.1	39.1	37.5	37.0	42.3	40.7	37.2	31.6	18.8	27.8
Flinders	38.8	36.4	39.9	38.0	37.5	27.5	28.0	26.7	29.1	29.1
Griffith	33.9	36.5	36.3	41.5	43.9	29.5	28.9	28.2	29.5	28.7
JCU	22.4	26.2	29.6	27.1	33.3	15.7	15.7	12.8	19.6	20.8
La Trobe	32.6	33.9	36.4	40.1	38.7	35.1	33.8	33.6	33.1	38.6
Macquarie	37.8	37.4	33.5	34.7	38.4	27.1	25.7	27.0	26.6	30.4
Melbourne	32.8	32.5	34.5	35.6	34.6	22.0	22.3	22.1	23.1	25.5
Monash	29.1	30.9	34.2	36.3	36.9	21.2	22.5	23.6	24.3	25.2
Murdoch	24.7	28.0	32.5	35.4	32.5	14.8	14.3	15.7	16.7	16.7
Newcastle	22.3	23.7	23.6	28.2	29.2	20.8	18.9	22.1	22.0	22.8
QUT	31.5	35.2	42.1	42.3	42.3	32.1	31.3	26.8	27.8	32.0
RMIT	25.0	26.6	27.4	33.1	31.4	21.7	23.3	25.4	22.1	24.1
SCU	39.7	38.8	41.7	38.2	33.3	27.6	27.3	17.1	23.8	30.0
Swinburne	28.6	32.7	32.8	28.8	28.4	17.5	18.8	21.6	22.7	24.4
Sydney	33.2	33.7	36.5	37.0	38.0	20.2	21.7	21.2	22.8	23.9
UC	46.9	46.9	53.4	55.4	50.0	23.4	23.7	32.8	27.8	31.7
UNDA	0.0	44.9	31.7	30.0	44.2	0.0	39.2	25.0	28.6	31.8
UNE	24.5	28.6	38.9	37.9	33.8	26.0	17.1	23.2	25.9	25.9
UniSA	37.0	37.4	38.1	41.1	41.2	18.0	25.7	23.0	21.3	21.5
UNSW	28.0	27.4	24.5	23.6	28.2	20.3	19.5	19.4	20.4	22.1
UQ	25.8	26.8	25.6	26.6	28.9	24.2	16.7	18.5	19.4	19.3
USC	38.5	41.2	41.7	44.0	40.6	22.2	29.4	26.9	25.0	30.4
USQ	25.8	30.9	38.0	39.2	43.6	17.4	18.7	18.2	19.6	19.1
UTas	31.8	32.5	26.5	32.1	34.0	16.9	19.2	19.8	17.0	20.2
UTS	38.2	38.9	36.9	32.5	34.1	33.6	31.5	31.8	31.7	34.6
UWA	26.8	25.3	27.5	30.4	33.3	17.1	16.9	17.2	20.7	19.7
VU	29.4	29.8	33.3	30.6	27.3	24.3	25.0	15.5	24.3	29.2
Wollongong	23.1	26.1	27.4	28.9	31.8	16.8	20.8	21.3	22.8	22.8
WSU	45.6	47.4	38.2	46.2	49.6	33.8	34.5	33.0	34.1	33.1
Sector	30.6	32.0	32.3	33.4	35.2	22.4	22.9	22.9	23.8	25.2

Figure 17: Representation of FTE female academic staff at level D & above and level E & above (2009 to 2013)

Institution	% Female academics at level D & above					% Female academics at level E & above				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
ACU	44.3	52.1	52.1	52.0	54.2	45.6	52.5	48.6	50.6	50.0
Adelaide	19.1	19.7	19.7	20.9	21.9	16.6	16.5	18.6	19.4	19.0
ANU	20.3	20.9	21.6	22.9	21.9	17.5	18.7	20.5	22.0	21.4
Avondale	33.3	16.7	25.0	20.0	14.3	33.3	33.3	40.0	40.0	25.0
Bond	28.1	33.0	30.4	29.7	28.5	42.9	21.2	18.4	20.3	17.2
CDU	34.5	34.5	32.8	38.6	37.0	27.0	33.3	30.6	42.9	34.5
CQU	29.6	25.7	25.6	31.1	32.6	25.7	19.5	20.0	22.9	28.9
CSU	22.9	31.9	28.9	32.7	31.9	16.5	27.9	24.4	26.9	31.4
Curtin	28.4	28.3	27.8	28.3	29.5	23.7	22.2	20.9	19.9	20.8
Deakin	34.8	35.5	33.3	32.5	34.1	32.8	32.0	30.1	30.5	30.3
Divinity	40.0	30.3	43.8	29.6	21.7	50.0	66.7	63.6	21.4	20.0
ECU	31.3	32.7	36.4	37.0	38.9	29.4	30.0	29.4	28.3	28.3
FedUni	37.7	37.9	39.6	27.1	33.3	37.3	36.7	41.7	14.3	22.7
Flinders	33.7	32.6	33.6	33.6	33.6	26.2	26.6	25.5	27.8	28.3
Griffith	31.4	32.4	31.7	34.4	35.0	29.6	29.3	28.4	29.7	29.0
JCU	19.7	21.7	22.0	24.3	27.9	16.4	16.5	13.1	21.4	22.2
La Trobe	33.8	33.7	35.1	36.0	38.2	35.1	33.5	33.8	31.9	37.7
Macquarie	33.1	32.2	30.7	31.0	35.0	27.6	26.3	27.5	27.0	31.4
Melbourne	27.0	27.0	27.8	28.6	29.4	21.8	22.3	22.3	23.3	25.8
Monash	25.2	26.5	28.4	29.7	30.4	21.7	23.0	24.1	24.7	25.1
Murdoch	19.8	21.7	26.0	27.3	25.5	15.1	14.8	18.9	18.3	17.4
Newcastle	21.5	21.2	23.1	25.6	25.7	20.9	19.1	22.7	23.3	23.0
QUT	31.3	32.1	31.8	32.3	35.4	31.2	30.5	26.9	27.9	32.1
RMIT	23.9	25.7	27.1	28.0	28.7	22.0	24.3	26.8	23.3	25.7
SCU	33.5	32.2	26.8	28.4	30.7	26.0	25.8	15.2	21.3	28.6
Swinburne	21.7	24.8	27.8	27.3	26.9	16.9	19.4	24.8	26.5	25.8
Sydney	26.0	27.2	28.2	29.3	30.3	20.4	21.9	21.4	23.0	23.8
UC	36.5	36.3	44.4	41.4	40.9	24.6	24.3	36.4	31.2	33.3
UNDA	45.2	43.1	30.5	30.5	40.2	45.2	41.2	28.9	31.1	36.7
UNE	31.3	23.2	37.2	38.5	30.0	26.8	16.7	43.5	43.5	25.5
UniSA	22.2	31.2	29.8	28.8	28.8	18.0	26.3	23.7	20.5	20.5
UNSW	21.9	23.1	22.0	22.0	24.9	20.3	19.5	19.6	20.6	22.1
UQ	31.6	21.0	21.7	22.8	23.4	21.5	16.7	18.7	19.9	19.5
USC	23.5	34.2	38.2	38.9	36.8	20.5	26.8	35.5	34.5	32.0
USQ	23.4	24.5	27.3	31.4	32.7	17.0	17.5	16.3	23.5	21.2
UTas	21.7	24.7	22.3	23.3	25.9	18.1	18.8	19.1	16.4	19.8
UTS	35.6	34.3	33.2	32.2	34.3	33.4	31.0	30.9	32.0	34.3
UWA	21.6	20.8	22.2	25.5	26.2	16.7	16.9	17.6	21.1	19.8
VU	27.9	28.4	25.6	27.7	28.5	26.6	27.3	19.7	25.3	29.3
Wollongong	20.6	23.8	24.7	25.9	27.8	16.8	20.6	21.9	23.3	23.2
WSU	40.4	41.0	35.2	39.9	41.7	34.2	34.4	32.5	33.6	33.8
Sector	26.5	27.3	27.4	28.4	29.9	22.8	23.1	23.4	24.3	25.4