

## Appendix 4 – Public Universities Workforce Demographics

### All Employees in Public Universities

#### Representation of All Employees 2002-2006 - Academics

	2002	2003	2004	2005	2006
Number of Employees	5 963	6 870	6 079	6 484	6 430
Number of Women	2 676	3 194	2 757	2 979	2 997
Number of Men	3 287	3 676	3 322	3 505	3 433
Women as % of all Employees	44.9%	46.5%	45.4%	45.9%	46.6%
Estimated Women FTEs as % of all estimated FTEs	41.2%	42.9%	41.8%	42.5%	43.1%
Number of Youth (<25 yrs)	200	370	160	233	219
Youth as % of Total Employees	3.4%	5.4%	2.6%	3.6%	3.4%
Number of Mature Workers (>45 yrs)	2 095	2 746	2 134	2 561	2 679
Mature Workers as % of Total Employees	35.1%	40.0%	35.1%	39.5%	41.7%

Estimated FTEs are calculated by counting each full time person as one FTE and each part time and casual person as 0.5 FTI

#### Representation of All Employees 2002-2006 - General Staff

	2002	2003	2004	2005	2006
Number of Employees	6 415	7 129	6 774	7 428	7 484
Number of Women	4 008	4 504	4 296	4 785	4 815
Number of Men	2 407	2 625	2 478	2 643	2 669
Women as % of all Employees	62.5%	63.2%	63.4%	64.4%	64.3%
Estimated Women FTEs as % of all estimated FTEs	60.0%	60.8%	61.0%	61.7%	62.0%
Number of Youth (<25 yrs)	502	676	519	660	685
Youth as % of Total Employees	7.8%	9.5%	7.7%	8.9%	9.2%
Number of Mature Workers (>45 yrs)	2 171	2 410	2 312	2 511	2 575
Mature Workers as % of Total Employees	33.8%	33.8%	34.1%	33.8%	34.4%

Estimated FTEs are calculated by counting each full time person as one FTE and each part time and casual person as 0.5 FTI

#### Representation of Women and Men 2002-2006 Academics & General Staff

	2002	2003	2004	2005	2006
Total Number of Employees	12 378	13 999	12 853	13 912	13 914
Total Number of Women	6 684	7 698	7 053	7 764	7 812
Total Number of Men	5 694	6 301	5 800	6 148	6 102
Total Women as % of all Employees	54.0%	55.0%	54.9%	55.8%	56.1%

## Women and Men in Public Universities

Employment Type – Women and Men 2002-2006 Academics					
	2002	2003	2004	2005	2006
Permanent Women	661	699	746	769	800
Permanent Women as % of all Women	24.7%	21.9%	27.1%	25.8%	26.7%
Permanent Men	1 370	1 383	1 409	1 391	1 371
Permanent Men as % of all Men	41.7%	37.6%	42.4%	39.7%	39.9%
Part Time Women	386	368	403	434	484
Part Time Women as % of permanent and fixed term Women	28.6%	27.4%	28.6%	29.3%	31.6%
Part Time Men	246	273	294	297	300
Part Time Men as % of permanent and fixed term Men	11.5%	12.7%	13.3%	13.2%	13.2%

Employment Type – Women and Men 2002-2006 General Staff					
	2002	2003	2004	2005	2006
Permanent Women	2 197	2 273	2 341	2 453	2 464
Permanent Women as % of all Women	54.8%	50.5%	54.5%	51.3%	51.2%
Permanent Men	1 376	1 399	1 437	1 458	1 441
Permanent Men as % of all Men	57.2%	53.3%	58.0%	55.2%	54.0%
Part Time Women	1 065	1 055	1 128	1 239	1 262
Part Time Women as % of permanent and fixed term Women	32.9%	31.8%	32.2%	33.9%	34.1%
Part Time Men	228	232	228	239	232
Part Time Men as % of permanent and fixed term Men	11.8%	11.8%	11.3%	11.6%	11.5%

## Women in Management in Public Universities

Distribution of Women 2002-2006 Academics					
	2002	2003	2004	2005	2006
Equity Index for Women	53	56	59	60	64
% Women Academics Levels D-E	15.0%	16.5%	17.5%	18.9%	21.5%

Distribution of Women 2002-2006 General Staff					
	2002	2003	2004	2005	2006
Equity Index for Women	71	74	74	76	78
% Women at HEW 7-11	44.8%	46.4%	46.8%	49.6%	51.0%

The Equity Index is a measure of compression at the lower salary ranges of the sector.  
An index of 100 indicates no compression.

Women in Management Tiers 2002-2006 Academics & General Staff					
	2002	2003	2004	2005	2006
Total in Tier 1	4	4	4	4	4
Women in Tier 1	1	1	1	1	0
Women as % of Tier 1	25.0%	25.0%	25.0%	25.0%	0.0%
Total in Tier 2	18	21	34	27	35
Women in Tier 2	4	6	16	8	10
Women as % of Tier 2	22.2%	28.6%	47.1%	29.6%	28.6%
Total in Tier 3	75	89	126	160	171
Women in Tier 3	24	27	35	57	59
Women as % of Tier 3	32.0%	30.3%	27.8%	35.6%	34.5%

## Indigenous Australians in Public Universities

Representation of Indigenous Australians 2002-2006 Academics					
	2002	2003	2004	2005	2006
Employees surveyed	3 847	2 503	3 345	4 938	4 832
Employees surveyed as % of Total	64.5%	36.4%	55.0%	76.2%	75.1%
Indigenous Australians	78	65	65	62	57
Indigenous Australians as % of employees surveyed	2.0%	2.6%	1.9%	1.3%	1.2%

The data on Indigenous Australians relies on self nomination.  
It is therefore possible that these results may underestimate the true number.

Representation of Indigenous Australians 2002-2006 General Staff					
	2002	2003	2004	2005	2006
Employees surveyed	4 306	3 789	4 651	5 726	5 755
Employees surveyed as % of Total	67.1%	53.1%	68.7%	77.1%	76.9%
Indigenous Australians	62	80	93	86	70
Indigenous Australians as % of employees surveyed	1.4%	2.1%	2.0%	1.5%	1.2%

Distribution of Indigenous Australians 2002-2006 Academics					
	2002	2003	2004	2005	2006
Equity Index for Indigenous Australians	45	39	47	50	60
No. Indigenous Australians in Academic Levels D-E	2	3	4	4	6

Distribution of Indigenous Australians 2002-2006 General Staff					
	2002	2003	2004	2005	2006
Equity Index for Indigenous Australians	39	49	49	55	55
No. Indigenous Australians in HEW Levels 7-11	5	11	12	13	11

The Equity Index is a measure of compression at the lower salary ranges of the sector.  
An index of 100 indicates no compression.

## People from Culturally Diverse Backgrounds in Public Universities

Representation of People from Culturally Diverse Backgrounds 2002-2006 Academics					
	2002	2003	2004	2005	2006
Employees surveyed	2 955	2 331	2 681	4 273	3 983
Employees surveyed as % of Total	49.6%	33.9%	44.1%	65.9%	61.9%
People from Culturally Diverse Backgrounds	739	593	815	820	637
People from Culturally Diverse Backgrounds as % of employees surveyed	25.0%	25.4%	30.4%	19.2%	16.0%

The data on people from culturally diverse backgrounds relies on self nomination. It is therefore possible that these results may underestimate the true number.

Representation of People from Culturally Diverse Backgrounds 2002-2006 General Staff					
	2002	2003	2004	2005	2006
Employees surveyed	3 343	3 460	4 192	5 325	5 010
Employees surveyed as % of Total	52.1%	48.5%	61.9%	71.7%	66.9%
People from Culturally Diverse Backgrounds	707	612	887	916	700
People from Culturally Diverse Backgrounds as % of employees surveyed	21.1%	17.7%	21.2%	17.2%	14.0%

Distribution of People from Culturally Diverse Backgrounds 2002-2006 Academics					
	2002	2003	2004	2005	2006
Equity Index for People from Culturally Diverse Backgrounds	101	98	107	103	106
No. People from Culturally Diverse Backgrounds in Academic Levels D-E	118	103	173	180	144

Distribution of People from Culturally Diverse Backgrounds 2002-2006 General Staff					
	2002	2003	2004	2005	2006
Equity Index for People from Culturally Diverse Backgrounds	100	94	100	99	99
No. People from Culturally Diverse Backgrounds in HEW Levels 7-11	157	150	225	234	192

The Equity Index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

## People with Disabilities in Public Universities

Representation of People with Disabilities 2002-2006 Academics					
	2002	2003	2004	2005	2006
Employees surveyed	2 953	2 078	2 194	3 072	2 892
Employees surveyed as % of Total	49.5%	30.2%	36.1%	47.4%	45.0%
People with Disabilities	62	83	95	96	81
People with Disabilities as % of employees surveyed	2.1%	4.0%	4.3%	3.1%	2.8%

The data on people with disabilities relies on self nomination.  
It is therefore possible that these results may underestimate the true number.

Representation of People with Disabilities 2002-2006 General Staff					
	2002	2003	2004	2005	2006
Employees surveyed	3 310	2 925	3 420	3 914	3 812
Employees surveyed as % of Total	51.6%	41.0%	50.5%	52.7%	50.9%
People with Disabilities	83	113	134	123	116
People with Disabilities as % of employees surveyed	2.5%	3.9%	3.9%	3.1%	3.0%

Distribution of People with Disabilities 2002-2006 Academics					
	2002	2003	2004	2005	2006
Equity Index for People with Disabilities	144	95	98	106	114
No. People with Disabilities in Academic Levels D-E	15	12	15	18	15

Distribution of People with Disabilities 2002-2006 General Staff					
	2002	2003	2004	2005	2006
Equity Index for People with Disabilities	103	69	78	69	70
No. People with Disabilities in HEW Levels 7-11	19	23	28	24	22

The Equity Index is a measure of compression at the lower salary ranges of the sector.  
An index of 100 indicates no compression.