

Appendix 4: Public university workforce demographics

Women and men in public universities

Representation of women and men 2005-2009: Academics					
	2005	2006	2007	2008	2009
Number of employees	6 484	6 430	5 202	5 772	7 673
Number of women	2 979	2 997	2 346	2 752	3 649
Number of men	3 505	3 433	2 856	3 020	4 024
Women as % of all employees	45.9%	46.6%	45.1%	47.7%	47.6%
Estimated women FTEs as % of all estimated FTEs	42.5%	42.8%	41.6%	44.0%	44.7%
Number of youth (<25 yrs)	233	219	203	212	171
Youth as % of total employees	3.6%	3.4%	3.9%	3.7%	2.2%
Number of mature workers (>45 yrs)	2 561	2 679	2 677	2 892	3 203
Mature workers as % of total employees	39.5%	41.7%	51.5%	50.1%	41.7%

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

Representation of women and men 2005-2009: General staff					
	2005	2006	2007	2008	2009
Number of employees	7 428	7 484	6 291	7 353	9 243
Number of women	4 785	4 815	4 145	4 834	6 040
Number of men	2 643	2 669	2 146	2 519	3 203
Women as % of all employees	64.4%	64.3%	65.9%	65.7%	65.3%
Estimated women FTEs as % of all estimated FTEs	61.7%	62.0%	62.8%	63.1%	63.2%
Number of youth (<25 yrs)	660	685	688	804	814
Youth as % of total employees	8.9%	9.2%	10.9%	10.9%	8.8%
Number of mature workers (>45 yrs)	2 511	2 575	2 622	2 757	2 900
Mature workers as % of total employees	33.8%	34.4%	41.7%	37.5%	31.4%

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

Representation of women and men 2005-2009: Academics and general staff					
	2005	2006	2007	2008	2009
Total number of employees	13 912	13 914	11 493	13 125	16 916
Total number of women	7 764	7 812	6 491	7 586	9 689
Total number of men	6 148	6 102	5 002	5 539	7 227
Total women as % of all employees	55.8%	56.1%	56.5%	57.8%	57.3%

Women and men in public universities

Employment type – women and men 2005-2009: Academics					
	2005	2006	2007	2008	2009
Permanent women	769	800	791	814	810
Permanent women as % of all women	25.8%	26.7%	33.7%	29.6%	22.2%
Permanent men	1 391	1 371	1 322	1 296	1 266
Permanent men as % of all men	39.7%	39.9%	46.3%	42.9%	31.5%
Part-time women	434	484	494	547	585
Part-time women as % of permanent and fixed-term women	29.3%	31.6%	31.6%	31.8%	31.8%
Part-time men	297	300	334	341	360
Part-time men as % of permanent and fixed-term men	13.2%	13.2%	14.7%	14.7%	14.9%

Employment type – women and men 2005-2009: General staff					
	2005	2006	2007	2008	2009
Permanent women	2 453	2 464	2 351	2 469	2 548
Permanent women as % of all women	51.3%	51.2%	56.7%	51.1%	42.2%
Permanent men	1 458	1 441	1 394	1 396	1 395
Permanent men as % of all men	55.2%	54.0%	65.0%	55.4%	43.6%
Part-time women	1 239	1 262	1 293	1 349	1 443
Part-time women as % of permanent and fixed-term women	33.9%	34.1%	35.1%	34.5%	34.6%
Part-time men	239	232	219	256	241
Part-time men as % of permanent and fixed-term men	11.6%	11.5%	11.2%	12.4%	11.3%

Women in management in public universities

Distribution of women 2005-2009: Academics					
	2005	2006	2007	2008	2009
Equity index for women	60	64	65	67	68
% Women academics Levels D-E	18.9%	21.5%	22.4%	23.4%	24.7%

Distribution of women 2005-2009: General staff					
	2005	2006	2007	2008	2009
Equity index for women	76	78	79	80	80
% Women at HEW 7-11	49.6%	51.0%	51.5%	51.8%	53.0%

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

Women in management tiers 2005-2009: Academics and general staff					
	2005	2006	2007	2008	2009
Total in Tier 1	4	4	4	4	4
Women in Tier 1	1	0	1	1	1
Women as % of Tier 1	25.0%	0.0%	25.0%	25.0%	25.0%
Total in Tier 2	27	35	24	26	26
Women in Tier 2	8	10	7	9	9
Women as % of Tier 2	29.6%	28.6%	29.2%	34.6%	34.6%
Total in Tier 3	160	171	87	102	124
Women in Tier 3	57	59	30	37	48
Women as % of Tier 3	35.6%	34.5%	34.5%	36.3%	38.7%

Indigenous Australians in public universities

Representation of Indigenous Australians 2005-2009: Academics					
	2005	2006	2007	2008	2009
Employees surveyed	4 938	4 832	4 535	3 339	5 006
Employees surveyed as % of total	76.2%	75.1%	87.2%	57.8%	65.2%
Indigenous Australians	62	57	49	60	58
Indigenous Australians as % of employees surveyed	1.3%	1.2%	1.1%	1.8%	1.2%

Note: 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 2005-2009: General staff					
	2005	2006	2007	2008	2009
Employees surveyed	5 726	5 755	5 334	4 758	6 522
Employees surveyed as % of total	77.1%	76.9%	84.8%	64.7%	70.6%
Indigenous Australians	86	70	66	62	73
Indigenous Australians as % of employees surveyed	1.5%	1.2%	1.2%	1.3%	1.1%

Distribution of Indigenous Australians 2005-2009 Academics					
	2005	2006	2007	2008	2009
Equity Index for Indigenous Australians	50	60	55	56	59
Number of Indigenous Australians in Academic Levels D-E	4	6	5	6	8

Distribution of Indigenous Australians 2005-2009: General Staff					
	2005	2006	2007	2008	2009
Equity index for Indigenous Australians	55	55	77	70	58
No. Indigenous Australians in HEW Levels 7-11	13	11	15	10	13

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 2005-2009: Academics					
	2005	2006	2007	2008	2009
Employees surveyed	4 273	3 983	3 692	3 339	5 006
Employees surveyed as % of total	65.9%	61.9%	71.0%	57.8%	65.2%
People from culturally diverse backgrounds	820	637	819	877	1 078
People from culturally diverse backgrounds as % of employees surveyed	19.2%	16.0%	22.2%	26.3%	21.5%

Note: 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 2005-2009: General staff					
	2005	2006	2007	2008	2009
Employees surveyed	5 325	5 010	4 788	4 758	6 522
Employees surveyed as % of total	71.7%	66.9%	76.1%	64.7%	70.6%
People from culturally diverse backgrounds	916	700	855	905	1 194
People from culturally diverse backgrounds as % of employees surveyed	17.2%	14.0%	17.9%	19.0%	18.3%

Distribution of people from culturally diverse backgrounds 2005-2009: Academics					
	2005	2006	2007	2008	2009
Equity index for people from culturally diverse backgrounds	103	106	90	98	88
Number of people from culturally diverse backgrounds in Academic Levels D-E	180	144	164	182	207

Distribution of people from culturally diverse backgrounds 2005-2009: General staff					
	2005	2006	2007	2008	2009
Equity index for people from culturally diverse backgrounds	99	99	99	105	95
Number of people from culturally diverse backgrounds in HEW Levels 7-11	234	192	251	273	343

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 2005-2009: Academics					
	2005	2006	2007	2008	2009
Employees surveyed	3 072	2 892	2 870	3 339	5 006
Employees surveyed as % of total	47.4%	45.0%	55.2%	57.8%	65.2%
People with disabilities	96	81	77	76	74
People with disabilities as % of employees surveyed	3.1%	2.8%	2.7%	2.3%	1.5%

Note: 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 2005-2009: General staff					
	2005	2006	2007	2008	2009
Employees surveyed	3 914	3 812	3 460	4 758	6 522
Employees surveyed as % of total	52.7%	50.9%	55.0%	64.7%	70.6%
People with disabilities	123	116	114	119	113
People with disabilities as % of employees surveyed	3.1%	3.0%	3.3%	2.5%	1.7%

Distribution of people with disabilities 2005-2009: Academics					
	2005	2006	2007	2008	2009
Equity Index for people with disabilities	106	114	123	106	105
Number of people with disabilities in academic Levels D-E	18	15	16	15	14

Distribution of people with disabilities 2005-2009: General staff					
	2005	2006	2007	2008	2009
Equity index for people with disabilities	69	70	65	72	76
Number of people with disabilities in HEW Levels 7-11	24	22	22	24	25

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