



2021

# Gender Equality Workforce Report

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RMIT University





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**Workforce analysis demonstrating our continued progress on gender equality and in support of baseline measures for the Victorian Gender Equality Act 2020 and Workplace Gender Equality Annual Compliance and Employer of Choice Conditions.**

This report provides supplementary information to RMIT's Gender Equality Action Plan 2022-2025 'GEAP' and supports RMIT's development of key priorities and actions to address barriers to gender equality, participation and inclusion.

# Gender Equality at RMIT

## at a glance

### Our commitments to gender equality and inclusion are assessed externally.

- The Commission for Gender Equality in the Public Sector Victoria
- Employer of Choice for Gender Equality, Workplace Gender Equality Agency since 2018
- Recognition holder for the Athena SWAN strategy to support women in STEMM
- No 2 for University internationally for 'reducing inequalities' 2021, Higher Education Impact Rankings; top ten for all UN Sustainable Development Goals
- In 2020 we received the top honour – Employer of the Year – in the Australian Workplace Equality Index, in recognition of our achievements in DGSS inclusion and continue to hold platinum status with our work.
- Australian Network on Disability ranking 2nd Nationally in the Access and Inclusion Index in 2021

### Details of programs of work and initiatives can be found at:

[www.rmit.edu.au/staff/our-rmit/diversity-and-inclusion](http://www.rmit.edu.au/staff/our-rmit/diversity-and-inclusion)

### Key Highlights our People 2015- 2021

**84%**

of staff agree, my immediate supervisor/ manager genuinely supports equality between genders

**45%**

of our leaders are women, up from 33.9% in 2015

**+10%**

in people reporting that they have the flexibility they need to support their work and life responsibilities

**10.0% - 6.2%**

Closing the Pay Gap Total Rem at RMIT

**60%**

Managerial promotions go to women

**+2,196+**

People have engaged in diversity and inclusion events since 2015

**2,225+**

People have participated in diversity and inclusion professional development since 2015



# Gender Composition

- RMIT experienced an overall decrease in headcount across all employment types due to the impacts of COVID.
- The number of RMIT staff decreased from 8,691 2020 to 7,696 in March 2021. Based on our staff composition 55.9% of managers and 54.7% of non-managers are women (RMIT WGEA Compliance Report).
- In RMIT's annual compliance reporting we have seen a significant improvement in the representation of female Managers since the launch of the GEAP 2016-2021

## Gender Composition by employment type

We see greater participation rates of women in full-time, part-time, and casual employment.

	Women	Men	Self Described Gender
Full Time	2092	1852	4
Part Time	540	225	0
Casual	1574	1394	15



# Gender Composition by Vocational Education, Academic and Professional Staff and STEMM Categories

Table 1: 2021 College of Vocational Education Educator and Executive workforce

Pay Scale Level	T1	T2	T3	T4	T5	SE1	SE2	EXECs
Female	17%	51%	89%	63%	43%	48%	60%	100%
Male	83%	49%	11%	38%	57%	52%	40%	0%

Table 2: 2021 RMIT Academic workforce

Pay Scale Level	A	B	C	D	E	EXECs
Female	41%	51%	44%	38%	34%	47%
Male	59%	49%	56%	62%	66%	53%

Table 3: 2021 STEMM Academic workforce

Pay Scale Level	A	B	C	D	E	EXECs
Female	37%	47%	34%	29%	27%	42%
Male	63%	53%	66%	71%	73%	58%

Table 4: 2021 RMIT Professional workforce

Pay Scale Level	HEW 1-6	HEW 7-9	HEW 10	EXECs
Female	68%	64%	60%	53%
Male	32%	36%	40%	47%

# Representation within senior leadership

- Significant gains have been made in progressing toward gender parity in leadership roles since 2015. Even during staff mobility and reduction in overall headcount due to COVID-19, RMIT has continued toward increasing representation of women
- In the next plan, a new approach will likely be proposed to focus on maintaining gender balance within areas that have reached 40% representation and turn attention to the colleges and specific areas with underrepresentation of women in leadership including an intersectional lens to ensure diversity of representation.

**Table 5. Representation of women in leadership at RMIT**

Pay Scale Level	2015	2018	2021
<b>Executive</b>	30%	49%	51%
<b>Academic</b>	28%	31%	36%
<b>Professional</b>	52%	54%	60%
<b>Vocational Education</b>	38%	30%	57%
<b>All RMIT</b>	33%	39%	45.10

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# Promotions, appointments, and resignations

## Key findings, RMIT-wide:

- Internal promotions for women managers have improved significantly since 2017, though there has been a jump in women manager's exits the past year.
- Further review on exit data, and potential follow up exit interviews will be co-ordinated as part of the gender equality review. The main reasons given for leaving are; challenge/job growth, current role description, career opportunities and advancement.

Table 6: Promotions, appointments, and resignations (% woman)

	Promotions					Appointments					Resignations				
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
<b>Managers</b>	33.3%	56.5%	62.8%	58.3%	60.8%	55.4%	54.2%	51.7%	60.5%	54.7%	42.6%	59.6%	58.6%	48.7%	59.1%
<b>Non-managers</b>	39.1%	61.1%	68.0%	64.2%	61.6%	56.6%	56.9%	64.2%	63.5%	56.6%	54.4%	55.8%	58.1%	61.1%	56.1%

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# Flexibility

## Key findings:

- Since 2016, the increased offers of flexible working options have positively impacted staff engagement. In the latest staff survey run at the end of 2020, 80% of staff reported that they had the flexibility they needed to manage work and life responsibilities.
- In 2020, we saw a significant reduction in the gendered gap of formal flexibility as more men reduced their time fraction or purchased leave. Our staff survey showed 81% of women and 78% of men had the flexibility they needed.
- In 2021, we have seen a small reduction in formal flexibility arrangement for everyone, especially women, as remote working has enabled more informal forms of flexible working. This is expected to continue in the future as well.

Table 7: Formal flexibility rates (e.g., reduced time fraction, purchased leave, compressed working)

Cohort	Total	Men	Women	Gap
July 2019	25.5%	14.8%	34.5%	19.7%
June 2020	27.5%	19.3%	34.0%	14.7%
June 2021	26.0%	18.4%	31.6%	13.2%



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## Parental leave

### Key findings:

- Of those taking primary carer's leave, 92.8% were women, down from 98.7% in 2017-2018, showing men are taking more long-term leave but these numbers have been plateauing since 2018.
- The rate of return from primary carer's leave was 93.3% in 2020-2021, showing a steady rate from 2017-2018.
- Of those taking secondary carer's leave, 3.3% were women.



# Pay Gap Analysis

## Key findings:

- The pay gap analysis compares the average pay of women compared to the average wage of men RMIT-wide. While the gaps for both base salary and total remuneration have not reduced in 2020, RMIT has not lost ground with the significant changes that occurred in 2020.
- There is a smaller difference between base salary gap and total remuneration gap which suggests reduced impacts of additional payments, i.e., bonuses.
- At an RMIT level, we saw a significant improvement in gaps at the start of RMIT's GEAP, but these have remained steady since 2018.

## Gender Gap in Base Salary and Total Remuneration

Key findings RMIT-wide:

**Table 8: Gender gap in pay based on RMIT-wide average**

	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/2021
<b>RMIT Base Salary</b>	13.4%	10.1%	10.2%	5.2%	5.9%	6.0%	6.1%
Benchmark (median)	12.4%	11.9%	11.2%	11.2%	10.5%	9.3%	TBC*
<b>RMIT Total Rem</b>	13.0%	10.0%	10.1%	5.7%	6.2%	6.3%	6.2%
Benchmark (median)	13.6%	14.0%	12.6%	12.3%	12.0%	10.5%	TBC*

Source: Based on WGEA-method reporting on RMIT average pay of men and women \*2020/21 benchmarking (median) data is not yet available.



## STEMM Non-STEMM

- STEMM Pay Gap is monitored in the VCE and NRPC Metrics report – currently 9% down from 9.3%. This is primarily due to a ‘structural pay-gap’ which is directly related to the participation of women at senior levels in academia, and participation of women overall in STEMM disciplines.
- Further analysis and monitoring will continue in the second half of the year as part of the Athena SWAN Action Plan. Primary contributors and response

## Gender gaps in Senior Roles in STEMM

- A significant contributor to our gender pay gap is the representation of women at senior levels and pipeline and representation of women in traditionally underrepresented disciplines such as STEMM.
- As we continue toward our goal of parity of senior gender representation in leadership and our Athena SWAN Action Plan in STEMM, the pay-gap will continue to reduce as well.
- Continued focus through targeted recruitment activity will also support this Pipeline and non-leadership roles.



# Our Staff Experience

## Snapshot

- In addition to measures outlined in our Gender Equality Action Plan 2022-2025, our staff experience will be closely supported and reviewed throughout the life of the plan.
- The Equity Safety and Inclusion Staff Survey 2021 had 523 respondents.

Question % Strongly Agreed	Total	Men	Women
<b>There is a positive culture within my organisation in relation to employees of different sexes/genders</b>	75%	81%	77%
<b>I feel safe to challenge inappropriate behaviour at work</b>	58%	63%	59%
<b>My organisation takes steps to eliminate bullying, harassment, and discrimination</b>	58%	62%	59%
<b>My organisation encourages respectful workplace behaviours</b>	74%	80%	74%
<b>My organisation makes fair recruitment and promotion decisions, based on merit</b>	49%	47%	53%
<b>I feel I have an equal chance at promotion in my organisation</b>	50%	54%	53%
<b>My organisation would support me if I needed to take family violence leave</b>	76%	75%	79%



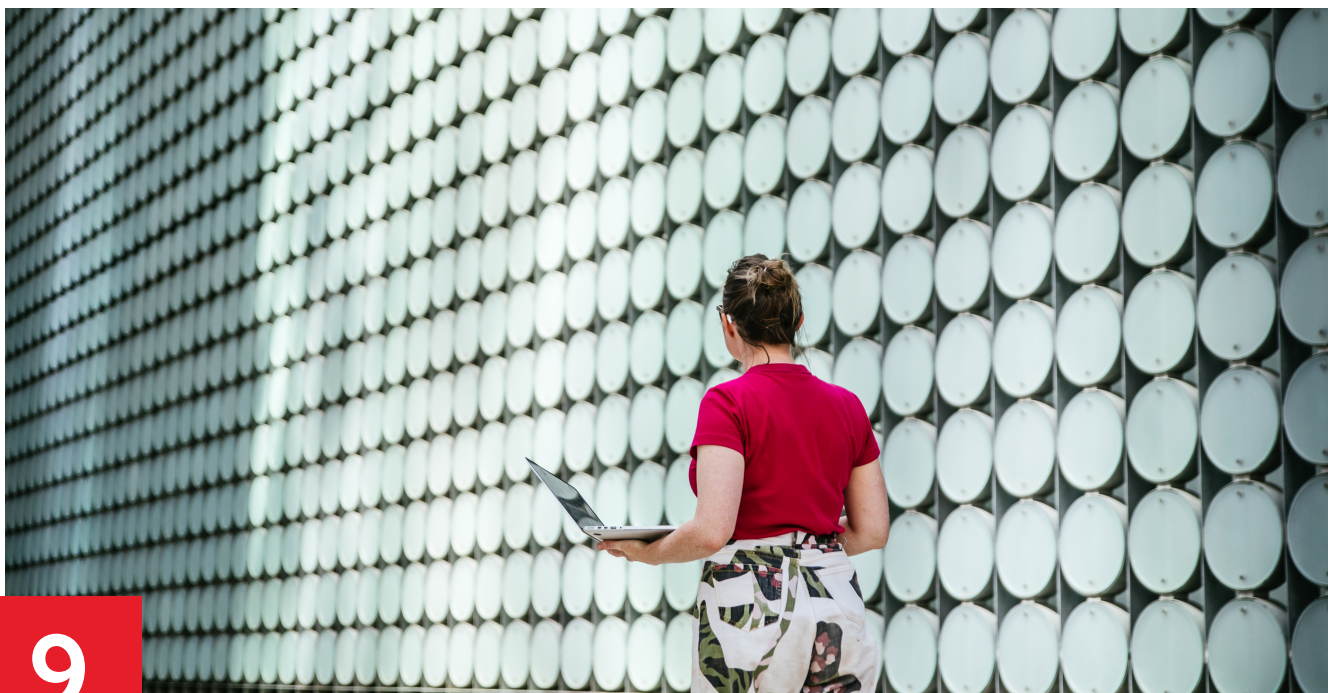
# Gender Composition of ANZSCO

(Australian and New Zealand Standard Classification of Occupations)

at RMIT

Included in our submission for benchmarkable purposes the table

Gender composition of ANZSCO code major groups in the organisation:	Women	Men	Self Described Gender
1 – Managers	415	341	0
2 – Professionals	2721	2587	16
3 – Technicians and trades workers	93	127	1
4 – Community and personal service workers	18	2	0
5 – Clerical and administrative workers	957	414	2
6 – Sales workers	2	0	0
7 – Machinery operators and drivers	0	0	0
8 – Labourers	0	0	0



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## Resource Plan Summary

### **RMIT has historically committed to resourcing and supporting gender equality outcomes.**

RMIT has undertaken extensive work contributing to our recognition as a Workplace Gender Equality Agency Employer of Choice, a leading university for the UN Sustainable Development Goals, and commitment to improve gender outcomes in STEMM, with the Athena SWAN accreditation program and Bronze Award.

We commit to embedding this plan, devoting appropriate resources to its implementation and monitoring, evaluating, and reporting on our progress to achieve the goals it sets out.

- We will support leaders to develop and implement operational actions across the University to realise our goals.
- We will review annually the iterations and priorities of the plan to resource and budget appropriately.

The implementation of RMIT's GEAP, has required development of a strategic resourcing plan, considering existing staff and additional staff responsibilities within the People Team, Athena SWAN, Safer Community and Student Equity Teams.

Estimated positions allocated to the GEAP anticipates and supports approximately 6 FTE staff across these teams to deliver RMIT's programs of work institutionally.

Professional development will continue to be priority for our equity practitioners with approximately 100 hours allocated in 2022 to support gender equity plan implementation.

In additional professional development for RMIT's leaders and staff are priorities to build capability, engagement, and successful implementation to achieve the outcomes of RMIT's GEAP.

