

# **RMIT Gender Equality workforce report 2024**

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# RMIT Gender Equality Workforce Report 2024

The Gender Equality Workforce Report (the Report) is published annually by RMIT to ensure transparency regarding our progress toward gender equality, particularly our goal of achieving pay parity. Additionally, the Report helps RMIT fulfill obligations under the Victorian Gender Equality Act 2020 and Workplace Gender Equality Annual Compliance and Employer of Choice Conditions, and its ambitions to progress from SAGE Athena SWAN Bronze accreditation to a Silver Award, in recognition of the University's progress, outcomes and impacts towards intersectional gender equity.

It is essential to read this Report alongside RMIT's [Gender Equality Action Plan \(GEAP\) 2022-2025](#), which outlines the actions and priorities that RMIT has committed to. In addition, the report highlights the priorities and impacts of other programs such as [Athena SWAN](#), and reflects on initiatives addressing gender-based violence and sexual assault, which are at the heart of the GEAP, through an inclusion, diversity, equity, and access lens. It is also beneficial to read this report alongside the data available in the [WGEA Data portal](#), which reports on national progress when it comes to pay gap, and gender equality. For information on Academic Promotion, readers can refer to the 2023 Academic Promotion Annual Report by [clicking here](#).

Data contained in this report can be used to evaluate the impact and progress made towards our gender equality commitments, and to identify and highlight key priorities and actions required across gender focused programs of work to address remaining barriers to intersectional gender equality, participation, and inclusion.

**Data capture:**

Reporting period: 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024

Point in time data: 31<sup>st</sup> March 2024 (in line with WGEA reporting).

## Key gender equality highlights

**85%** of staff agree, my immediate supervisor/ manager genuinely supports equality between genders (RMIT staff engagement survey, 2023)

**56%** of executive leaders are women in 2024, up 4% from 2023

**20.5%** of staff are currently working in formal part time, compressed working week or purchased leave arrangements

**6.5%** Total remuneration pay gap – down from 6.9% in 2022/23

**53.2%** of manager positions are filled by women, up from 52.6% in 2023



## Gender Equality at RMIT

Our commitments to gender equality and inclusion are assessed externally through:

- Regular reporting to the Commission for Gender Equality in the Public Sector Victoria
- Annual Compliance Reporting requirements and Employer of Choice for Gender Equality, Workplace Gender Equality Agency.
- Participation in the SAGE Athena SWAN program which allows recognition and benchmarking of the University's progress in a sector-wide, international arena.

Our work is intersectionally-focused, recognising the multiple aspects of identity and the sometimes-compounding impact this can have on workplace equality. Our approach has received the following recognition:

- RMIT was the first Victorian university to receive two Cygnet awards, the first in 2022 relating to removing barriers to the recruitment of women and gender-diverse people into academic STEMM positions, and the second in 2023 for an organisation-wide body of work to increase the participation and career fulfilment of parents and carers.
- RMIT ranked number one globally for work done to reduce inequalities (SDG 10) in the 2023 Times Higher Education University Impact
- In 2023 we received Bronze status in the Australian Workplace Equality Index post Pride in Diversity review of their submission process, requiring all organisations to re-apply for this status, in recognition of our achievements supporting LGBTIQA+ students and staff. 2024 saw RMIT continue our recognition as a Platinum employer, the highest recognition available.
- RMIT was awarded Disability Confident Recruiter status for the third consecutive year in 2023, with work underway to secure this status for the fourth year in 2024.



## Gender Composition

*Our Commitment: Increase the proportion of professional, vocational, and academic women at RMIT at all levels. RMIT Gender Equality Action Plan 2022-2025*

### Workforce Composition

- The number of RMIT staff increased from 8651 in March 2023, to 9082 in March 2024. Small increases were seen in part time appointments, 875 in 2023 – 894 in 2024 (increase of 2%), and casual appointments 3506 in 2023 – 3782 in 2024 (increase of 8%). Full time appointments increased from 4270 in 2023 to 4406 in 2024 (3%).
- As at March 2024, 53.2% of manager positions are filled by women, up from 52.6% at the same time in 2023. This represents targeted work done to promote gender equality, and still constitutes more than half of manager positions being filled by women. While the current data indicates that the proportion of women in manager positions has risen over the past 12 months, the overall figure remains lower than the 60.8% women in manager positions as of March 2021. Trends will continue to be monitored to ensure RMIT can identify and mitigate any significant impact on the number's women in manager positions.
- Representation of women in non-Manager (Individual contributor) positions has remained stable over this period at 55.6%

### Gender Composition by employment type

RMIT has strong representation of women across all employment types. In all categories of employment type, women make up more than 50% of the workforce. Our overall workforce gender profile (headcount) at RMIT is 55.5% women: 43.2% men:1.3% self-described gender.

*Table 1: Gender profile*

	Women		Men		Self-Described		Total
	Headcount	%	Headcount	%	Headcount	%	Headcount
<b>Full Time</b>	2363	53.6	2014	45.7	29	0.7	4406
<b>Part Time</b>	612	68.5	269	30.1	13	1.4	894
<b>Casual</b>	2063	54.6	1646	43.5	73	1.9	3782
<b>Total:</b>	5038	55.5	3929	43.2	115	1.3	9082



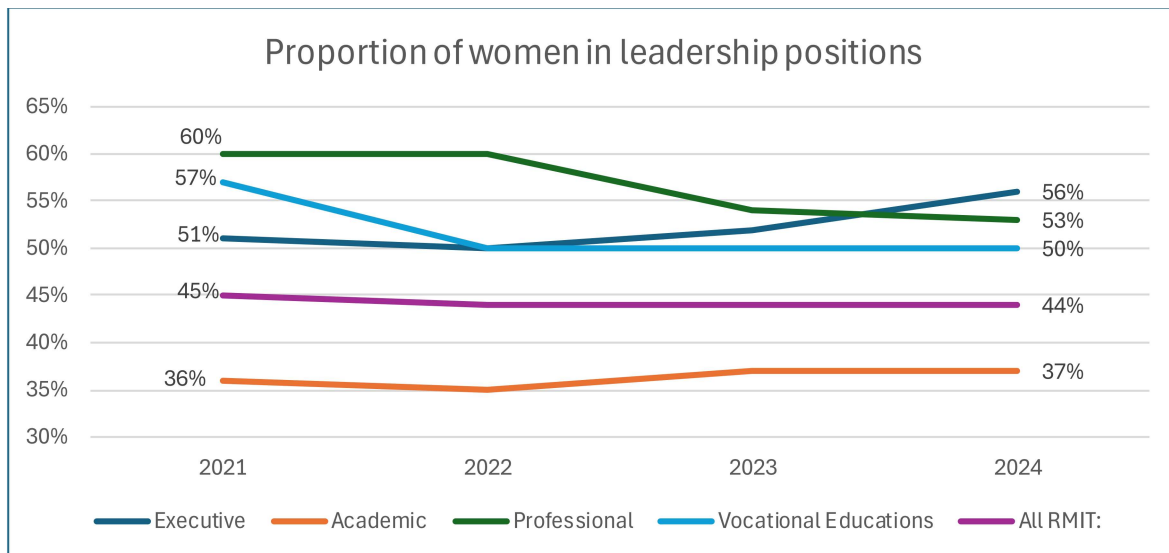


## Representation in senior leadership

*Our Commitment: Recognise and actively encourage gender equality at all levels of governance, management, leadership, and the talent pipeline.*

- RMIT monitors representation of women in senior leadership.
- Senior leadership is defined at RMIT as including all Executives, HEW 10, VE Educator (3) and Academic D&E positions.
- The representation of women in senior leadership roles remains at the same level in 2024 as it was in 2023, 44%
- There has been little variance in the overall representation figure since 2021
- Executive representation continues to increase, with women now at 56% representation in this cohort, up 4% on the 2023 figure.
- Leadership representation in academic classifications has remained steady at 37%, remaining below RMIT's representation target range of at least 40%. This will remain an area of focus for RMIT.
- Representation in professional roles has decreased slightly, however, still sits above the 40% target.
- Vocational education has remained steady at 50%, below the 2021 peak of 57% but within the target representation range.
- Leveraging key processes such as recruitment, academic promotion, and retention, RMIT's current commitment is to focus attention and action in Colleges and Portfolios and specific areas where there is underrepresentation of women in leadership (primary focus in academia 37%).
- Areas of RMIT that have reached 40% representation focus on maintenance of gender representation levels.

**Table 2: Proportion of women in leadership positions**



## Promotions, appointments, **resignations**

*Our Commitment: Address barriers and identify opportunities for career progression and fulfilment.*

Appointments and internal promotions for women in manager positions both reduced in 2024. A significant increase in the proportion of promotions for women in non-manager position has occurred in 2024, a rise of almost 10% when compared to 2023. The proportion of appointments however reduced slightly for this cohort.

Fewer women in manager positions resigned in 2024, dropping from 59.7% of all manager level resignations in 2023, to evenly balanced at 50% in 2024. An increase of 3.2% however has occurred for women in non-manager positions. Continued review of exit data will be scheduled to better understand the reasons for women resigning from manager positions and to implement strategies as needed to reduce turnover and monitor the impact of resignation.

*Table 3: Promotions, appointments, and resignation (% woman)*

	Promotions		Appointments		Resignations	
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Year	20	21	22	23	24	20	21	22	23	24	20	21	22	23	24
<b>Managers</b>	58.3	60.8	52.2	57.7	51.9	60.5	54.7	49.3	63.7	57.3	48.7	59.1	66.2	59.7	50
<b>Non-Managers</b>	64.2	61.6	50.5	51.5	61.3	63.5	56.6	56.5	55.8	55	61.1	56.1	60.4	55.6	58.6

## Terminations

- 54.5% of all terminations in the reporting period were women, almost identical to the previous reporting period.
- The most common termination reason for women was voluntary separation, representing 271 women voluntarily leaving RMIT, equivalent to 70% of all terminations of women. This compares with 200 men voluntarily leaving, or 63% of all terminations by men over the same period.
- Women are overrepresented in the voluntary termination reason categories, making up 57% of voluntary terminations. However, women make up 49% of involuntary terminations, majority being in the involuntary redundancy and end of contract termination reason categories.
- Amongst the Academic workforce, the number of terminations was higher for men than women across all compensation grades. 59% of all Academic terminations were men, with 41% being women.
- Amongst the Professional workforce, the number of terminations was notably higher for women than men across most compensation grades. 64% of all Professional terminations were women, with 35% being men.
- Within the Senior Leadership Group (constituting of employees at Executive and Senior Executive levels, Academic D and E's, Professional 10's, Senior Educator 3's, and those on SSEE contracts) 41% of all terminations were women, in comparison to the 59% that were males.

The overrepresentation of women in terminations at RMIT warrants further investigation, particularly for professional positions. Exit interview data will be interrogated to better understand the reasons for women leaving RMIT with a view to increase retention.





## Flexibility

*Our Commitment: Reduce gendered impacts on flexible and hybrid working.*

### Key findings:

- Since 2016, increased uptake of formal and informal flexible working options has positively impacted staff engagement. In the staff survey at the end of 2022, 84% of staff reported that they had the flexibility they needed to manage work and other commitments.
- Since 2019, we have seen a significant reduction in the gendered gap in formal flexibility uptake between men and women. 2022 Staff survey respondents indicated that 85% of women and 83% of men had the flexibility they needed.
- Formal flexibility arrangements across the University have remained mostly consistent in 2024 overall. An increase in take up of formal flexibility has occurred for women, with a decrease for me. As RMIT University has continued to embed hybrid working, more staff are able to better manage work and other life commitments without the need for formal flexible working arrangements in place.

*Table 4: Formal flexibility rates (e.g., reduced time fraction, purchased leave, compressed working)*

Cohort	Total	Men	Women	Gap
Jun-20	27.50%	19.30%	34.00%	14.70%
Jun-21	26.00%	18.40%	31.60%	13.20%
Jun-22	20.70%	14.50%	25.40%	10.90%
Jun-23	20.40%	14.70%	24.70%	10.00%
Jun-24	20.50%	13.90%	25.40%	11.50%





## Parental leave

*Our Commitment: Improve parental leave utilisation resources and supports for all genders.*

- In 2024, 3.2% of RMIT employees accessing primary carer parental leave were men (down from 3.3% in 2023). While this is still a significant under-representation, it has increased from 2.3% in 2018, indicating that more men are accessing parental leave entitlements. Of those taking secondary carer's leave 1.5% in 2024 were women compared to 5.7% in 2023.
- RMIT has promoted the benefits of both parents (of any gender) taking advantage of parental leave benefits, recognizing that it is beneficial for families at the same time as promoting improvements in workplace gender equality.

6

## Pay Gap Analysis

*Our Commitment: Achieve Gender Equality Pay Gap Targets.*

Key findings:

- The pay gap analysis compares the average pay of women to the average pay of men RMIT- wide.
- The current base pay gap of 6.9% is a slight reduction when compared to 2022/2023 7.2%. Improvement is also found when considering the total remuneration pay gap over the same period with a reduction in pay gap of 0.4%. RMIT has continued to make inroads into the pay gap as a result of our current and previous GEAP.
- While 2023/24 benchmarking is not available at the time of publication, the sector benchmark in 2022/23 indicates that RMIT is on par with the sector average. More information on the industry pay gap can be found on the [WGEA Data Explorer](#).
- RMIT's SAGE Athena SWAN Action Plan 2020-2027, GEAP 2022-2025 and other interventions will continue to support the reduction in the current pay gap.

Table 5: Gender Gap in Base Salary and Total Remuneration

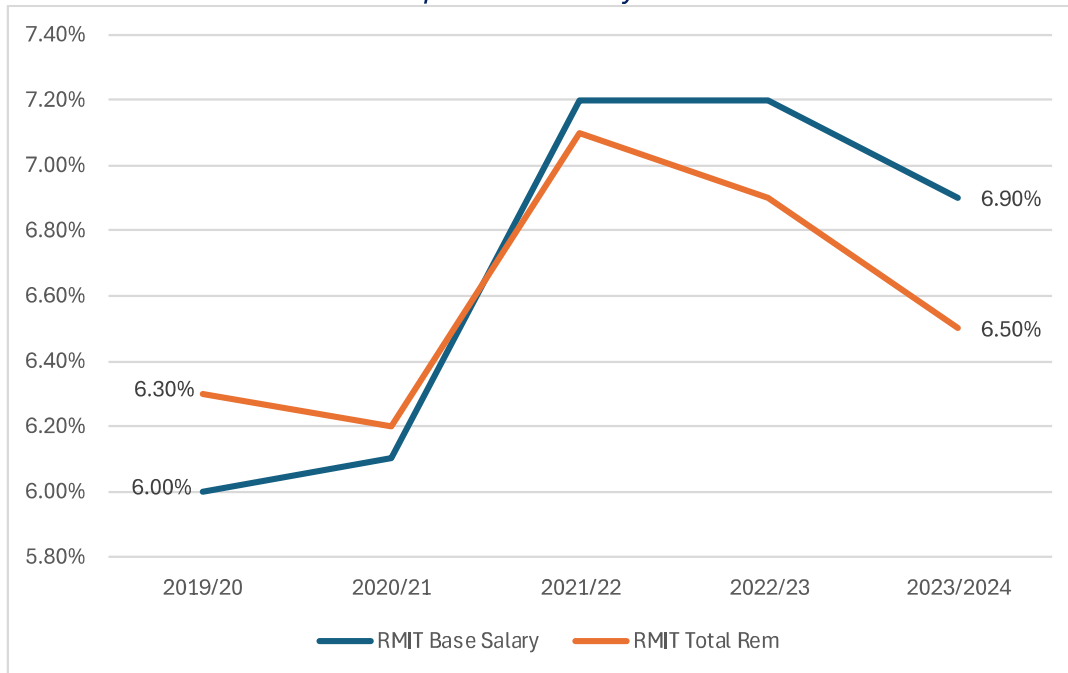
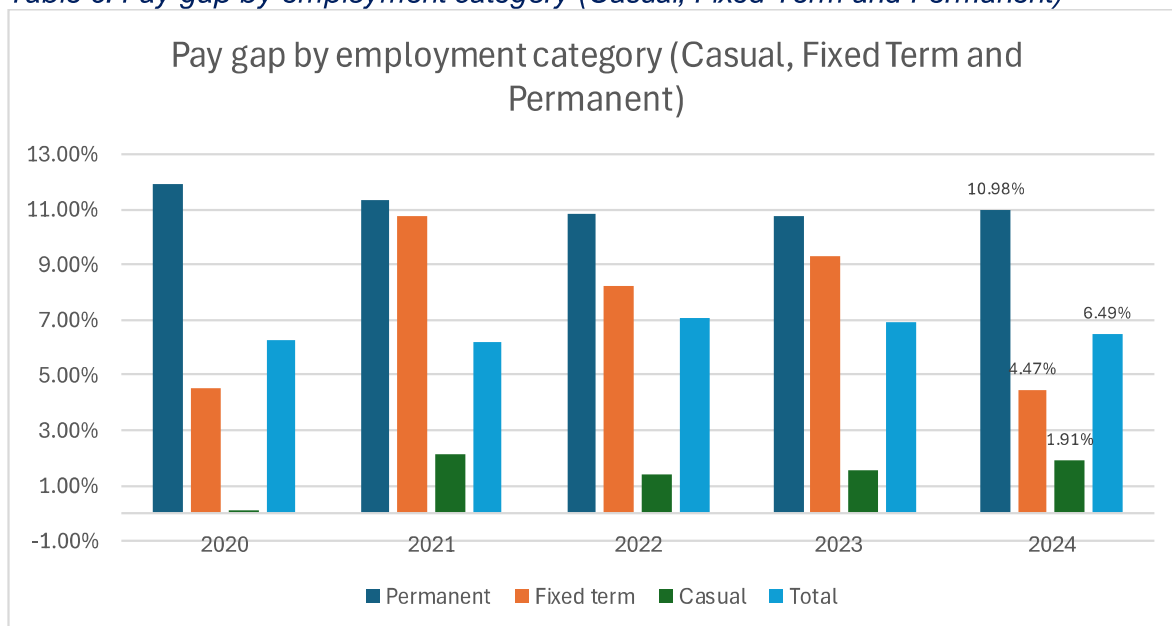


Table 6: Pay gap by employment category (Casual, Fixed Term and Permanent)

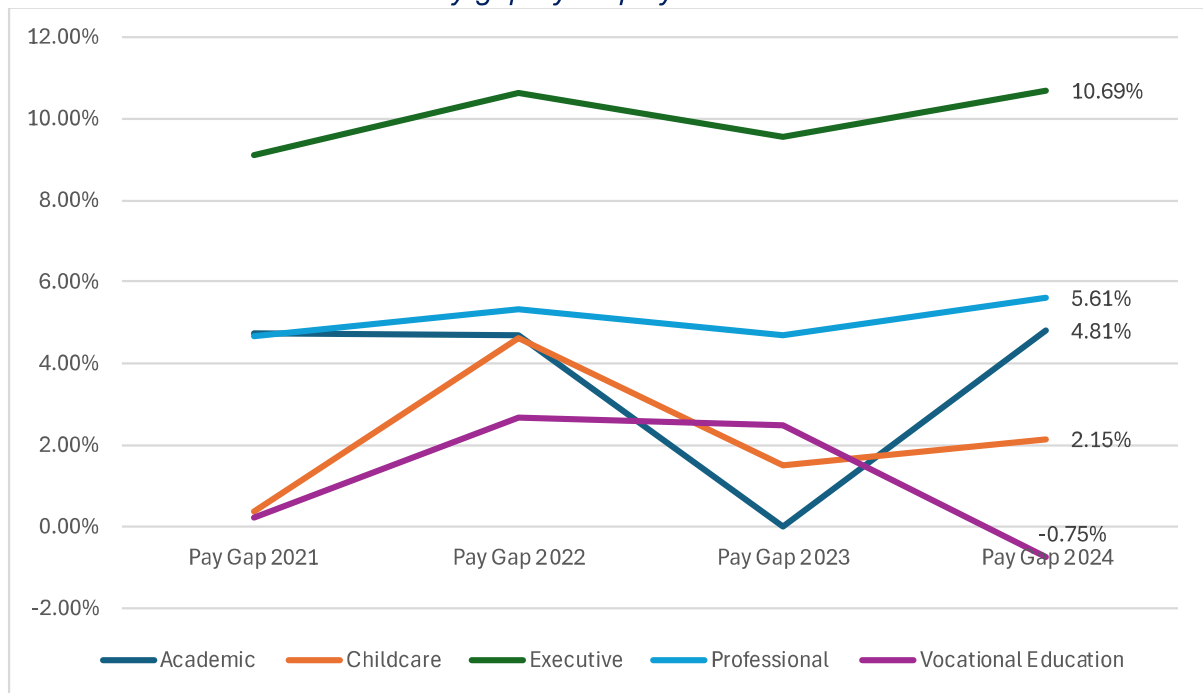


The largest pay gap by employment category at RMIT has consistently been observed within the permanent workforce, with a slight increase occurring when comparing 2023 and 2024. The pay gap for fixed term employees has decreased significantly in 2024 to its lowest level in 5 years. The pay gap for our casual workforce has also increased slightly again for 2024 but remains below the 2021 figure.

The main cause of the pay gap is the remains the distribution of women appointed being skewed toward lower classification levels. These appointments are consistent with current University representation overall, meaning that rather than contributing to a reduction in our overall pay gap, the high number of lower classification level appointments have resulted in making limited headway in reducing the overall pay gap.

A small improvement has been made at Academic Level E (1.48% increase in the representation of women from 2023 to 2024) however this is somewhat offset by a reduction in representation at Academic Level D (-0.72% compared to 2023). Representation increases at Executive levels 1 and 2 have been significant (3.66% and 6.52% respectively). All of this has contributed to a slight reduction in the overall pay gap.

*Table 7: Pay gap by employment classification*



## Key findings RMIT-wide (By Cohort)

From an overall RMIT perspective the pay gap can be somewhat attributed to having approximately 40% (same as in 2023) of men being remunerated above the average organisational remuneration compared to 33% (32% in 2023) of women remunerated above the average. By virtue of having a higher proportion of men in highly remunerated positions, the pay gap has remained relatively the same.

Additional contributing factors by cohort include:

- Vocational Education leads the way with a 3.25% shift in pay gap to have women paid slightly higher than men
- An increase in representation of women at executive level 1 and 2 has not been reflected in pay gap for this cohort with an increase in pay gap.
- The appointment of 2 males (3 in total) in the Childcare cohort has created a slight increase in the pay gap. The small size of this workforce means that minor changes impact the pay gap quickly.
- The pay gap in academic positions has decreased slightly in 2024. The pay gap for this cohort continues to be influenced by a smaller proportion of women in senior academic roles.
- The pay gap for professional staff has increased. While the increase is slight it gives the highest pay gap in the past 4 years for this cohort. The high proportion of women at the lower HEW levels compared to men still influences this.



Table 8: College and Portfolio pay gap

College/Portfolio	2023 Pay Gap (Excludes DVC/Portfolio Leader)	2024 Pay Gap (Excludes DVC/Portfolio Leader)
College of Business and Law	8.19%	8.75%
College of Vocational Education	4.83%	3.47%
Design and Social Context	3.47%	3.47%
Education Portfolio	-3.30%	-1.24%
International and Engagement	7.39%	5.32%
Operations Portfolio	6.69%	5.41%
PSI   Policy, Strategy & Impact	17.76%	16.53%
Research & Innovation Portfolio	8.06%	11.43%
STEM College	7.37%	6.21%

## STEMM/ Non-STEMM

- Progressing gender equality in STEMM is a continuing priority for RMIT as reflected in the Gender Equality Action plan and in our commitment to Athena SWAN. Noting that the scope of SAGE Athena SWAN changed at the end of 2021 from STEMM focused to include all disciplines and professions.
- The STEMM Pay Gap Total Remuneration is monitored in the VCE and NRPC Metrics report. The pay gap in STEMM roles has reduced to 5.6% in 2024 compared to 7.2% in 2023. The Pay Gap for non-STEMM roles has also reduced and is 4% in 2024, down from 4.7% in 2023.
- Further analysis and monitoring of the pay gap, and numerous initiatives aimed at reducing it will continue in the second half of the year as part of the SAGE Athena SWAN Action Plan (2020-2027).

### *Gender gaps in Senior Roles in STEMM*

- A significant contributor to our overall gender pay gap at RMIT is under-representation of women at senior levels and in traditionally under-represented disciplines such as STEM.
- As we continue toward the goal of gender parity in leadership positions and progress the implementation of our SAGE Athena SWAN Action Plan, it is anticipated that the pay-gap will continue to reduce.
- Continued focus on pay parity and leadership representation through targeted recruitment activity will also support this pipeline.



## Cause of RMITs Pay Gap

- Under-representation of women in senior Academic roles (Level D and Level E Academics) and overrepresentation at lower professional classifications continues to be the largest contributor to the pay gap at RMIT. If the representation of males and females were equal at Academic levels D and E and Professional levels HEW 5, HEW 6 and HEW 7 the pay gap would reduce significantly.
- Colleges and Portfolios with a pay gap above the RMIT average reflect these trends. The College of Business and Law (COBL) pay gap of 8.75% can be largely attributed to an under-representation of women in level E Academic positions. The Policy, Strategy and Impact (PSI) portfolio pay gap of 16.53% is partially caused by an under-representation of executive leaders who identify as women. Further balancing gender ratios across HEW levels in PSI may also support a reduced pay gap. The Research & Innovation portfolio also suffers from an imbalanced gender ratio across HEW levels impacting the pay gap.
- A continued focus on increasing the representation of women at senior levels will have a positive impact on reducing the gender pay gap. This will focus primarily on academic cohorts but will also investigate the reasons for high turnover of senior professional women in the 2024 reporting period.
- The pay gap for Executive staff has only a slight impact on the overall pay gap increase. The current RMIT pay gap, excluding executive positions, is 6.39% suggesting the Executive pay gap has a 0.1% influence on the overall University pay gap. The slight reduction in pay gap for this cohort reflects its impact on the overall University pay gap.

**Gender Equality priorities are progressing through the implementation of the RMIT Gender Equality Action plan 2022-2025 and underpinning work such as the Workplace Gender Equality Agency reporting, SAGE Athena SWAN, and compliance with the Victorian Gender Equality Act. The gender equality workforce report provides RMIT with the necessary data to evaluate the impacts of current equality interventions and supports reprioritisation in RMIT's GEAP as required.**

**Our Gender Equality Action Plan (GEAP) 2022-2025 supports RMIT to continue to build on our progress as an employer of choice for women**