

Inclusion, Diversity, Equity and Access (IDEA) Team – People (Operations)

RMIT Gender Equality Workforce report 2025

Unclassified

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RMIT Gender Equality Workforce Report 2025

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. This report serves multiple important purposes, helping RMIT fulfill obligations under:

- Victorian Gender Equality Act 2020
- Workplace Gender Equality Annual Compliance
- Workplace Gender Equality Agency Employer of Choice Conditions
- SAGE Athena Swan accreditation and ambitions to progress from Bronze 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, and [RMIT's GEAP Progress report](#), which outlines progress against the seven gender equality indicators. 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.

In addition, the report highlights the priorities and impacts of complementary programs, such as Athena Swan and initiatives addressing gender-based violence and sexual assault, which are at the heart of RMITs GEAP, through an inclusion, diversity, equity, and access lens.

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: 1st April 2024 to 31st March 2025

Point-in-time data: 31st March 2025

Tables represented throughout this report reflect data/reporting for the dates of 1st April 2021 to 31st March 2025, unless otherwise stated.

Key gender equality highlights

84% of staff agree with the statement: My immediate supervisor/ manager genuinely supports equality between genders. (RMIT staff engagement survey, 2024)

56% of executive leaders are women

19.93% of staff are currently working in formal part-time, compressed working week or purchased leave arrangements as of June 2025, a slight reduction from 20.5% in June 2024

6.1% Average total remuneration pay gap – down from 6.7% in 2023/24

52.6% of manager positions are filled by women

Gender Equality at RMIT

Our commitments to gender equality and inclusion, impacting staff, 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.
- Sustainable Development Goals (SDGs), continuing to lead in areas such as Reducing Inequalities (SDG 10) and Gender Equality (SDG 5).

Our Intersectional Approach: Recognition That Speaks Volumes

We recognise that identity comprises multiple dimensions, sometimes creating compounded barriers to equality (intersectionality). This nuanced understanding has earned RMIT remarkable recognition:

- **Pioneering Progress:** RMIT is one of the few institutions in Victoria to have earned three SAGE Cygnet Awards as part of the Athena Swan Bronze cohort (2019), demonstrating sustained commitment to gender equality. The University received its first Cygnet in 2022 for action to remove barriers for women and gender-diverse people in STEMM roles, followed by a second in 2023 for improving support for parents and carers and a third in 2025 for advancing LGBTIQ+ inclusion.
- **Global Leadership:** Ranked #1 worldwide for Reduced Inequalities (SDG 10) in the 2024 Times Higher Education University Impact rankings.
- **LGBTIQ+ Excellence:** Recognised as a Platinum-Tier Employer based on the results of the Australian Workplace Equality Index (AWEI) Submissions, which allows Australian organisations to benchmark their LGBTQ+ inclusive policies and practice on an annual basis.
- **Accessibility Champion:** Continued focus on disability inclusion through maintaining our Disability Confident Recruiter status and supporting a staff disability and neurodiversity network.

1. Gender Composition

Our Commitment: Increase the proportion of professional, vocational, and academic women at RMIT at all levels.

1.1. Workforce Composition

The number of RMIT staff increased from 9,082 in March 2024, to 9,722 in March 2025. Most of these increases were academic staff or teaching roles, and many of them were driven by conversions of casual staff.

As at March 2025, more than half of manager positions are filled by women (52.6% in 2025, down from 53.2% at the same time in 2024). Despite the continuing decrease, this number is well within tolerance limits. The 2025 figure reflects an identical gender breakdown to that recorded in 2023. Trends will continue to be monitored to ensure RMIT can identify and mitigate any significant impact on the number of women in manager positions.

Representation of women in non-manager (individual contributor) positions also reduced slightly to 54.6% (down from 55.8% in 2024).

1.2. Gender Composition by Employment Type

RMIT has strong representation of women across all employment types. In all categories, women make up more than 50% of the workforce. Our overall workforce gender profile (headcount) at RMIT is: 54.4% women; 44.2% men; 1.4% self-described gender.

Table 1: Gender profile by employment type

	Women		Men		Self-Described		Total
	Headcount	%	Headcount	%	Headcount	%	Headcount
Full Time	2,446	52.8	2,150	46.5	33	0.7	4,629
Part Time	635	69.4	268	29.3	12	1.3	915
Casual	2,205	52.8	1,884	45.1	89	2.1	4,178
Total:	5,286	54.4	4,302	44.2	134	1.4	9,722

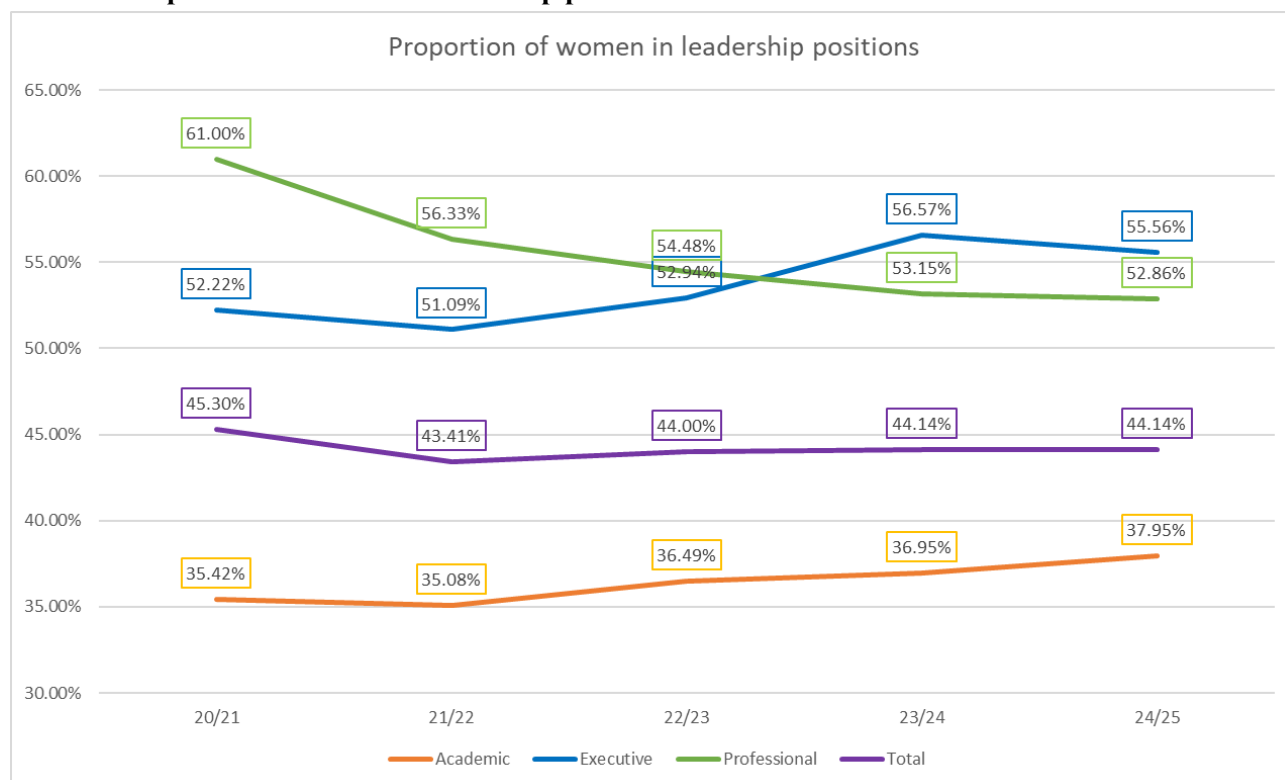
2. Representation in Senior Leadership

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, defined at RMIT as Executives, HEW 10, VE Educator (3) and Academic D and E positions.

- The representation of women in senior leadership roles remains steady in 2025 at 44%. There has been little variance in the overall representation figure since 2021.
- Executive representation has reduced after three years of growth, with women now at 56% representation. This reflects a 1% reduction on 2024 figures and remains well within the target threshold.
- Senior leadership in academic classifications has increased to 38%, however remains below RMITs representation target range of at least 40%. This will remain an area of focus for RMIT.
- Representation in senior leader professional roles has continued to decrease; however, it still sits above the 40% target (aspirational aim of 50/50).

RMIT commits to focused attention and action in Colleges, Portfolios, HEW and Academic levels where there is underrepresentation of women in leadership, with a primary focus on women in senior leader academic roles. Initiatives to drive gender equality in senior academia include leveraging key processes such as recruitment, academic promotion, and retention.

Table 2: Proportion of women in leadership positions

2.1. Promotions, Appointments, Resignations

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

Internal promotions for women in manager positions increased in 2025 by almost 7% but external appointments of women into manager positions decreased slightly. Internal promotions of women into non-manager positions decreased from 61.3% in 2024 to 50.8%.

Significantly fewer women in manager positions resigned in 2025, dropping from 50% of all manager-level resignations in 2024, to 42.9% in 2025. A slight increase in resignations occurred for women in non-manager positions. Continued review of exit data will be scheduled to ensure we continue to understand the reasons for women resigning and to implement strategies as needed to reduce turnover and monitor the impact of resignation.

Table 3: Promotions, appointments, and resignations (percentage of which are woman)

Promotions					
Year	2021	2022	2023	2024	2025
Managers	60.8	52.2	57.7	51.9	58.5
Non-Managers	61.6	50.5	51.5	61.3	50.8
Appointments					
Year	2021	2022	2023	2024	2025
Managers	54.7	49.3	63.7	57.3	56.3
Non-Managers	56.6	56.5	55.8	55	55.8

Resignations					
Year	2021	2022	2023	2024	2025
Managers	59.1	66.2	59.7	50	42.9
Non-Managers	56.1	60.4	55.6	58.6	59.3

2.2. Terminations (Departures)¹

Overall staff attrition is low at RMIT and below our targeted levels. Women are slightly overrepresented in both voluntary and involuntary termination categories (57 % of all departures, noting women comprise 54% of the workforce).

The most common termination reason for women was voluntary separation (237 women voluntarily leaving RMIT, equivalent to 70% of all terminations of women). This compares with 164 men voluntarily leaving, or 64% of all terminations by men over the same period.

It is noteworthy that departures of women managers have decreased substantially. Within the Senior Leadership Group, 57% of all leavers were women.

Amongst the Professional workforce, the number of departures was notably higher for women than men across most compensation grades. Of all Professional staff departures, 63% were women, compared to 36% which were men. While termination rates for professional positions appears higher amongst women, this figure is in line with current workforce representation and is therefore an expected outcome.

Conversely, amongst the Academic workforce, the number of terminations was higher for men than women across all compensation grades. 57% of all Academic terminations were men, with 43% being women.

Where termination rates of women significantly exceeds current workforce representation, further investigation will be undertaken. Exit interview data will continue to be interrogated to understand the reasons for employees leaving RMIT, including identifying, understanding and mitigating any gendered termination reasons.

3. Flexibility

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

Formal flexibility arrangements across the University have reduced slightly in 2025 overall. A decrease in take up of formal flexibility has occurred for both women and men. 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)

¹ The word 'termination' includes voluntary and involuntary departures.

Cohort	Total	Men	Women	Gap
Jun-23	20.40%	14.70%	24.70%	10.00%
Jun-24	20.50%	13.90%	25.40%	11.50%
Jun-25	19.93%	13.52%	24.86%	11.34%

The above table shows the total percentage of the workforce with a formal flexible arrangement in place by gender.

4. Parental Leave

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

In 2025, 5.1% of RMIT employees accessing primary carer parental leave were men (up from 3.2% in 2024). 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, 3.3% in 2025 were women compared to 1.5% in 2024.

RMIT has promoted the benefits of both parents (of any gender) taking advantage of parental leave benefits, recognising that it is beneficial for families at the same time as promoting improvements in workplace gender equality.

5. Pay Gap Analysis

Our Commitment: Achieve Gender Equality Pay Gap Targets.

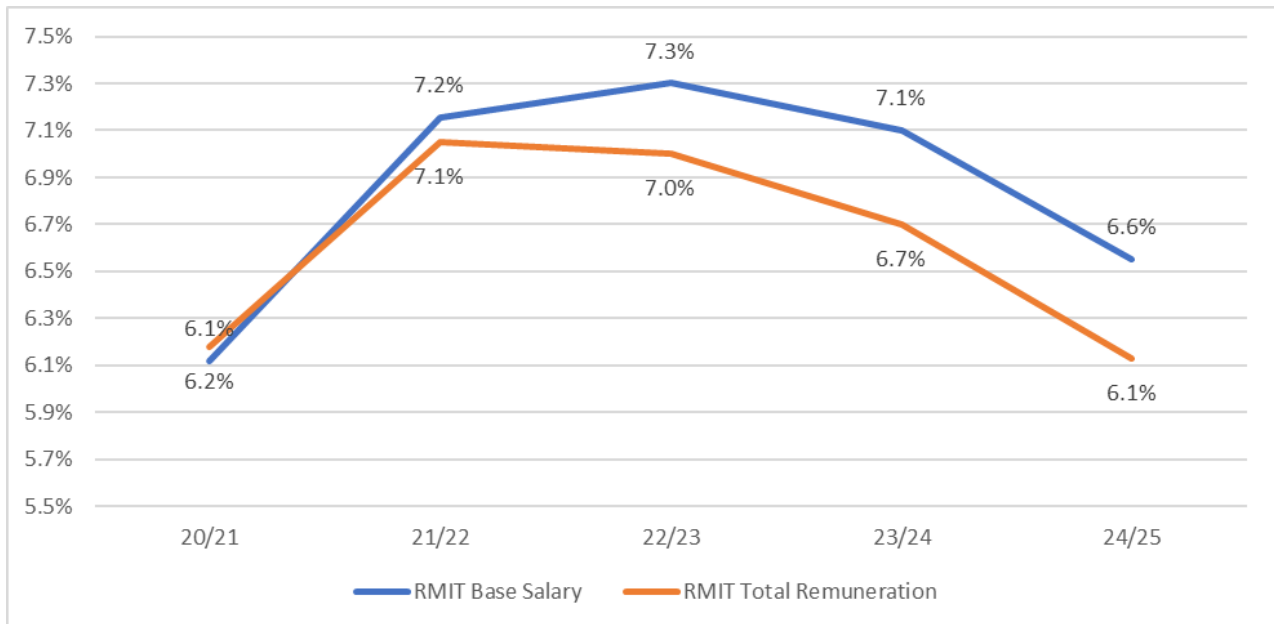
The current total remuneration pay gap of 6.1% is a reduction when compared to 2023/2024 of 6.7%. RMIT's aspirational total remuneration pay gap target as per the Gender Equality Action Plan 2022-2025 is 4%.

The base salary pay gap over the same period also reduced by 0.5 percentage points. RMIT has continued to make inroads into the pay gap as a result of our current and previous GEAP, and Athena Swan-led work, particularly with the early emphases on STEMM.

While 2024/25 benchmarking is not available at the time of publication, the sector benchmark in 2023/24 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](#).

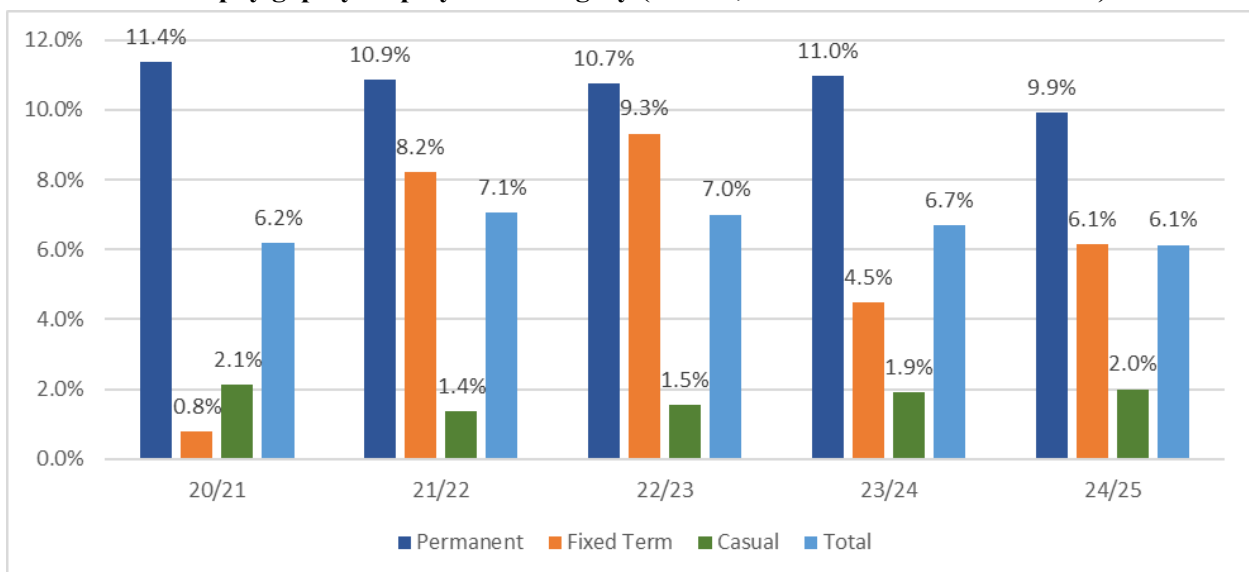
RMIT's Athena SWAN Cygnet Action Plans, the current and future iterations of the RMIT GEAP, and other interventions will continue to support the reduction in the current pay gap.

Table 5: Gender Gap in Average Base Salary and Total Remuneration



The largest pay gap by employment category at RMIT has consistently been observed within the permanent workforce and there is a decrease for this cohort when comparing 2025 to the past four years. However, the pay gap for fixed-term employees increased by 1.6% in 2025, compared to 2024. The pay gap for our casual workforce also increased slightly in 2025 but remains below the 2021 figure.

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



The main cause of the pay gap is that the appointment of women is still skewed toward lower classification levels. As noted earlier in this report, there is a larger proportion of women to men employed at RMIT. Rather than contributing to a reduction in our overall pay gap because more women are employed, the large number of lower classification level appointments have resulted in RMIT making limited headway in reducing the overall pay gap.

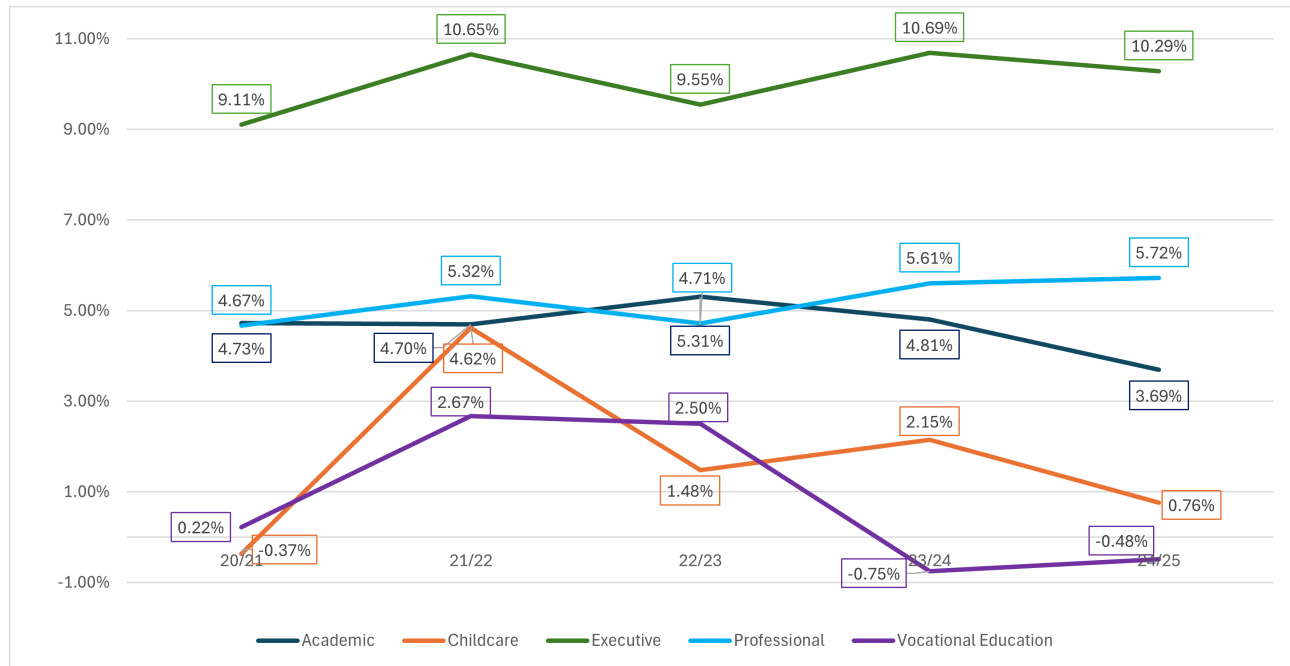
Table 7: Classification levels by gender

	Women	Men
HEW 1,2,3,4,5,6	1,227	602

As a proportion of Gender Population	34.17%	22.21%
	Women	Men
Senior Leadership Group	422	528
As a proportion of Gender Population	11.75%	19.48%
	Women	Men
Academic D&E	216	349
As a proportion of Academic Gender Population	24.94%	33.27%

A small improvement has been made at senior Academic levels (Level D & E), with a 1.0% increase in the representation of women from 2024 to 2025. Combined representation at Executive levels 1 and 2 remained the same in 2025 as it was in 2024. The combined effect is a slight reduction in the overall pay gap.

Table 8: Pay gap by employment classification



5.1. Key Findings RMIT-Wide (by cohort)

From an overall perspective, the pay gap can be somewhat attributed to having more men remunerated above the average organisational remuneration. Approximately 40% of men (same as in 2024) and 34% of women (33% in 2024) are in this category. By virtue of having a higher proportion of men in highly remunerated positions, the pay gap has remained relatively the same.

The most impactful change when considering pay gap is the Academic cohort where it reduced by 1.1% compared to 2024. Additional contributing factors by cohort include:

- The Vocational Education pay gap shifted closer to zero and remains slightly in favour of women.
- The Childcare cohort is close to equity after a 1.1% decrease.
- The pay gap for the Executive cohort has decreased slightly despite a slight reduction in representation of women at this level. However, this pay gap is still the highest of all cohorts across the University at 10.29%.
- The pay gap for professional staff has increased very slightly (0.11 percentage point). The pay gap remains significant at 5.7% and continues to be influenced by the high proportion of women at the lower HEW levels, compared to men.

The table below presents the pay gap by college and portfolio for 2025 compared to 2024, excluding Deputy Vice Chancellors (DVCs) and portfolio leaders. Changes in the pay gap are colour-coded: increases are shown in red, while decreases appear in green. Notably, the Education portfolio exhibits a negative pay gap, indicating that women are paid at higher rates than men. Several areas across the university are close to or have met the pay gap target of 4%.

Table 9: College and Portfolio average total remuneration pay gap

College/Portfolio	2025 Pay Gap (Excludes DVC/Portfolio Leader)	2024 Pay Gap (Excludes DVC/Portfolio Leader)
College of Business and Law	10.11%	8.75%
College of Vocational Education	4.05%	3.47%

College of Design and Social Context	2.33%	3.47%
Education Portfolio	-2.16%	-1.24%
International and Engagement Portfolio	4.74%	5.32%
Operations Portfolio	5.41%	5.41%
Policy, Strategy & Impact Portfolio	13.04%	16.53%
Research & Innovation Portfolio	10.18%	11.43%
STEM College	5.25%	6.21%

5.2. Gender Pay Gaps in STEMM Versus Other Disciplines

Progressing gender equality in STEMM disciplines 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 Athena Swan changed at the end of 2021 to include all disciplines and professions).

A significant contributor to our overall gender pay gap at RMIT is under-representation of women in traditionally under-represented disciplines such as STEMM. Continued focus on pay parity and leadership representation through targeted recruitment activity will also support this pipeline.

The pay gap in STEMM disciplines reduced in 2025, whereas non-STEMM disciplines recorded an increase of more than 2%.

Table 10: STEMM and non-STEMM pay gap

	2025 pay gap	2024 pay gap
STEMM disciplines	4.3%	5.6%
Non-STEMM disciplines	6.1%	4.0%

5.3. Causes of RMIT's 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 10.11% 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 13.04% is partially caused by an over-representation of HEW 3 to HEW 7 roles filled by women. The Research & Innovation portfolio also suffers an imbalanced gender ratio across HEW levels.

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 5.9%. This suggests the executive pay gap

has a 0.1 percentage point 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.

6. Continuing the Focus

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 2025 reporting period.

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 we continue toward the goal of gender parity in leadership positions and progress the implementation of our Athena Swan Cygnet Action Plans, it is anticipated that the pay gap will continue to reduce.

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, 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 a WGEA Employer of Choice for women.