



Australian Government



Workplace
Gender Equality
Agency

2021 - 22 Compliance Program

Submitted by:

**Royal Melbourne Institute Of Technology
(ABN:49781030034)**

#Workplace overview

Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

...Recruitment	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Performance management processes	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Talent identification/identification of high potentials	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Succession planning	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Key performance indicators for managers relating to gender equality	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)

...Yes	Policy Strategy
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3: Does your organisation have any of the following targets to address gender equality in your workplace?

Reduce the gender pay gap
Increase the number of women in leadership positions
Increase the number of women in male-dominated roles

Increase the number of men in female-dominated roles
 Increase the number of men taking parental leave
 Increase the number of men using flexible work arrangements

4: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

RMIT's 2022-2025 Gender Equality Action Plan (GEAP) includes strategies for achieving workplace gender equality.

In 2022 promoting and launching the GEAP to the RMIT community is an opportunity to build their awareness of our continued gender equality commitments, how we will work to achieve them and the support available. Delivering on the commitments of our Gender Equality Action Plan is a shared objective across our Colleges, Portfolios Entities and Global Campuses, as outlined in our RMIT's 2022 Annual Operating Plan.

Governing bodies

Royal Melbourne Institute Of Technology

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	RMIT Council
1.2: What type of governing body does this organisation have?	Council
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	8
...Male	4
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Policy Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Governing body has gender balance (i.e. 40% women / 40% men / 20% either)
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of	Yes(<i>Select all that apply.</i>)

your governing body?	
	Policy
1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?	

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

RMIT Council has a formal process administered through the Nomination, Remuneration and People Committee that takes into account the skills and experience requirements of Council, along with the requirements of the RMIT Act. Gender is part of the assessment tool the Committee relies on to assess membership needs.

#Action on gender equality

Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(*Select all that apply*)

...Yes

Policy
Strategy

1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?

Yes(*Select all that apply*)

...Yes

To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews)
To achieve gender pay equity
To be transparent about pay scales and/or salary bands
To ensure managers are held accountable for pay equity outcomes
To implement and/or maintain a transparent and rigorous performance assessment process

2: What was the snapshot date used for your Workplace Profile?

31-Mar-2022

3: Does your organisation publish its organisation-wide gender pay gap?

Yes(*Select all that apply.*)

...Yes

Shared internally with governing body members
Shared internally with employees
Shared externally

4: Do you give WGEA permission to publicly publish your organisation-wide gender pay gap?

Yes

5: If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

1.1: When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

1.2: Did you take any actions as a result of your gender remuneration gap analysis?	Yes(<i>Select all that apply</i>)
1.2: Did you take any actions as a result of your gender remuneration gap analysis?	Analysed performance pay to ensure there is no gender bias (including unconscious bias) Set targets to reduce any organisation-wide gap
.. Yes	Reported pay equity metrics (including gender pay gaps) to the governing body Reported pay equity metrics (including gender pay gaps) to the executive Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) externally Identified cause/s of the gaps Reviewed remuneration decision-making processes
...Implemented other changes (provide details):	

2: For organisations with partnership structures: Have you undertaken a gender remuneration gap analysis ('gender pay gap analysis') in the current reporting period to determine if there are any remuneration gaps between women partners and men partners in your organisation?

No

3: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes(*Provide further details on the employee consultation process.*)

1.1: How did you consult employees?	Performance discussions Focus groups Consultative committee or group Survey Exit interviews
1.2: Who did you consult?	ALL staff

2: Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes(*Select all that apply.*)

...Yes	Policy Strategy
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3: On what date did your organisation share your previous year's public reports with employees?

31-Aug-2021

4: Does your organisation have shareholders?

No

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

Yes

6: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

#Flexible work

Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes (*Select all that apply*)

...Yes	Policy Strategy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	Yes
...Targets have been set for men's engagement in flexible work	Yes
...Leaders are held accountable for improving workplace flexibility	Yes
...Manager training on flexible working is provided throughout the organisation	Yes
...Employee training is provided throughout the organisation	Yes
...Team-based training is provided throughout the organisation	Yes
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	Yes
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	Yes

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

...Flexible hours of work

Yes (*Select one option only*)

...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Job sharing	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Carer's leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Purchased leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Unpaid leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

Yes

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

No

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

Training for managers on how to work with flexible and remote/hybrid teams

Training for non-managers on how to work with flexible and remote/hybrid teams

Employee performance is measured by performance and not presenteeism

All team meetings are held online

Training for all employees on how to work with flexible and remote/hybrid teams

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

RMIT University and the University Sector in Australia has undergone significant disruption and impact during COVID-19. RMIT being Victorian based also reviewed and prioritised duty of care of our staff and students, redesigned and fundamentally changed our ways of working and learning with the lens of gender equity, diversity, and intersectionality at its core. In 2021/22, RMIT is continuing to encourage all employees to consider the flexible working arrangement that best suited themselves and their teams. Rates of formal flexibility have decreased and informal flexibility arrangements are encouraged especially as part of working on campus or remotely.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	18
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	51-60%
1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	No
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 6 months
.. Yes	

1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes(Please indicate how employer funded paid parental leave is provided to the secondary carers.)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy Stillbirth
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary
1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	4
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	50-60%
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	No

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

All fixed-term and continuing employees can access at least 18 weeks of Paid Primary Carer's leave from the first day of their employment. A Fixed Term or Continuing Employee who has or will have a responsibility for the care of a child but is not the Primary Carer of the child is entitled to 4 weeks of Paid Partner leave.

Support for carers

1: Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes(Select all that apply)

...Yes

Strategy
Policy

2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

...Employer subsidised childcare

Yes(Please indicate the availability of this support mechanism.)

...Yes	Available at SOME worksites
...On-site childcare	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...Breastfeeding facilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Childcare referral services	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Internal support networks for parents	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Information packs for new parents and/or those with elder care responsibilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Referral services to support employees with family and/or caring responsibilities	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	We direct staff to our Employee Assistance Program to seek and identify support mechanisms.
...Targeted communication mechanisms (e.g. intranet/forums)	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Coaching for employees on returning to work from paid parental leave	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Parenting workshops targeting mothers	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Parenting workshops targeting fathers	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Other (provide details)	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites

3: If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

...Yes

Policy
Strategy

1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?

Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers

Yes(*Please indicate how often is this training provided (select all that apply):*)

...Yes

At induction
Every one-to-two years

...All employees

Yes(*Please indicate how often is this training provided (select all that apply):*)

...Yes

At induction
Every one-to-two years

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes(*Select all that apply*)

...Yes

Policy
Strategy

2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

...Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

...Training of key personnel

Yes

...A domestic violence clause is in an enterprise agreement or workplace agreement

Yes

...Workplace safety planning

Yes

...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

Yes(*Is the leave period unlimited?*)

...Yes	Yes
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	Yes
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	Yes
...Access to unpaid leave	Yes(<i>Is the leave period unlimited?</i>)
...Yes	Yes
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	Yes
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	No(<i>Select all that apply</i>)
...Offer change of office location	Yes
...Emergency accommodation assistance	No(<i>Select all that apply</i>)
...Access to medical services (e.g. doctor or nurse)	Yes
...Other (provide details)	No

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.

RMIT offers support through the Employee Assistance Program, People Team and Safer Community team to support for staff and students experiencing or impacted by sexual assault or family violence. Our leave provisions of paid and unpaid are not capped and are part of support options for staff dependant on the need and circumstances.

#Diversity and inclusion

Voluntary section

1: Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes (Select all that is covered.)

...Yes	<ul style="list-style-type: none"> Gender identity Sexual orientation Disability and/or accessibility Cultural and/or language and/or race/ethnicity background Aboriginal and/or Torres Strait Islander identity Age
...Other	

2: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?

Yes

...If this data can be shared and is not confidential, please complete the below table:	
...Aboriginal and/or Torres Strait Islander Managers .. Female	4
...Aboriginal and/or Torres Strait Islander Managers .. Male	2
...Aboriginal and/or Torres Strait Islander Managers .. Non-binary	0
...Aboriginal and/or Torres Strait Islander Non-managers .. Female	30
...Aboriginal and/or Torres Strait Islander Non-managers .. Male	27
...Aboriginal and/or Torres Strait Islander Non-managers .. Non-binary	1

3: Do you currently collect data on any of the following dimensions of employees' identities?

<ul style="list-style-type: none"> Cultural and/or language and/or race/ethnicity background Disability Sexual orientation Gender identity 	
...Other	

Workplace Profile Table

Industry: Tertiary Education

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	310	304	0	0	615
	Full-time contract	108	87	0	0	196
	Part-time permanent	32	12	0	0	44
	Part-time contract	11	11	0	0	22
Professionals	Full-time permanent	839	830	0	0	1,673
	Full-time contract	337	370	0	0	709
	Part-time permanent	215	85	0	0	300
	Part-time contract	125	92	0	0	219
	Casual	1,444	1,244	0	0	2,719
Technicians And Trades Workers	Full-time permanent	59	106	0	0	166
	Full-time contract	5	10	0	0	15
	Part-time permanent	13	9	0	0	22
	Part-time contract	7	8	0	0	15
	Casual	26	27	0	0	53
Community And Personal Service Workers	Full-time permanent	9	2	0	0	11
	Full-time contract	3	1	0	0	4
	Part-time permanent	11	2	0	0	13
	Part-time contract	1	1	0	0	2
	Casual	1	3	0	0	4
Clerical And Administrative Workers	Full-time permanent	423	159	0	0	587
	Full-time contract	79	39	0	0	121
	Part-time permanent	106	11	0	0	117
	Part-time contract	35	10	0	0	46
	Casual	342	184	0	0	538
Sales Workers	Full-time permanent	0	1	0	0	1
	Full-time contract	1	1	0	0	2
	Part-time permanent	1	0	0	0	1
	Casual	1	0	0	0	1

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Gender X

Workplace Profile Table

Industry: Tertiary Education

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	3	4	7
		Full-time permanent	1	0	1
	Full-time contract	0	1	1	
GM	-1	Full-time permanent	1	0	1
		Full-time permanent	12	10	22
	Full-time contract	12	10	22	
	Part-time permanent	0	1	1	
	-3	Full-time permanent	13	14	27
		Full-time contract	2	2	4
		Part-time permanent	1	2	3
		Part-time contract	0	1	1
SM	-2	Full-time permanent	0	6	6
		Full-time contract	1	0	2
	-3	Full-time permanent	62	34	97
		Full-time contract	23	36	59
		Part-time permanent	3	1	4
		Part-time contract	0	3	3
	-4	Full-time permanent	55	65	120
		Full-time contract	15	17	32
		Part-time permanent	8	2	10
		Part-time contract	3	1	4
	-5	Full-time permanent	4	13	17
		Full-time contract	2	0	2
		Part-time permanent	0	1	1
		Part-time contract	1	0	1
OM	-2	Full-time permanent	1	1	2
		Full-time contract	2	0	2
	-3	Full-time permanent	20	9	29
		Full-time contract	11	4	15
		Part-time contract	1	1	2
	-4	Full-time permanent	100	94	194
		Full-time contract	30	15	45
		Part-time permanent	15	3	18
		Part-time contract	3	2	5
	-5	Full-time permanent	35	49	84
		Full-time contract	9	2	11
		Part-time permanent	5	2	7
		Part-time contract	2	3	5
	-6	Full-time permanent	3	4	7
		Full-time contract	1	0	1
Part-time contract		1	0	1	

* Total employees includes Gender X

Workplace Profile Table

Industry: Tertiary Education

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
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	Part-time permanent	13	9	0	0	22
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Community And Personal Service Workers	Full-time permanent	9	2	0	0	11
	Full-time contract	3	1	0	0	4
	Part-time permanent	11	2	0	0	13
	Part-time contract	1	1	0	0	2
	Casual	1	3	0	0	4
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	Part-time permanent	106	11	0	0	117
	Part-time contract	35	10	0	0	46
	Casual	342	184	0	0	538
Sales Workers	Full-time permanent	0	1	0	0	1
	Full-time contract	1	1	0	0	2
	Part-time permanent	1	0	0	0	1
	Casual	1	0	0	0	1

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

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Workplace Profile Table

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	Full-time contract	0	1	1	
GM	-1	Full-time permanent	1	0	1
		Full-time permanent	12	10	22
	Full-time contract	12	10	22	
	Part-time permanent	0	1	1	
	-3	Full-time permanent	13	14	27
		Full-time contract	2	2	4
		Part-time permanent	1	2	3
		Part-time contract	0	1	1
SM	-2	Full-time permanent	0	6	6
		Full-time contract	1	0	2
	-3	Full-time permanent	62	34	97
		Full-time contract	23	36	59
		Part-time permanent	3	1	4
		Part-time contract	0	3	3
	-4	Full-time permanent	55	65	120
		Full-time contract	15	17	32
		Part-time permanent	8	2	10
		Part-time contract	3	1	4
	-5	Full-time permanent	4	13	17
		Full-time contract	2	0	2
		Part-time permanent	0	1	1
Part-time contract		1	0	1	
OM	-2	Full-time permanent	1	1	2
		Full-time contract	2	0	2
	-3	Full-time permanent	20	9	29
		Full-time contract	11	4	15
		Part-time contract	1	1	2
	-4	Full-time permanent	100	94	194
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		Part-time permanent	15	3	18
		Part-time contract	3	2	5
	-5	Full-time permanent	35	49	84
		Full-time contract	9	2	11
		Part-time permanent	5	2	7
		Part-time contract	2	3	5
	-6	Full-time permanent	3	4	7
		Full-time contract	1	0	1
Part-time contract		1	0	1	

* Total employees includes Gender X