

**RMIT Gender Equality
workforce report
2023**



RMIT Gender Equality Workforce Report **2023**

The Gender Equality Workforce Report (the report) is published annually by RMIT to ensure transparency about our progress toward gender equality, with a particular focus on our goal of pay parity. The report also supports RMIT to meet requirements of the Victorian Gender Equality Act 2020 and Workplace Gender Equality Annual Compliance and Employer of Choice Conditions.

This report is to be read in conjunction with RMIT's Gender Equality Action Plan (GEAP) 2022-2025. The GEAP articulates the actions and priorities RMIT has committed to that will shape our future workforce profile and drive gender equality. The GEAP highlights the priorities and impacts of programs including Athena SWAN and initiatives to prevent and respond to gender-based violence and sexual assault in addition to those actions led 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 GEAP commitments, and to identify and highlight key priorities and actions required across gender focused programs of work to address remaining barriers to gender equality, participation, and inclusion.

Data capture:

Reporting period: 1 April 2021 to 31 March 2023.

Point in time data: March 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

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:

- Athena SWAN strategy to support women in STEMM, with RMIT being the first Victorian University to be awarded a SAGE Cygnet Award in 2023.
- RMIT ranked number one globally for work done to reduce inequalities (SDG 10) in the 2023 Times Higher Education University Impact
- In 2022 we received the top honor – Employer of the Year – in the Australian Workplace Equality Index, in recognition of our achievements in LGBTIQ+ students and staff.
- Ranking 2nd nationally in the Access and Inclusion Index in 2021 connected by the Australian Network on Disability. RMIT was awarded Disability Confident Recruiter status for the third consecutive year in 2023.

Key gender equality highlights 2023

84% of staff agree, my immediate supervisor/ manager genuinely supports equality between genders (RMIT staff engagement survey, November 2022)

52% of executive leaders are women in 2023, up from 30% in 2015

84% of staff agree that they have the flexibility they need to support their work and life responsibilities

20.4% of staff are currently working in formal part time, compressed working week or purchased leave arrangements

6.94% Total remuneration pay gap – down from 7.1%

57.7% Managerial promotions go to women



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 7976 in March 2022, to 8933 in March 2023. Increases were seen in part time appointments, 765 in 2022 – 889 in 2023 (increase of 13%), and casual appointments 2983 in 2022 – 3743 in 2023 (increase of 25%).
- As at March 2023, 57.7% of manager positions are filled by women, up from 52.2% at the same time in 2022. 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 numbers women in manager positions.
- Representation of women in non-Manager (Individual contributor) positions has remained stable over this period at 51.5%

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 55.6% women:43.4% men:1.0% self-described gender.

Table 1: Gender profile

	Women		Men		Self-Described		Total
	Headcount	%	Headcount	%	Headcount	%	Headcount
Full Time	2305	53.6%	1974	45.9%	22	0.5%	4301
Part Time	612	68.8%	271	30.5%	6	0.7%	889
Casual	2053	54.8%	1629	43.5%	61	1.6%	3743
Total:	4970	55.6%	3874	43.4%	89	1.0%	8933



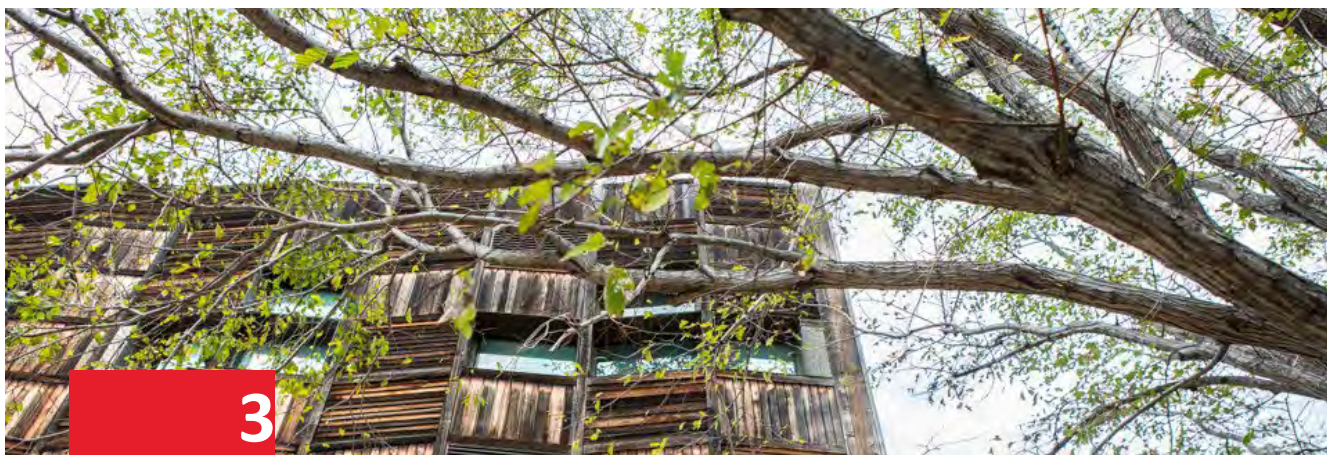
Representation in senior leadership

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 as part of our University Scorecard.
- Senior leadership is defined at RMIT as including all Executives, HEW 10, VE Educator (3) and Academic D&E positions.
- Significant gains have been made towards gender parity in leadership roles at RMIT between 2015 (30%) – 2023 (52%).
- Leadership representation in academic classifications has increased slightly, but remains 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 by 6% to 54% in 2023. This area is on watch, 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 35%).
- Areas of RMIT that have reached 40% representation focus on maintenance of gender representation levels.

Table 2: Proportion of women in leadership positions

Pay Scale Level	2015	2018	2021	2022	2023
Executive	30%	49%	51%	50%	52%
Academic	28%	31%	36%	35%	37%
Professional	52%	54%	60%	60%	54%
Vocational Educations	38%	30%	57%	50%	50%
All RMIT:	33%	39%	45%	44%	44%



Promotions, appointments, **resignations**

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

Internal promotions for women in manager position was trending positively from 2018 to 2021. After a slight decrease in 2022, 2023 again saw an increase across promotions and appointments of women into manager positions. 57.7% of all manager promotions, and 63.7% manager appointments (an increase of +14.4% in 2023 and highest since 2020) were awarded to women.

Fewer women in manager positions resigned in 2023, dropping from 66.2% of all manager level resignations in 2022, to 59.7% in 2023. 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)

Year	Promotions						Appointments						Resignations					
	18	19	20	21	22	23	18	19	20	21	22	23	18	19	20	21	22	23
Managers	56.5	62.8	58.3	60.8	52.2	57.7	54.2	51.7	60.5	54.7	49.3	63.7	59.6	58.6	48.7	59.1	66.2	59.7
Non-Managers	61.1	68.0	64.2	61.6	50.5	51.5	56.9	64.2	63.5	56.6	56.5	55.8	55.8	58.1	61.1	56.1	60.4	55.6

Academic promotion (2022)

Women had a higher success rate in academic promotions than men, with 84% of applicants who identify as women being successful compared with men at 75% and RMIT overall at 79%.

It is important to note that while the success rate was higher for women, the total number of applications for promotion by women was 58 (11% of the population) compared with 77 men (12% of the population). While the application rate of women has increased on the 10% female applicants in 2021, this still represents 60 men achieving promotions compared with 49 women in 2022. Encouraging women to apply for academic promotion will be a focus of gender-based initiatives in 2023.

Terminations

- 54% of all terminations in the reporting period were women, down from 57% in the previous reporting period and back in line with previous reporting periods.
- The most common termination reason for women was voluntary separation, representing 299 women voluntarily leaving RMIT, equivalent to 71% of all terminations of women. This compares with 223 men voluntarily leaving, or 65% 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. 55% of all Academic terminations were men, with 44% being women.
- Amongst the Professional workforce, the number of terminations was notably higher for women than men across most compensation grades. 61% of all Professional terminations were women, with 38% 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) 57% of all terminations were women, in comparison to the 43% that were males.

The overrepresentation of women in terminations at RMIT warrants further investigation, particularly at senior professional levels which has impacted the overall representation of senior women during the reporting period. 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 continued to reduce in 2023 as RMIT University has embedded hybrid working. This has enabled more staff to manage work and other life commitments more effectively 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
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%
June 2022	20.7%	14.5%	25.4%	10.9%
June 2023	20.4%	14.7%	24.7%	10.0%



Parental leave

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

- In 2023, 3.3% of RMIT employees accessing primary carer parental leave were men (down from 5.1% in 2022). While this is still a significant underrepresentation, 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 2021 were women compared to 5.7% in 2023 (decrease from 16.67% in 2022).
- 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.

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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 7.2% remains consistent with 2021/22 data, with a slight improvement on total remuneration pay gap over the same period. RMIT has continue to make inroads into the pay gap as a result of our current and previous GEAP.
- While 2021/22 benchmarking is not available at the time of publication, the sector benchmark in 2020/21 indicates that the pay gap at RMIT is still well under the sector average.
- RMIT's Athena Swan Action Plan 2020-2027, GEAP 2022-2025 and other interventions will continue to support the reduction in the current pay gap.

WGEA data for the 2022 reporting period is expected to be released September 2023.

Table 5: Gender Gap in Base Salary and Total Remuneration

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
RMIT Base Salary	10.1%	10.2%	5.2%	5.9%	6.0%	6.1%	7.2%	7.2%
Benchmark (median)	11.9%	11.2%	11.2%	10.5%	9.3%	10.5%		
RMIT Total Rem	10.0%	10.1%	5.7%	6.2%	6.3%	6.2%	7.1%	6.9%
Benchmark (median)	14.0%	12.6%	12.3%	12.0%	10.5%	9.7%	10.5%	

Source: Based on WGEA-method reporting on RMIT average pay of men and women compared to all sector average 5000+ Educational Institutions
 *2022/23 benchmarking (median) data is not yet available. – WGEA no longer benchmarks base salary benchmark (median)

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

	2020	2021	2022	2023
Permanent	11.96%	11.38%	10.87%	10.75%
Fixed term	4.55%	10.78%	8.22%	9.32%
Casual	0.05%	2.13%	1.37%	1.54%
Total	6.30%	6.20%	7.10%	6.94%

The largest pay gap by employment category at RMIT has consistently been observed within the permanent workforce, with some improvement evident in 2022 and 2023. The pay gap for fixed term employees has increased in 2023 but not to the same degree as in 2022. The pay gap for our casual workforce has also increased slightly on 2022 figures but remains below the 2021 figure.

Whilst the proportion of fixed term staff as a percentage of overall staff has remained similar in 2023 compared to 2022, the main cause of the pay gap is 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.

Key findings RMIT-wide (By Cohort)

Table 7: Pay gap by employment classification

Cohort	Pay Gap 2021	Pay Gap 2022	Pay Gap 2023
Academic	4.73%	4.70%	5.31%
Childcare	0.37%	4.62%	1.48%
Executive	9.11%	10.65%	9.55%
Professional	4.67%	5.32%	4.71%
Vocational Education	0.22%	2.67%	2.50%

The changes in pay gap by employment classification/ cohort over the last 12 months reflect a movement of each cohort's workforce profile (largely structurally influenced). From an overall RMIT perspective the pay gap can be somewhat attributed to having approximately 40% of men being remunerated above the average organisational remuneration compared to 32% 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:

- The appointment of a male in one of the lower childcare classifications. The small size of this workforce means that small changes impact the pay gap quickly.
- An increase in females at executive level 2 has helped reduce the pay gap for this cohort when compared to 2022.
- The Vocational Education pay gap has reduced slightly but remains much the same as in 2022.
- The pay gap in academic positions has increased slightly in 2023. The pay gap for this cohort continues to be influenced by a smaller proportion of women in senior academic roles.
- Improvement in the pay gap for professional staff is predominantly due to an increase in the proportion of women at the higher HEW levels compared to men.

Table 8: College and Portfolio pay gap

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

STEM Non-STEM

- Progressing gender equality in STEM is a key priority for RMIT as reflected in the Gender Equality Action plan and in our initial commitment to Athena SWAN.
- The STEM Pay Gap Total Remuneration is monitored in the VCE and NRPC Metrics report. The pay gap in STEM roles remains steady at 7.2%. By comparison, the Pay Gap for non-STEM roles is 4.7% in 2023, down from 5.7% in 2022.
- 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 Athena SWAN Action Plan.

Gender gaps in Senior Roles in STEM

- A significant contributor to our overall gender pay gap at RMIT is underrepresentation of women at senior levels and in traditionally underrepresented disciplines such as STEM.
- As we continue toward the goal of gender parity in leadership positions and progress the implementation of our Athena SWAN Action Plan in STEM, 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

- Underrepresentation 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 was equal at Academic levels D and E and Professional levels HEW 5, HEW 6 and HEW 7 the pay gap would reduce to approximately 2%, a reduction of 4.9%.
- Colleges and Portfolios with a pay gap above the RMIT average reflect these trends. The College of Business and Law (COBL) pay gap of 8.19% can be largely attributed to an underrepresentation of women in level E Academic positions. The Policy, Strategy and Impact (PSI) portfolio pay gap of 17.76% is partially caused by an underrepresentation of executive leaders who identify as women. Further balancing gender ratios across HEW levels in PSI may also support a reduced 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 2021 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 6.6% suggesting the Executive pay gap has a 0.3% 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 associated 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 an employer of choice for women