

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting
Employer: Western Sydney University
Employee count: 4,530
Primary industry: 8102 - Higher Education
Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	119	116	0	0	236
	Full-time contract	50	42	0	0	92
	Part-time permanent	4	6	0	0	10
	Part-time contract	3	5	0	0	8
Professionals	Full-time permanent	459	310	0	0	770
	Full-time contract	80	84	0	0	165
	Part-time permanent	38	15	0	0	53
	Part-time contract	48	19	0	0	70
	Casual	975	583	0	0	1,566
Technicians And Trades Workers	Full-time permanent	31	37	0	0	68
	Full-time contract	5	6	0	0	11
	Part-time permanent	3	4	0	0	7
	Part-time contract	1	0	0	0	1
Community And Personal Service Workers	Full-time permanent	14	4	0	0	18
	Full-time contract	1	1	0	0	2
	Part-time permanent	5	1	0	0	6
	Part-time contract	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	184	44	0	0	228
	Full-time contract	27	11	0	0	39
	Part-time permanent	20	1	0	0	21
	Part-time contract	8	1	0	0	9
	Casual	754	380	0	0	1,149

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
CEO	Full-time contract	0	1	1
KMP	Full-time permanent	0	3	3
	Full-time contract	4	4	8
GM	Full-time permanent	3	5	8
	Full-time contract	6	5	11
SM	Full-time permanent	30	44	74
	Full-time contract	13	9	22
	Part-time permanent	2	3	5
	Part-time contract	1	1	2
OM	Full-time permanent	86	64	151
	Full-time contract	27	23	50
	Part-time permanent	2	3	5
	Part-time contract	2	4	6

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	38	14	185	73	310
Part-time	Permanent	0	0	1	0	10	1	12
Full-time	Fixed-term	2	1	5	3	18	8	37
Part-time	Fixed-term	0	0	0	0	5	1	6
N/A	Casual	0	0	0	0	0	0	0

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	33	13	46
Part-time	Permanent	0	0	0
Full-time	Fixed-term	2	2	4
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	1	57	34	370	140	602
Part-time	Permanent	0	0	2	2	31	2	37
Full-time	Fixed-term	2	3	14	13	117	70	219
Part-time	Fixed-term	0	0	2	2	62	25	91
N/A	Casual	0	0	0	0	553	361	918

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	4	5	44	35	88
Part-time	Permanent	0	0	0	0	3	2	5
Full-time	Fixed-term	0	0	7	9	42	30	88
Part-time	Fixed-term	0	0	0	1	16	2	19
N/A	Casual	0	0	0	0	573	325	907

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	10	8	62	31	111
Part-time	Permanent	0	0	1	0	12	1	14
Full-time	Fixed-term	2	3	7	5	30	15	63
Part-time	Fixed-term	0	0	2	0	17	4	24
N/A	Casual	0	0	0	0	10	8	19

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	6	1	83	5	95
Part-time	Permanent	0	0	0	0	6	2	8
Full-time	Fixed-term	0	0	0	0	12	2	14
Part-time	Fixed-term	0	0	0	0	5	0	5
N/A	Casual	0	0	0	0	0	0	0

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	3	0	19	22
Part-time	Permanent	0	0	0	0	0	2	2
Full-time	Fixed-term	0	0	0	2	0	4	6
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	3	1	4
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	2	0	2
Part-time	Fixed-term	0	0	0	0	1	0	1
N/A	Casual							

* Total employees includes Non-binary