



Australian Government

National Health and
Medical Research Council

Gender Equity 2024-25 Report Card

This report card focuses on the achievements made in financial year 2024-25 against the **Gender Equity Strategy**. NHMRC continues to work to progress all actions in the priority areas and achieve the Strategy's objectives.

Key actions in 2024-25:



Released the [*Statement on Sex, Gender, Variations of Sex Characteristics and Sexual Orientation in Health and Medical Research*](#)



Commenced publishing annual gender equity report cards for the NHMRC grant program

NHMRC grant program overall for **women** (CIA) in 2024-25:



47%
Applications received



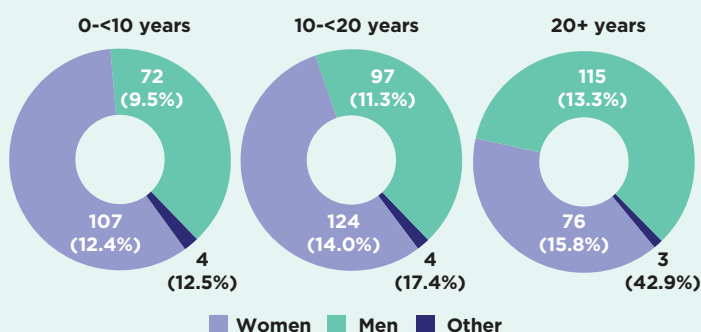
52%
Grants awarded



51%
Funding awarded

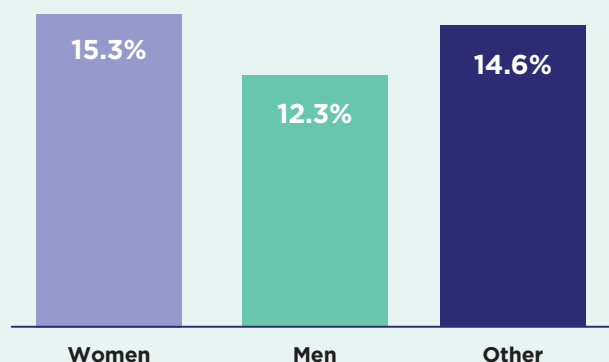
CAREER STAGE - YEARS POST-PHD

Number of grants (funded rate) for CIAs



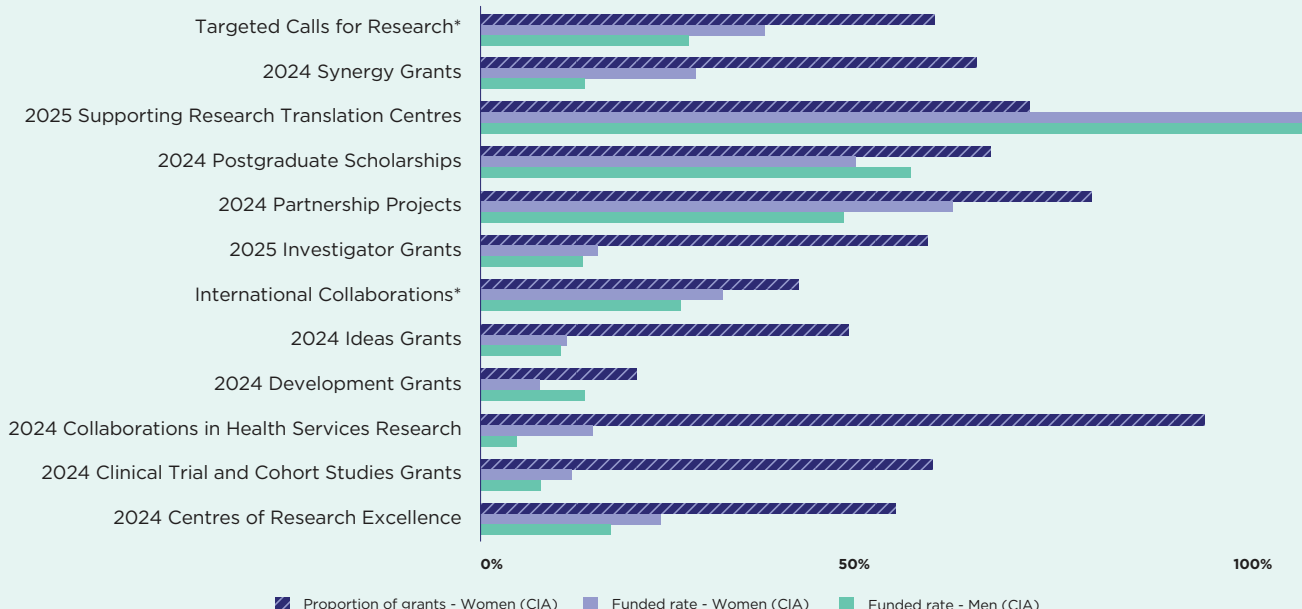
Note: Funded CIAs with a PhD not complete or awarded are not shown.

FUNDED RATE



Note: The funded rate is the percentage of applications that receive funding.

SCHEMES



*Includes multiple grant opportunities. Note: The 'Other CIA' category is not included in this graph.



The **Elizabeth Blackburn Investigator Grant Awards** promote and foster the career development of women researchers and are awarded annually to the highest-ranked woman recipient of an Investigator Grant Leadership category in each of the four broad research areas.



Professor Laura Mackay
Basic Science
Unravelling the diversity and function of tissue resident lymphocytes



Professor Helen Marshall AM
Public Health
Novel strategies for global control of meningococcal disease and gonorrhoea

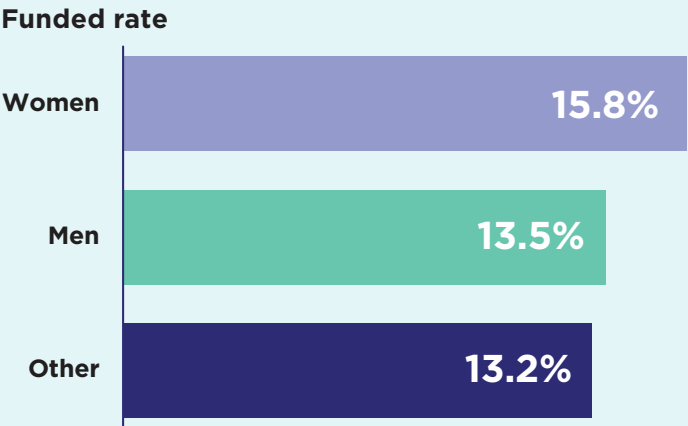
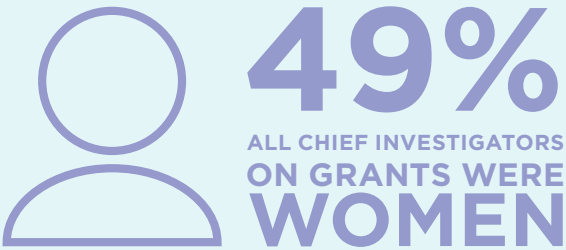


Professor Carol Hodgson
Medicine and Science
Improving the quality of survival after critical illness



Professor Tammy Hoffmann
Health Services
Harnessing the power of prognostic evidence to transform evidence-based, patient-centred, sustainable healthcare

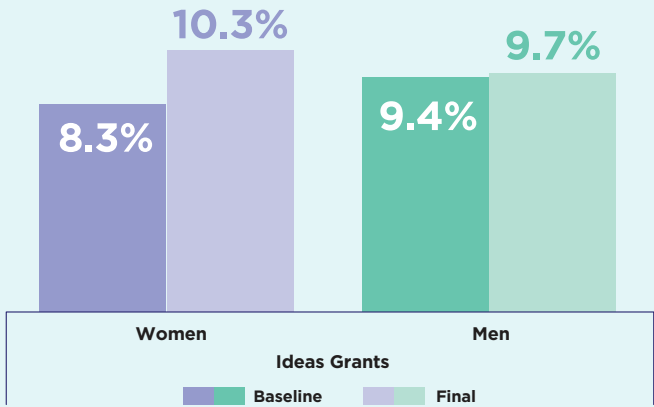
ALL CHIEF INVESTIGATORS



STRUCTURAL PRIORITY FUNDING

In 2024-25 [structural priority funding](#) (SPF) was awarded to additional high-quality applications led by women and non-binary CIAs to address differences in funded rates compared to men CIAs in some schemes.

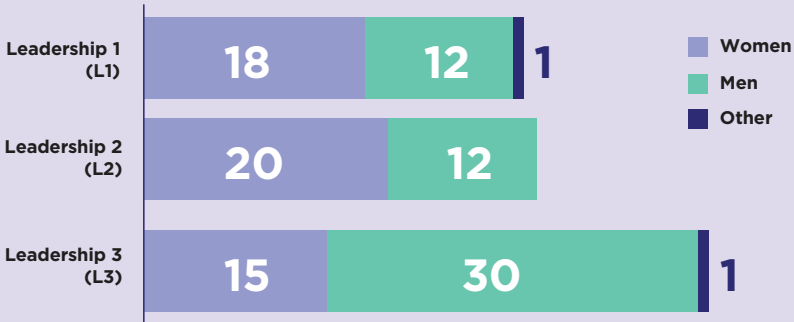
Funded rate by gender before and after SPF applied (Baseline vs Final)



Note: Data are only shown for schemes in which SPF for gender equity was applied. The 'Final' funded rate incorporates all structural priorities, not only gender. 'Baseline' is the funded rate prior to SPF. 'Other' category is not shown.

IMPACT OF SPECIAL MEASURES ON INVESTIGATOR GRANT LEADERSHIP CATEGORY

In 2025 Investigator Grants, special measures under the *Sex Discrimination Act 1984* were applied with the objective to award equal numbers of grants to women and non-binary researchers as men and other researchers in the Leadership category overall. More information is available on [Investigator Grants outcomes](#).



Data notes: Gender identifiers in NHMRC's grants management system align with the ABS 2020 Standard for Sex, Gender, Variations of Sex Characteristics and Sexual Orientation Variables. The Standard recommends that reporting categories be aggregated in case of low numbers to avoid disclosure of private information. NHMRC reports gender using the following categories: Woman, Man and Other. The Other category comprises applicants who selected a gender of 'not stated', 'prefer not to answer', 'non-binary' or 'I use a different term' or if the gender field was not completed.