



AUT

PAY GAPS

Report

2023

Introduction

Tēnā koutou katoa,

I am very pleased to present the gender and ethnic pay gap report for Auckland University of Technology (AUT). This report demonstrates our ongoing commitment to fostering a diverse and inclusive environment for all members of our AUT whānau.

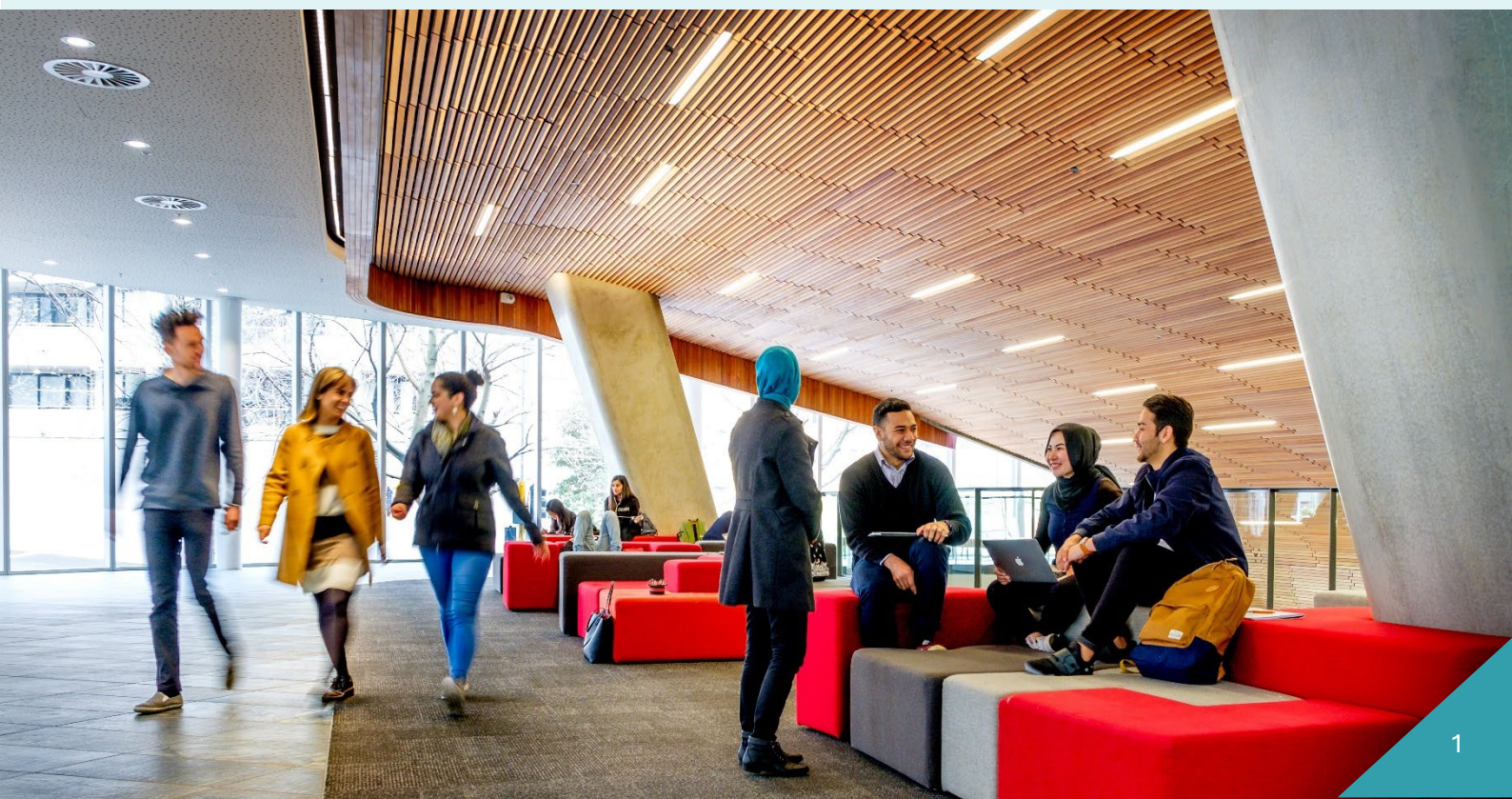
At AUT, we firmly believe that everyone should have equal opportunities and be rewarded fairly for their contributions, regardless of their gender or ethnicity. We recognize that pay gaps based on gender and ethnicity persist in our society, and we are determined to address these disparities within our own institution.

This report serves as a transparent and comprehensive assessment of the current state of pay gaps at AUT. It provides valuable insights into the challenges we face and highlights the areas where we need to focus our efforts. By acknowledging and understanding these gaps, we can take meaningful steps towards closing them.

Closing the gender and ethnic pay gaps requires a collective effort from all members of our AUT community. We are committed to fostering an environment that promotes fairness, equality, and inclusivity. Through targeted initiatives, policies, and ongoing dialogue, we aim to create a workplace where everyone feels valued, respected, and empowered to reach their full potential.

I would like to express my gratitude to the team who worked tirelessly to compile this report, as well as to all AUT staff and students who have contributed to our ongoing discussions on diversity and inclusion. Your voices and perspectives are vital in shaping our future actions. Together, we can make a difference. Let us embrace this report as a catalyst for change and work towards a future where pay gaps based on gender and ethnicity are no longer a reality at AUT.

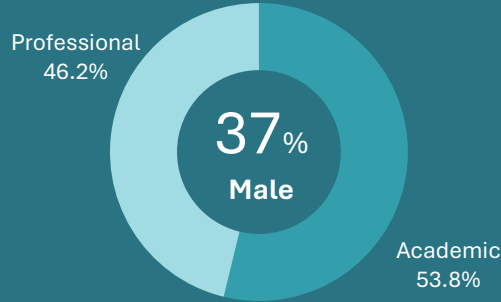
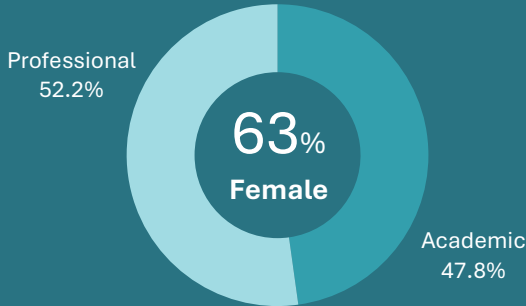
Ngā mihi nui,
Damon Salesa
Vice-Chancellor



AUT Gender Gap Analysis

Snapshot Date: 26 December 2023

OUR GENDER COMPOSITION



OUR GENDER PAY GAP

Median Pay Gap **9.3%**



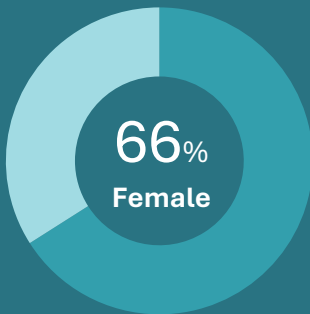
Median Pay Gap NZ-wide **8.6%**



Our median figure is 0.7% from the national median pay gap of 8.6% as at December 2023.

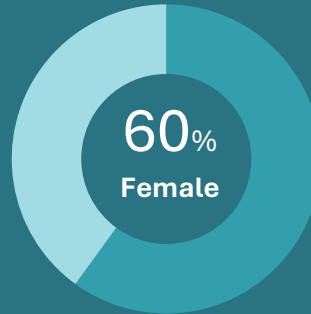
PROFESSIONAL & ACADEMIC GENDER COMPOSITION & GAP

Professional Staff



Professional Median Pay Gap **6.7%**

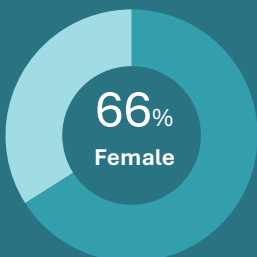
Academic Staff



Academic Median Pay Gap **14.5%**

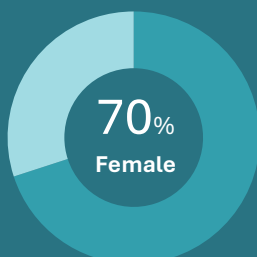
GENDER BY QUARTILE

Lower Quartile



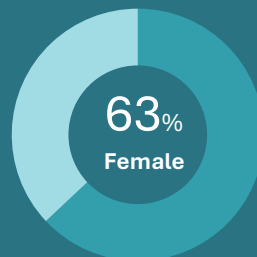
2022: 67% Female

Lower Middle Quartile



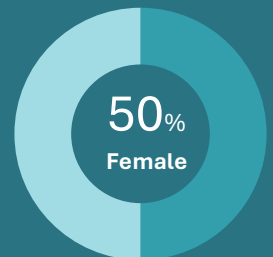
2022: 70% Female

Upper Middle Quartile



2022: 61% Female

Upper Quartile



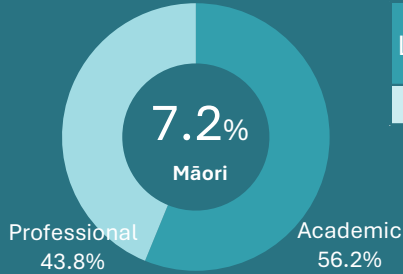
2022: 48% Female

AUT Ethnic Pay Gap Analysis

MĀORI ETHNICITY PAY GAP SUMMARY

7.2%

of the workforce identify as Māori



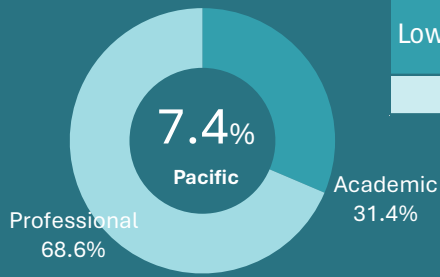
Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
6.5%	7.5%	7.3%	7.4%

-1.0% Māori EPG Median

PACIFIC ETHNICITY PAY GAP SUMMARY

7.4%

of the workforce identify as Pacific



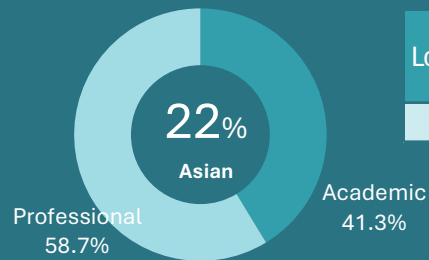
Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
12.0%	8.0%	6.8%	1.9%

15.7% Pacific EPG Median

ASIAN ETHNICITY PAY GAP SUMMARY

22%

of the workforce identify as Asian



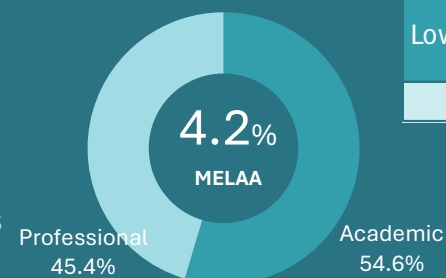
Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
28.2%	22.6%	20.9%	17.4%

6.6% Asian EPG Median

MIDDLE EASTERN, LATIN AMERICAN AND AFRICAN (MELAA) ETHNICITY PAY GAP SUMMARY

4.2%

of the workforce identify as MELAA



Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
4.5%	4.7%	4.3%	3.4%

2.2% MELAA EPG Median

Key Highlights & Comparisons

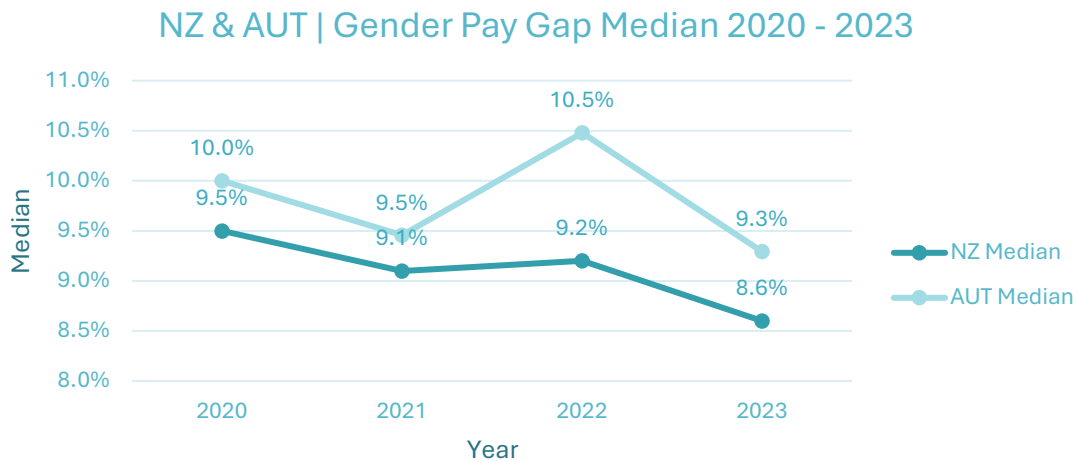
Gender Pay Gap

At an organisation level, there has been a decrease in the gender pay gap median by 1.2% at AUT. Additionally, our female population is continuing to increase (0.9%) with a greater representation in the upper quartile (2.1%). This can be attributed to the actions we committed to in 2022 regarding our promotions initiatives and hiring processes.

MOVEMENT IN KEY MEASURES	2020		2021		2022		2023
Composition – females	60.6%	↑	61.3%	↑	61.8%	↑	62.7%
Composition – males	39.4%	↓	38.7%	↓	38.2%	↓	37.3%
AUT Median Pay Gap	10.0%	↓	9.5%	↑	10.5%	↓	9.3%
Median Pay Gap NZ-wide	9.5%	↓	9.1%	↑	9.2%	↓	8.6%
AUT Mean Pay Gap	12.3%	↓	11.3%	↑	11.5%	↓	9.7%
Lower Quartile – females	66.5%	↓	65.9%	↑	67.0%	↓	65.5%
Lower Middle Quartile – females	68.9%	↑	70.2%	↓	69.8%	↑	70.4%
Upper Middle Quartile – females	56.2%	↑	59.3%	↑	60.9%	↑	63.0%
Upper Quartile – females	47.4%	↑	49.0%	↓	48.0%	↑	50.1%

NZ-Wide Comparison

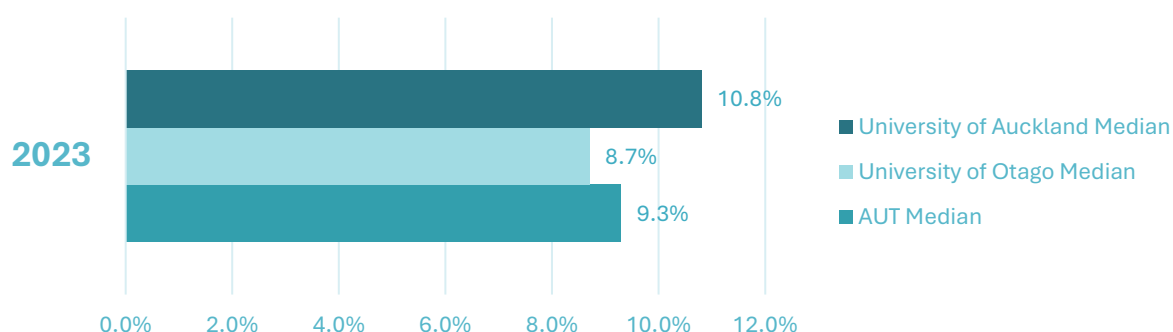
In the graph below, the median gender pay gap at AUT is compared with the median gender pay gap across New Zealand from 2020 to 2023. Both AUT and the national figures show notable improvement since the slight peak observed in 2022.



University Comparisons

Currently, we can only compare AUT's gender pay gap median with those of the University of Auckland and the University of Otago, as they are the only universities in New Zealand with published gender pay gap reports. However, we hope to include comparisons with all universities in our next report

NZ Universities | Gender Pay Gap Medians 2023



Professional & Academic Gender Pay Gap

The overall Professional gender pay gap median is 6.7% below the NZ-wide median gender pay gap, whereas the overall Academic median is 14.5%. We will continue to focus on targeted interventions and policies, reducing the gender pay gap for our permanent employees, particularly academics.

PROFESSIONAL	2020		2021		2022		2023
AUT Median	10.4%	↓	3.3%	↑	4.7%	↑	6.7%
AUT Permanent Median	12.7%	↓	8.4%	↓	5.0%	↓	4.7%
AUT Fixed-Term Median	-6.2%	↑	0.0%	↑	0.1%	↓	-6.0%
AUT Hourly Paid Median	0.0%	↓	-5.4%	↑	-0.5%	↑	0.0%
ACADEMIC ¹	2020		2021		2022		2023
AUT Median	10.0%	↑	12.4%	↑	15.5%	↓	14.5%
AUT Permanent Median	9.1%	=	9.1%	↑	11.5%	↑	13.7%
AUT Fixed-Term Median	-0.2%	↑	1.8%	↓	-0.2%	↑	-1.8%
AUT Hourly Paid Median	4.0%	↓	-9.6%	↓	-8.8%	↓	-12.7%

Other Gender Pay Gap Insights

Based on the pay gap report data, it is evident that the Financial Recovery Programme did not differentially impact gender equality, as a similar proportion of males and females were affected by the program. The data reveals a notable gender imbalance in academic permanent representation whereby males are more prevalent at higher academic levels. There is a decrease in female representation as we move up the academic ranks from Lecturer to Senior Lecturer, Associate Professor, and finally to Professor. Moreover, in certain faculties, allowances and secondments for academics are often more favourable to males, highlighting an opportunity to address and correct this imbalance.

While we see positive trends in successful academic and professional promotions, the lower volume of female applications for high-ranking roles, such as Professor, contributes to their

¹ This is inclusive of all Academic roles: Lecturer, Senior Lecturer, Associate Professor, Professor, Research Officer, Senior Research Officer, Research Fellow, Senior Research Fellow, Clinical Educator, Teaching Assistant and Research Assistant.

underrepresentation in these positions. This highlights the need for targeted strategies to achieve gender equity in higher ranking roles. The table below includes Lecturer to Professorial roles, while other academic roles are excluded.

	Lecturer			Senior Lecturer			Associate Professor			Professor		
	Permanent	Fixed-Term	Casual	Permanent	Fixed-Term	Casual	Permanent	Fixed-Term	Casual	Permanent	Fixed-Term	Casual
Women	154	15	23	182	3	7	52	1	0	38	2	0
Men	86	14	4	130	1	6	60	0	0	59	0	0
Total	240	29	27	312	4	13	112	1	0	97	2	0
GPG Median	2.7%	-1.8%	4.3%	0.7%	6.8%	-17.7%	0.9%	0.0%	0.0%	3.4%	0.0%	0.0%

Ethnicity Pay Gap

In 2023, there has been a significant decrease in the ethnicity pay gap: the gap for those identifying as Māori decreased by 4.7%, for Pacific by 5.9%, for MELAA by 2.1%, and for Asian by 1.1%. The AUT population for these ethnicities has also slightly decreased, except for Asian, which has remained the same.

Ethnicity	2020		2021		2022		2023
AUT Māori Median	-1.1%	↑	0.7%	↑	3.7%	↓	-1.0%
AUT Māori Population	6.6%	↑	6.9%	↑	7.9%	↓	7.2%
AUT Pacific Median	41.3%	↓	34.6%	↓	21.6%	↓	15.7%
AUT Pacific Population	8.6%	↓	8.5%	↓	7.5%	↓	7.4%
AUT MELAA Median	2.1%	↓	1.2%	↑	4.3%	↓	2.2%
AUT MELAA Population	4.2%	↑	4.3%	↑	4.4%	↓	4.2%
AUT Asian Median	9.1%	↑	11.0%	↓	7.7%	↓	6.6%
AUT Asian Population	22.0%	↑	23.0%	↓	22.0%	=	22.0%

Other Ethnicity Pay Gap Insights

We continue to observe an upward trend in successful academic promotions for Māori, Pacific, Asian, and MELAA individuals, aligning with demographic populations. To further advance professional and academic staff, we will continue to prioritise targeted development opportunities and ongoing monitoring to address gaps and ensure equitable access to advancement. We remain committed to advancing equity and fair compensation for all ethnic groups.

Summary

At AUT, in 2023, the gender pay gap has decreased to a median of 9.3%, reflecting a positive trend but still slightly above the national average by 0.7%. Females make up 62.7% of the workforce, with increased representation in higher pay quartiles, though disparities remain, particularly in academic roles where the gap is more pronounced (14.5%) in comparison to professional roles (6.7%). Ethnic pay gaps have improved significantly for Māori and Pacific employees, but gaps for Pacific staff and Asians persist. Progress is evident in promotions, with growing representation of Māori, Pacific, Asian, and MELAA individuals. Targeted efforts need to continue in addressing the remaining disparities and support equitable advancement.

Our work to close pay gaps

The table below outlines our current and future activities that we continue to focus on to address our gender and ethnic pay gaps.

	CURRENT ACTIVITIES	PLANNING FOR 2024/25
LEADERSHIP	<ul style="list-style-type: none"> • Leadership programs targeted to females and those from ethnically diverse background. <ul style="list-style-type: none"> - Sponsored 6 people leaders to attend NZ University Women in Leadership (NZUWIL) Programme - - - 'Accentuated' to a suite of in-house leadership programmes to support current/emerging woman leaders from ethnically diverse backgrounds • Maintain 40:40:20 gender representation within AUT senior leadership team and governing body • Māori and Pacific representation in AUT Senior Leadership Team 	<ul style="list-style-type: none"> • Increase the representation of ethnically diverse women in AUT leadership across all levels and job functions • Identify and/or create pathways and opportunities for Māori, Pacific and women from other ethnic backgrounds to progress into leadership positions • Review the design of leadership programme for ethnic women (e.g. tailored to specific cultural cohorts) • To identify a set of diversity targets for the university • The launch Te Kete our 2024-2030 strategy reflect a commitment to embrace diversity and inclusion
PEOPLE PRACTICES AND PROGRAMMES	<ul style="list-style-type: none"> • Te Aronui Framework officially launched in June 2023 • Published AUT Pay Gaps Report on Mind the Gap • Published AUT updated parental leave policy on Crayon NZ Parental Leave Register • Completed GenderTick reaccreditation for AUT • Develop Menopause workplace support initiatives and toolkit 	<ul style="list-style-type: none"> • Development of the People Plan (2025-2030) • Launch the Pacific Plan • Use the Ministry for Women's 'Bring Gender In' tool to explore the gender impacts of AUT policies and processes • Roll out Aronui Ora programme across the university in-person and online
RECRUITMENT	<ul style="list-style-type: none"> • All job advertisements and application forms reflect a commitment to equal opportunities for all genders and ethnicities • Promote use of structured interviews for recruitment and interview guides are reviewed to ensure inclusivity and is free from bias • Offer unconscious bias training to hiring managers to mitigate biases • Ensure that interview panels are diverse creating an inclusive and respectful environment for candidates • Improved recruitment information access and tools for hiring managers on Tuia (our staff intranet) and ServiceNow (our employee engagement platform) 	<ul style="list-style-type: none"> • Creating a bank of revised interview questions to be made available to managers • Designing workshops and training for managers to improve interview skills to provide an inclusive and respectful environment for candidates • Annual Review and improve recruitment tools and resources to support managers in their hiring decisions • Put in place a software to minimize gender bias in job advertisement and communications

<p>TRAINING AND DEVELOPMENT</p>	<ul style="list-style-type: none"> • Completed Aronui Ora pilot programme with People Leaders and review • Established an in-house team to support the rollout of Aronui Ora programme to all staff • Published and promoted Mana Āki intercultural competence e-learning module on CANVAS 	<ul style="list-style-type: none"> • Convene high-level scoping activities and timeline for Aronui Ora programme for 2024 and beyond • Promote and roll out Aronui Ora programme across AUT • Recruiting a team to support the design/delivery of online modules for Aronui Ora programme • Identifying actions from our recent Staff Engagement Survey that will build cultural capability and inclusive equitable work environment
<p>PROGRESSION AND PROMOTION</p>	<ul style="list-style-type: none"> • Ensure annual plans are completed for all salaried employees and that progression is supported and planned. • Provide workshops to prepare for promotion • Provide detailed, constructive feedback to unsuccessful applicants and ensure support towards future success • Report on progression and promotion outcomes annually • Academic promotion criteria consider breaks in career due to family commitments 	<ul style="list-style-type: none"> • Encourage senior female leaders to mentor other female staff to support their career development • Focus on providing support to women in preparing for promotion and progression
<p>PAY AND REWARD</p>	<ul style="list-style-type: none"> • Use a gender-neutral job evaluation methodology • Match our minimum level of pay to the living wage for all employee groups • Created in-depth reports through our data reporting systems that have allowed us to investigate and highlight opportunities we need to focus on as well as identify areas we are doing well 	<ul style="list-style-type: none"> • Annual Review to identify and address disparities

Appendices

Methodology

We acknowledge the importance of accurate and comprehensive data in addressing pay gaps and promoting equity. We remain committed to continuously enhancing our data collection processes to ensure the highest level of accuracy and inclusivity, and to strive for transparency and fairness in our reporting and analysis.

The extract from AUTone HR system is according to the following logic:

1. The snapshot date is 26 December 2023 and both relevant employees and full-pay relevant employees who identify as women or men were included.

2. Earnings are all Payee Taxable Gross inclusive of employment contract allowances.
3. The denominator are the period ordinary working hours. Hourly rate is earning divided by hours.
4. Full-pay relevant employees are extracted using the following logic:
 - a. Worked contractual normal ordinary hours in the period
 - b. The hourly rate is either contractual hourly rate or more
 - c. Excludes all employees who have in the period been paid lower or unpaid hours in their contractual normal period, ie unpaid leave.
5. The median and mean are calculated using an Excel formula measuring the difference for men and women.
6. Data for gender diverse employees was too small to be included in this report, as it would compromise anonymity.
7. Employees with the following pay component descriptions are excluded from the full-pay relevant employees:
 - i. Leave Without Pay
 - ii. Honorarium
 - iii. Parental Leave - Unpaid
 - iv. Special Sick Leave Unpaid
 - v. Redundancy Payment
 - vi. Semester Break Unpaid
 - vii. Sick Leave Without Pay
 - viii. Council Fees
8. Earnings with the following pay component descriptors are excluded from the data set:
 - i. Salary Sacrifice - remove negative amount
 - ii. Settlement – Non-Taxable
 - iii. OT1.5
 - iv. OT2.0
9. Data manipulation at the extraction level is applied to ensure salary sacrifice of 2 for 2½ and 4 for 5 are converted to their 100% rates as per employment agreement.
10. One off payments are treated as annual amounts.
11. Primary Positions are used excluding Acting and Secondary positions.

Note: Ethnic pay gap has been reported using the same methodology.

Glossary

GENDER PAY GAP

A gender pay gap is the percentage difference between the median hourly pay of men compared to the median hourly pay of women within an organisation's workforce.

ETHNIC PAY GAP

An ethnic pay gap is the percentage difference between the median hourly pay of one ethnicity compared to the median hourly pay of other ethnicities within an organisation's workforce.

EQUAL PAY

People occupying the same role, performing the same work, receive the same pay.

OCCUPATIONAL SEGREGATION

Occupational segregation is where one gender or ethnicity dominates a particular occupational group.

MEDIAN PAY GAP

The value in the middle of the list of numbers.

MEAN PAY GAP

The sum divided by the count.

FULL-PAY RELEVANT EMPLOYEE

To be included as a full-pay relevant employee, the employee must have been paid their full usual pay on snapshot date. This includes basic pay and holiday pay, but excludes reduced pay, overtime pay, and pay in lieu of leave



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