



AUT

PAY GAPS

Report

2025

Introduction

Tēnā koutou katoa,

I am pleased to present AUT's 2025 Gender and Ethnic Pay Gap Report, which reflects both the progress we have made and the deliberate steps we are taking to strengthen how we understand and address pay equity across the University.



This year marks an important shift in how we report and interpret our pay gap data. In addition to our traditional point-in-time snapshot, we have introduced monthly monitoring and an annual average approach. This provides a more accurate and meaningful picture of pay equity across the full academic year, accounting for fluctuations in workforce composition, particularly across teaching semesters and periods of higher casual employment. This strengthened methodology gives us greater confidence in the insights we are using to inform decision-making and action.

The results show encouraging progress. Our overall annual average gender pay gap has reduced, supported by continued improvement in the permanent academic workforce and strong outcomes from targeted development initiatives. In 2025, a focused programme of mentoring and coaching for female academics contributed to the successful promotion of ten women to Associate Professor and five to Professor. These promotions take effect in 2026 and represent a critical step in addressing long-standing representation challenges at senior academic levels.

Pay equity is not a one-off exercise. It requires consistent attention, transparency, and shared accountability. This report reflects AUT's commitment to taking an evidence-based, long-term approach—using better data, clearer insights, and focused action to support fairness and equity for all members of our AUT whānau.

I would like to acknowledge the work of our People and Culture teams and the leaders across the University who continue to engage constructively in this kaupapa. Together, we are building a stronger foundation for equitable pay and progression at AUT.

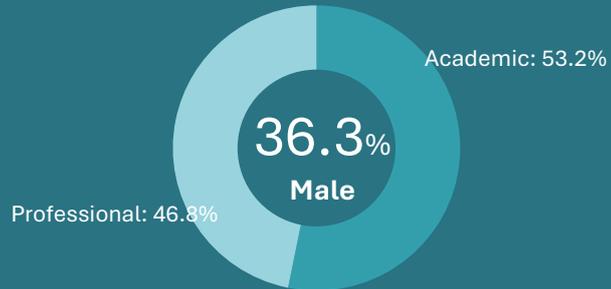
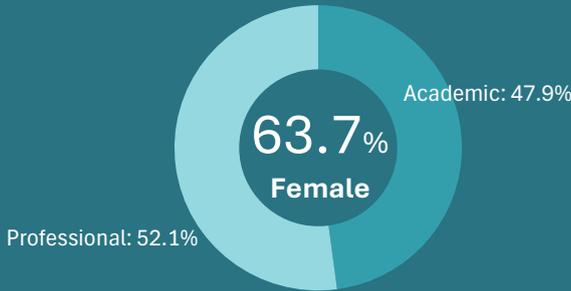
Ngā mihi nui,
Damon Salesa
Vice-Chancellor



AUT Gender Gap Analysis

**Based on the 12-month rolling average*

OUR GENDER COMPOSITION



OUR GENDER PAY GAP

Average 2025 AUT Median Pay Gap

6.0%

23 December 2025 Snapshot: 9.0%



NZ-wide Median Pay Gap

5.2%

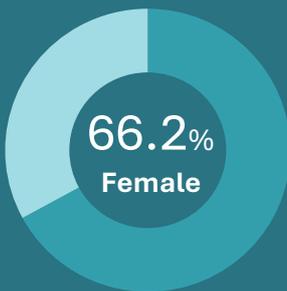
2024: 8.2%



Our average median figure is 0.8% from the national median pay gap of 5.2%

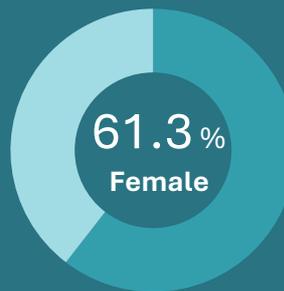
PROFESSIONAL & ACADEMIC GENDER COMPOSITION & GAP

Professional Staff



Professional Median Pay Gap
5.9%

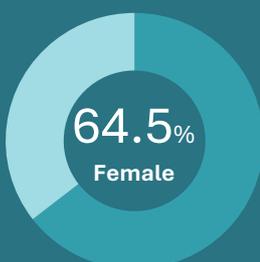
Academic Staff



Academic Median Pay Gap
8.3%

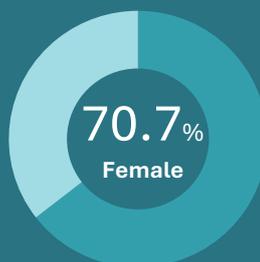
GENDER BY QUARTILE

Lower Quartile



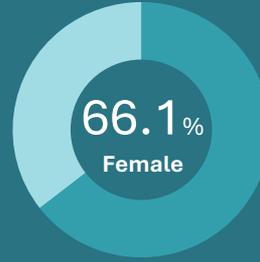
Dec 2024: 69.3%

Lower Middle Quartile



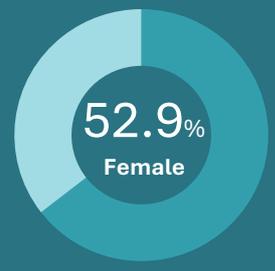
Dec 2024: 70.5%

Upper Middle Quartile



Dec 2024: 66.0%

Upper Quartile



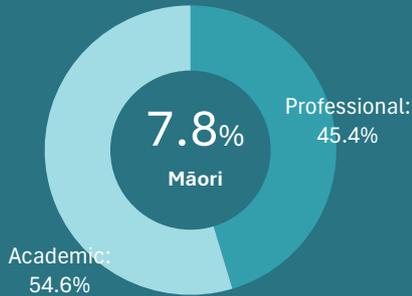
Dec 2024: 49.5%

*Based on the 12-month rolling average

AUT Ethnic Pay Gap Analysis

MĀORI ETHNICITY PAY GAP SUMMARY

7.8%
of the workforce identify as Māori

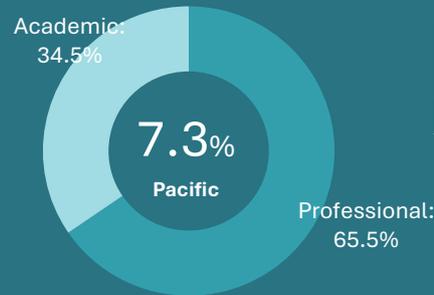


Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
8.2%	9.1%	6.3%	7.6%

- 3.5% Māori EPG Median

PACIFIC ETHNICITY PAY GAP SUMMARY

7.3%
of the workforce identify as Pacific

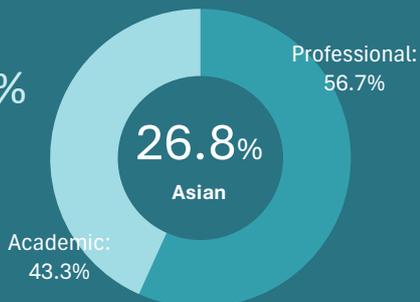


Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
9.9%	9.3%	6.8%	3.4%

11.3% Pacific EPG Median

ASIAN ETHNICITY PAY GAP SUMMARY

26.8%
of the workforce identify as Asian

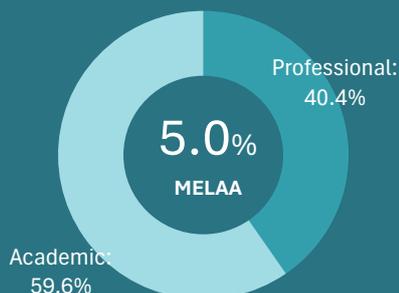


Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
38.0%	29.9%	21.6%	18.5%

14.5% Asian EPG Median

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

5.0%
of the workforce identify as MELAA



Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
7.0%	4.9%	4.8%	3.7%

11.3% MELAA EPG Median

Key Highlights & Comparisons

Gender Pay Gap

In 2025, AUT’s gender pay gap continued to improve, with the December snapshot showing a gap of 9.0%, down from 9.8% in December 2024. While useful for year-on-year comparison, a single point-in-time snapshot does not fully reflect workforce composition, particularly as the December period is influenced by reduced staffing during the university shutdown.

We have strengthened our reporting this year by adopting a 12-month rolling average, which accounts for workforce changes throughout the year. This approach reflects fluctuations in casual staff levels during teaching semesters, which impacts the overall gap. Using this method, our 2025 rolling average gender pay gap was 6.0%, showing a narrower gap when assessed across the full year.

We remain committed to reducing pay gaps through a pay equity lens, with a particular focus on the permanent academic workforce. In 2025, we continued to embed clear KPIs, strengthened reporting, and maintained ongoing kōrero with Deans to drive accountability and continued progress to achieving equitable outcomes.

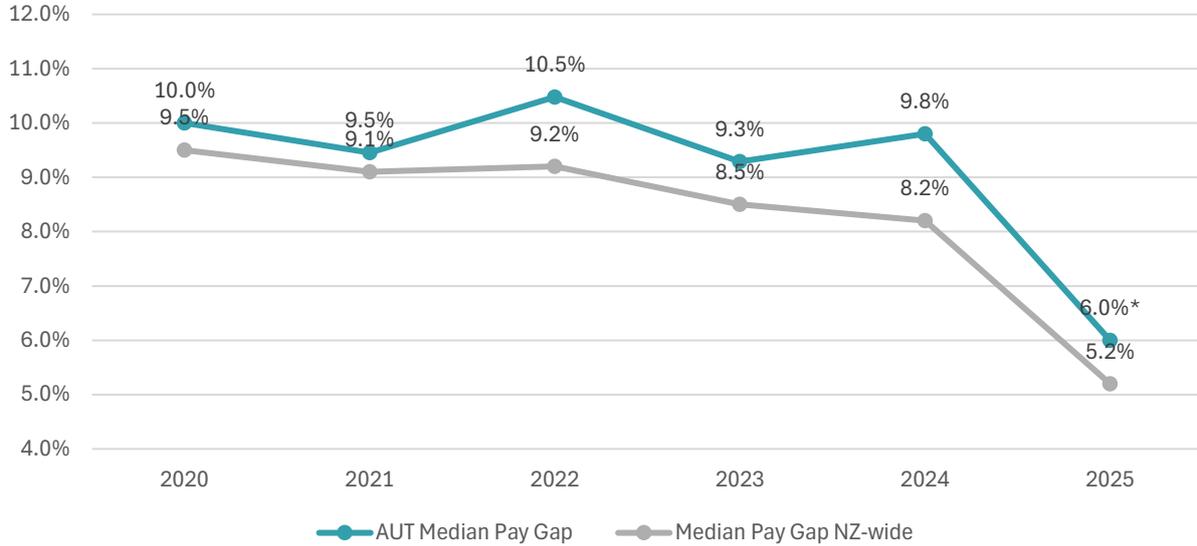
KEY MEASURES	2025 ANNUAL AVERAGE
Composition – Women	63.7%
GPG Median	6.0%
GPG Mean	9.2%
Lower Quartile – women	64.5%
Lower Middle Quartile – women	70.7%
Upper Middle Quartile – women	66.1%
Upper Quartile – women	52.9%

MOVEMENT IN KEY MEASURES – DECEMBER SNAPSHOT	2020		2021		2022		2023		2024		2025
Composition – Women	59.8%	↑	61.0%	↑	61.7%	↑	62.3%	↑	64.1%	↓	64.0%
Composition – Men	40.2%	↓	39.0%	↓	38.3%	↓	37.7%	↓	35.9%	↑	36.0%
AUT GPG Median	10.0%	↓	9.5%	↑	10.5%	↓	9.3%	↑	9.8%	↓	9.0%
NZ-Wide GPG Median	9.5%	↓	9.1%	↑	9.2%	↓	8.5%	↓	8.2%	↓	5.2%
AUT Mean GPG	12.3%	↓	11.3%	↑	11.5%	↓	9.7%	↑	10.6%	↓	7.1%
Lower Quartile – women	66.5%	↓	65.9%	↑	67.0%	↓	65.5%	↑	69.3%	↓	68.8%
Lower Middle Quartile – Women	68.9%	↑	70.2%	↓	69.8%	↑	70.4%	↑	70.5%	↓	69.5%
Upper Middle Quartile – Women	56.2%	↑	59.3%	↑	60.9%	↑	63.0%	↑	66.0%	↑	66.9%
Upper Quartile – Women	47.4%	↑	49.0%	↓	48.0%	↑	50.1%	↓	49.5%	↑	50.4%

NZ-Wide Comparison

In 2025, AUT’s annual average gender pay gap median was 0.8% above the NZ-wide median, demonstrating strong alignment with the national benchmark.

NZ & AUT | Gender Pay Gap Median 2020 - 2025



*AUT 2025 figure is based on annual average

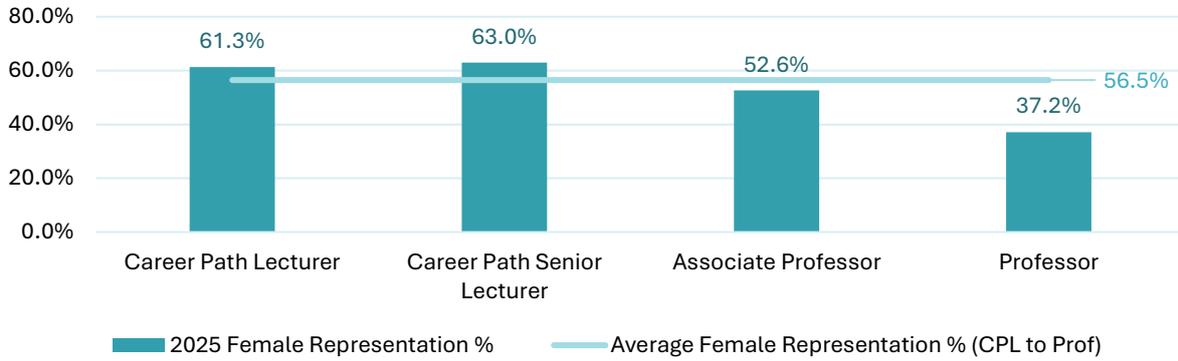
Academic Gender Pay Gap

The permanent academic gender pay gap continues to show positive progress, with the annual average reducing to 8.3%, supported by early impacts from the 2025 promotion round. While an overall gap remains, pay equity analysis indicates no underlying inequities, with differences across academic ranks remaining minimal. The remaining gap is primarily driven by workforce representation, reinforcing the importance of continued focus on women’s progression and promotion into senior academic roles, alongside ensuring equitable pay scale placement at recruitment.

ACADEMIC STAFF	2025 ANNUAL AVERAGE
Overall GPG Median	8.3%
Permanent GPG Median	11.1%
Fixed-Term GPG Median	-1.7%
Hourly Paid GPG Median	-7.6%

MOVEMENT IN ACADEMIC STAFF – DECEMBER SNAPSHOT	2020		2021		2022		2023		2024		2025
Overall GPG Median	10.0%	↑	12.4%	↑	15.5%	↓	14.5%	↑	15.2%	↓	12.6%
Permanent GPG Median	9.1%	=	9.1%	↑	11.5%	↑	13.7%	↑	14.5%	↓	11.5%
Fixed-Term GPG Median	-0.2%	↑	1.8%	↓	-0.2%	↑	-1.8%	↓	-3.3%	↓	-3.9%
Hourly Paid GPG Median	4.0%	↓	-9.6%	↓	-8.8%	↓	-12.7%	↓	-20.8%	↑	-8.0%

Permanent Academic Roles by Average Permanent Academic Female Representation (CPL, CPSL, AP & PROF)



PERMANENT ACADEMIC ROLES	2025 ANNUAL AVERAGE
Career Path Lecturer GPG Median	1.1%
Career Path Senior Lecturer GPG Median	0.9%
Associate Professor GPG Median	2.0%
Professor GPG Median	0.7%

MOVEMENT IN PERMANENT ACADEMIC ROLES – DECEMBER SNAPSHOT	2020		2021		2022		2023		2024		2025
Lecturer GPG Median	1.8%	↑	2.8%	↑	2.9%	↑	3.1%	↓	1.3%	↑	2.1%
Senior Lecturer GPG Median	0.8%	↓	0.0%	=	0.0%	↑	5.3%	↑	5.9%	↓	2.1%
Associate Professor GPG Median	5.2%	↑	5.9%	↓	4.8%	↓	0.0%	↑	1.5%	↓	-0.2%
Professor GPG Median	6.0%	↓	3.5%	↓	0.0%	↑	0.4%	↓	-0.2%	↑	2.1%

Professional Gender Pay Gap

The professional gender pay gap remains relatively stable throughout the year, with an annual average of 5.9% for permanent professional staff. Strong female representation across Executive and Clerical roles and balanced representation within IEAs indicate no material inequity. The remaining gap is primarily driven by representation at higher-banded roles, reinforcing the importance of continued focus on career pathways, progression, and gender balance across all roles.

PROFESSIONAL STAFF	2025 ANNUAL AVERAGE
Overall GPG Median	5.9%
Permanent GPG Median	4.4%
Fixed-Term GPG Median	-8.7%
Hourly Paid GPG Median	-0.4%

MOVEMENT IN PROFESSIONAL STAFF – DECEMBER SNAPSHOT	2020		2021		2022		2023		2024		2025
Overall GPG Median	10.4%	↓	3.3%	↑	4.7%	↑	6.7%	↑	12.3%	↓	10.4%
Permanent GPG Median	12.7%	↓	8.4%	↓	5.0%	↓	4.7%	=	4.7%	↓	1.3%
Fixed-Term GPG Median	-6.2%	↑	0.0%	↑	0.1%	↓	-6.0%	↑	7.9%	↓	3.7%
Hourly Paid GPG Median	0.0%	↓	-5.4%	↑	-3.6%	↑	0.0%	↓	-3.5%	↑	-0.8%

Ethnicity Pay Gap

ETHNICITY ANNUAL AVERAGE	2025 ANNUAL AVERAGE
Māori GPG Median	-3.5%
Māori Representation	7.8%
Pacific GPG Median	11.3%
Pacific Representation	7.3%
Asian GPG Median	14.5%
Asian Representation	26.8%
MELAA GPG Median	11.3%
MELAA Representation	5.0%

MOVEMENT IN ETHNICITY – DECEMBER SNAPSHOT	2020		2021		2022		2023		2024		2025
Māori GPG Median	-1.1%	↑	0.7%	↑	3.7%	↓	-1.0%	↓	-4.7%	↓	-6.4%
Māori Representation	6.9%	↑	7.1%	↑	7.9%	↓	7.2%	↑	7.6%	↑	7.9%
Pacific GPG Median	41.3%	↓	34.6%	↓	21.6%	↓	15.7%	↓	11.0%	↓	8.6%
Pacific Representation	9.0%	↓	8.8%	↓	7.7%	↓	7.2%	↓	6.7%	↑	7.5%
Asian GPG Median	9.1%	↑	11.0%	↓	7.7%	↓	6.6%	↑	9.2%	↓	7.4%
Asian Representation	22.5%	↑	23.3%	↓	22.6%	↓	22.3%	↑	25.1%	↑	26.6%
MELAA GPG Median	2.1%	↓	1.2%	↑	4.3%	↓	2.2%	↑	4.1%	↓	3.9%
MELAA Representation	4.5%	↓	4.4%	↑	4.6%	↓	4.3%	↑	4.8%	↓	4.4%

Māori Pay Gap Insights

The Māori pay gap remains in a strong position, with Māori earning above the median, reflecting AUT's continued progress towards equitable outcomes. The Eke Tangaroa programme continues to support the attraction and development of early-career Māori and Pacific academics.

Pacific Pay Gap Insights

The Pacific pay gap remains an area of focus, although it is trending downward. This reflects improvements in workforce representation and progression, with the gap still influenced by lower Pacific representation at senior levels.

Asian Pay Gap Insights

The Asian pay gap is primarily driven by workforce composition and fluctuations in casual staffing during peak periods, with higher representation in lower-band roles. In 2025, the permanent professional staff pay gap averages 9.1%, driven by a high concentration of Asian staff in lower band roles predominantly in administrator and technician positions, alongside lower representation in higher bands and Individual Employment Agreement (IEA) roles. Ongoing monitoring will remain focused on permanent professional roles to ensure continued equity over time.

MELAA Pay Gap Insights

The MELAA pay gap is primarily driven by fluctuations in casual staffing during peak periods and workforce representation, with no material pay equity issues identified outside of these factors.

Our work to close pay gaps

The table below outlines our current and future activities that we continue to focus and follow on from 2025 to address our gender and ethnic pay gaps.

	2025 ACTIONS	PLANNING FOR 2026												
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 Maintain a balanced gender representation within AUT senior leadership team and governing body: <ul style="list-style-type: none"> Executive: 57% Female Representation Te Hautū: 63% Female Representation VC Fono: 48% Female Representation Maintained a Māori & Pacific representation within AUT senior leadership team and governing body: <table border="1"> <thead> <tr> <th>Senior Leadership Team</th> <th>Māori</th> <th>Pacific</th> </tr> </thead> <tbody> <tr> <td>Executive</td> <td>21%</td> <td>14%</td> </tr> <tr> <td>Te Hautū</td> <td>13%</td> <td>3%</td> </tr> <tr> <td>VCs Fono</td> <td>6%</td> <td>3%</td> </tr> </tbody> </table> Placed three appointments in the Eke Tangaroa programme (Early in Career Academic Programme for Māori and Pacific people) Implemented Ethnic Women Leadership course with 11 participants Implemented Tēnei Au – Māori Leadership programme that brought together 15 Māori staff together to connect with their cultural heritage and explore what leadership means for them and their whānau, hapū and iwi. 	Senior Leadership Team	Māori	Pacific	Executive	21%	14%	Te Hautū	13%	3%	VCs Fono	6%	3%	<ul style="list-style-type: none"> Continue our focus in increasing 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 Develop a set of diversity targets for the university
Senior Leadership Team	Māori	Pacific												
Executive	21%	14%												
Te Hautū	13%	3%												
VCs Fono	6%	3%												
PEOPLE PRACTICES AND PROGRAMMES	<ul style="list-style-type: none"> Published AUT Pay Gaps Report on Mind the Gap Completed GenderTick reaccreditation for AUT Successfully launched the People Plan 	<ul style="list-style-type: none"> Launch the Pacific Plan Publish the AUT Pay Gap Report Launch AUT’s Diversity Plan 												
RECRUITMENT	<ul style="list-style-type: none"> Established a Banner for Māori & Pacific jobs and a Māori ‘landing page’ Created awareness, understanding, and consideration of where we place new hires on the pay scale to maintain equity initial salary levels 	<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 												

	2025 ACTIONS	PLANNING FOR 2026
	<ul style="list-style-type: none"> Created awareness manager mindful recruitment by carefully considering where we place new hires on the pay scale to maintain equity 	<p>provide an inclusive and respectful environment for candidates</p> <ul style="list-style-type: none"> Annual Review and improvement of recruitment tools and resources to support managers in their hiring decisions
TRAINING AND DEVELOPMENT	<ul style="list-style-type: none"> 160 staff completed Aronui Ora programme across AUT and 767 who have started at least one module Established an in-house team to support the rollout of Aronui Ora programme and to support the design/delivery of online modules for Aronui Ora programme 	<ul style="list-style-type: none"> Continue to roll out Aronui Ora programme across the university in-person and online Launched the Pacific Learning Series to broaden AUT staff knowledge and understanding of the Pacific region, the cultural backgrounds of Pacific staff, and the diverse Pacific communities we serve
PROGRESSION AND PROMOTION	<ul style="list-style-type: none"> Ensure annual plans are completed for all salaried employees and that progression is supported and planned Provided 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 	<ul style="list-style-type: none"> Continue to encourage senior female leaders to mentor other female staff to support their career development Continued focus on providing support to women, Māori and Pacific colleagues in preparing for promotion and progression
PAY AND REWARD	<ul style="list-style-type: none"> A deep-dive analysis of our Executive and Clerical scales was undertaken in 2025, reviewing market alignment and ensuring we remain strategically ahead of the living wage. As a result, the lower ends of pay ranges were adjusted while maintaining meaningful differentials across the full scale 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 Bi-annual Report of the gender pay gap to faculties to inform decision-making and workforce planning Report the ethnic pay gap to faculty and directorates to inform decision-making 	<ul style="list-style-type: none"> Continue our bi-annual report to faculty and directorates

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 annual average gender pay gap data was captured from the final pay run of each month across the year, with the resulting 12 monthly figures averaged to provide a more representative annual measure.

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

1. The snapshot date is 23 December 2025 and both relevant employees and full-pay relevant employees who were in the snapshot pay run and 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 2 ½ 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.



AUT

