



AUT

# PAY GAPS

Report

2022

## Introduction

AUT is committed to being a place where people love to work and learn, which will be facilitated by:

- Designing work that is purposeful and rewarding; and
- Being an inclusive community

In 2021, AUT published its second Pay Gap Report, including our initial evaluation of ethnic pay gap reporting (EPG) and a comprehensive outline of our action plan to further address and diminish the pay gap.

It is noteworthy that AUT is the first university in Aotearoa to publicly report and publish both gender and ethnic pay gaps, further demonstrating our dedication to transparency and accountability in fostering a fair and inclusive environment.

In 2022, we persevered through the ongoing effects of the COVID pandemic on our international and domestic student pipelines.

Despite a challenging year, in November 2022, AUT received the prestigious 'Advanced GenderTick' accreditation from YWCA, signifying our commitment to promoting gender equality. This highest level of recognition acknowledges our efforts in meeting a range of criteria, including the publication of our gender pay gap, the implementation of a comprehensive plan to address the gap, and the establishment of adequate gender balance in leadership.

We are also proud of the support provided to our female academic staff during the professorial promotion processes in 2022, which resulted in a higher volume of applications and an increased success rate. This achievement reflects our commitment to fostering an inclusive environment that recognises and rewards talent, regardless of gender. We expect to extend this support for other promotion and progression processes during 2023 and 2024.

Additionally, in the 2022 THE Ranking on Gender Equality, AUT has been placed 18th globally<sup>1</sup>. This ranking evaluates universities based on their research efforts in the field of gender equality, their policies pertaining to gender equality, and their commitment to recruiting and advancing women, all of which align with the United Nations Sustainable Development Goal 5 - gender equality. This recognition highlights AUT's strong dedication to education and promotion of gender equality within the university community and beyond.

## Our Pay Gap

AUT's Pay Gap reports for 2019 and 2021 used methodology from the UK government and this approach continues in this 2022 report. The methodology is detailed on pages 8-9 of this report. We acknowledge the establishment of Te Kawa Mataaho, NZ Public Service Commission's own methodology<sup>2</sup>.

Our work to align with Te Kawa Mataaho's approach was delayed in 2022 but remains on our agenda, along with our dedication to continue working to close pay gaps.



As outlined in our 2021 action plan, we made a commitment to delve deeper into our gender pay gap analysis. As the Pay by Quartile chart on page 4 illustrates, we see a persistent impact of occupational segregation, resulting in either positive or negative gender pay gaps depending on the gender distribution within specific cohorts.

It is important to note that negative gender pay gaps can arise from a variety of factors, including disparities in representation, education levels, experience, or working hours. Therefore, our interpretation of the pay gap figures is approached with caution.

It is also important to note that a pay gap does not automatically indicate the presence of pay inequalities. At AUT, we remain vigilant in monitoring and reviewing pay equality to ensure fairness. Our pay and grading arrangements are designed to mitigate any potential discrimination throughout recruitment, selection, progression, and promotion processes.

<sup>1</sup>Times Higher Education Global Rankings, <https://www.aut.ac.nz/news/stories/aut-rises-in-global-impact-rankings>

<sup>2</sup>Te Kawa Mataaho's Pay Gap Methodology, <https://www.publicservice.govt.nz/system/public-service-people/pay-gaps-and-pay-equity/>



## 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.

### MEDIAN PAY GAP

The value in the middle of the list of numbers.

### MEAN PAY GAP

The sum divided by the count.

### 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.

### 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.

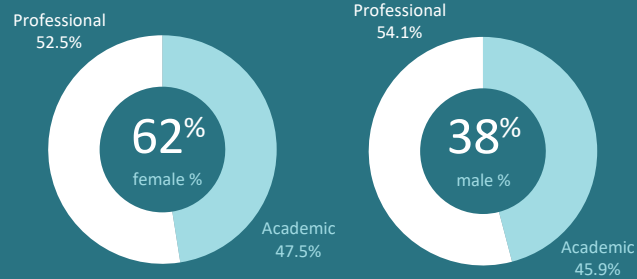
# AUT Gender Pay Gap Analysis

Snapshot date: 27/12/2022

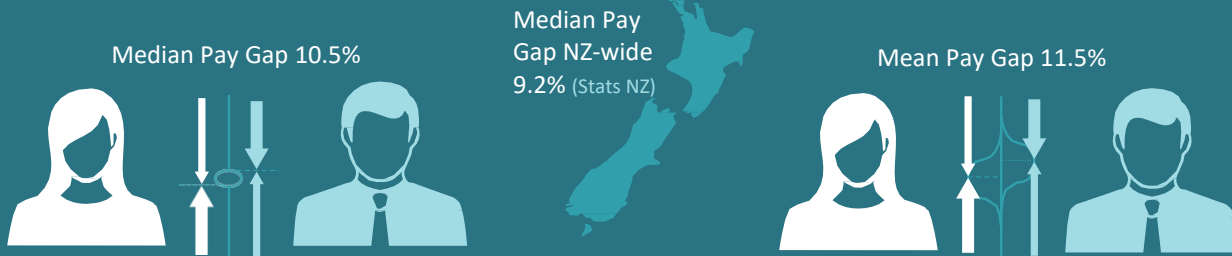
## OUR GENDER COMPOSITION

**62%** of the workforce identify as female

**38%** of the workforce identify as male



## OUR GENDER PAY GAP



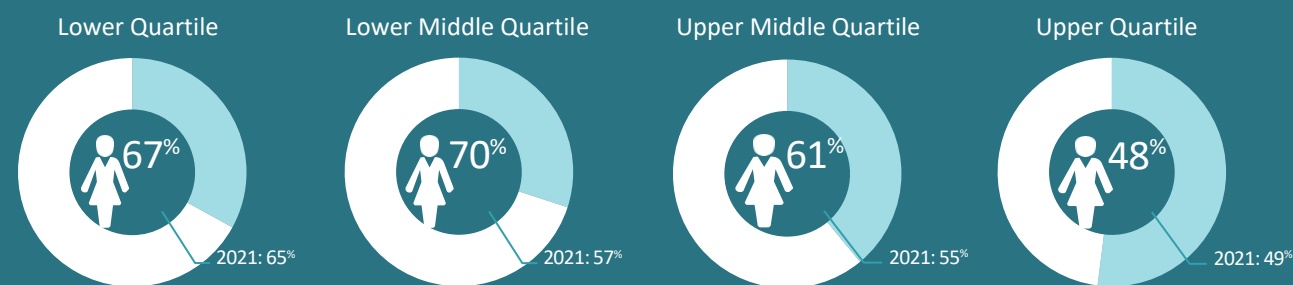
Our median figure is 1.3% from the national median pay gap of 9.2% as at December 2022. Statistics New Zealand do not provide the mean pay gap as a national comparison.

## BENCHMARK GENDER PAY GAP



UK university median and mean pay gaps are calculated from 30 UK universities in the same size range with AUT. This enables industry comparison.

## GENDER BY PAY QUARTILE



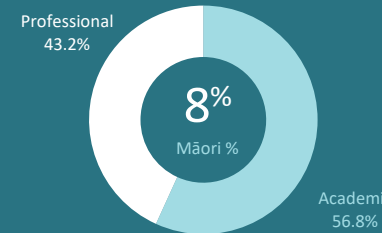
Typical roles within lower and lower middle quartiles range from customer service and hospitality, research and teaching assistants and administrators. At snapshot date, AUT's workforce composition was 42% hourly paid, 57% permanent/fixed term, and 1% other. Employment of men is greater in number amongst higher paid managerial roles in the upper pay quartiles. Where workforce gender composition matched pay by quartile gender composition, there would be no gender pay gap.

# AUT Ethnic Pay Gap Analysis

Snapshot date: 27/12/2022

## MĀORI ETHNICITY PAY GAP SUMMARY

**8%** of the workforce identify as Māori

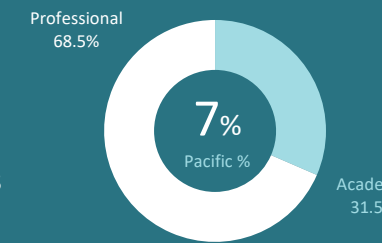


Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
8%	9%	7%	7%

**3.7** Māori EPG Median      **2.5** Māori EPG Mean

## PACIFIC ETHNICITY PAY GAP SUMMARY

**7%** of the workforce identify as Pacific

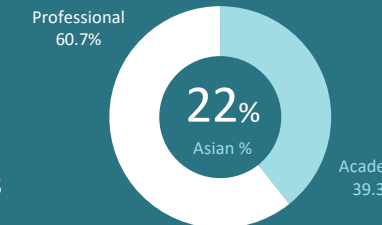


Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
14%	8%	6%	2%

**21.6** Pacific EPG Median      **21.7** Pacific EPG Mean

## ASIAN ETHNICITY PAY GAP SUMMARY

**22%** of the workforce identify as Asian

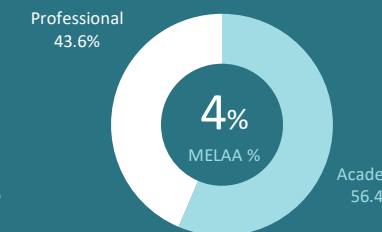


Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
30%	23%	20%	17%

**7.7** Asian EPG Median      **10.5** Asian EPG Mean

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

**4%** of the workforce identify as MELAA



Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
5%	5%	4%	4%

**4.3** MELAA EPG Median      **7.2** MELAA EPG Mean

## Key highlights and comparisons

At an organisational level, there has been a slight increase in both the gender pay gap median (1.0%) and mean (0.2%). Additionally, our female population has seen an overall increase of 1.0%, with greater representation in the upper middle quartile (2.0%), albeit a slight decrease in the upper quartile (-1.0%).

MOVEMENT IN KEY MEASURES	2019		2021		2022
Composition – women	59%	↑	61%	↑	62%
Composition – men	41%	↓	39%	↓	38%
AUT Median Pay Gap	9.5%	—	9.5%	↑	10.5%
Median Pay Gap NZ-wide <sup>3</sup>	9.2%	↓	9.1%	↑	9.2%
AUT Mean Pay Gap	12.7 %	↓	11.3 %	↑	11.5 %
Lower Quartile – women	64%	↑	66%	↑	67%
Lower Middle Quartile – women	69%	↑	70%	—	70%
Upper Middle Quartile – women	54%	↑	59%	↑	61%
Upper Quartile – women	46%	↑	49%	↓	48%

While preparing this report, we have discovered an issue regarding the sharing of ethnicity information between our two primary HR systems. This issue has shed light on the incomplete nature of the data set utilised in our initial ethnic pay gap analysis report published in 2022. Significant improvements have been implemented in capturing this crucial data for the current reporting period. As a result, we have observed marginal impacts on the Māori ethnic pay gap, and more notably, a substantial ‘improvement’ in the Pacific ethnic pay gap.

We have identified that the issue we encountered has had an impact on the reported figures for the Māori and Pacific ethnic pay gaps in our published 2021 report. If this issue had not occurred, the Māori ethnic pay gap would have been reported as a median of 0.7% instead of 1.1%, and the Pacific ethnic pay gap would have been reported as 34.6% instead of 41.2%.

For our 2022 report, we have seen minor changes in the median figures for Māori (0.7% increased to 3.7%). Additional to our data management improvements, our Pacific ethnic pay has further reduced from 34.6% to 21.6%. It is crucial to emphasise that our recruitment activity has been comparatively less active than in previous years, impacting particularly our lower quartile positions.

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.

Our findings indicate that in many areas of the university, there is little to no pay gap. However, there are also areas where significant opportunities for improvement exist, contingent upon how we segment our workforce. Our ongoing action plan remains focused on promoting good employment practices, and in fostering continued awareness of the challenges and opportunities in closing pay gaps.

<sup>3</sup>Te Kawa Maataho (20 October 2022), <https://www.publicservice.govt.nz/research-and-data/workforce-data-remunerationpay/workforce-data-pay-gaps/>

## 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 2023
LEADERSHIP	<ul style="list-style-type: none"> <li>50% women representation in our Executive Leadership Team</li> <li>Regularly publish our current activities and Action Plan in response to AUT’s Gender Pay Gap and Ethnic Pay Gap</li> <li>Regular engagement with Māori representation, TEU and TIASA on response to AUT’s Gender and Ethnic Pay Gaps</li> </ul>	<ul style="list-style-type: none"> <li>Initiate a Working Group to consider all opportunities and to prioritise actions to respond to the Ethnic Pay Gap Reporting</li> <li>Provide opportunities for senior leaders to mentor new leaders</li> </ul>
PEOPLE PRACTICES AND PROGRAMMES	<ul style="list-style-type: none"> <li>Offer flexible working arrangements and support</li> <li>Offer additional paid parental leave over and above legal minimum</li> <li>Published our parental leave policy in Crayon’s public register<sup>4</sup></li> <li>Offer a transitional back-to-work support programme after parental leave</li> <li>Established Parents@AUT, a voluntary employee-led network supporting parents juggling work and childcare responsibilities</li> <li>Provision of facilities for nursing parents</li> <li>Offer a range of staff networks to support our commitment to diversity and inclusion</li> <li>Implemented a Policy Framework and Procedure to ensure inclusion of equity, diversity, and accessibility lens</li> </ul>	<ul style="list-style-type: none"> <li>Launch Te Aronui framework, to support systematic development and enhancements to policies and practices to ensure authentic meaningful expression of its Tiriti enactments; Whakamana – Equitable Outcomes for All, and Whakanui – Eliminating racism and discrimination</li> </ul>
RECRUITMENT	<ul style="list-style-type: none"> <li>Offer unconscious bias training to hiring managers to mitigate biases</li> <li>Promote use of structured interviews for recruitment</li> <li>Annual review of recruitment policies and procedures</li> <li>Improved recruitment information access for hiring managers on Tuia (our staff intranet) and ServiceNow (our employee engagement platform).</li> </ul>	<ul style="list-style-type: none"> <li>Review and improve recruitment tools and resources to support managers in their hiring decisions</li> <li>Create more comprehensive development opportunities for managers to learn about and minimise their biases in hiring processes</li> <li>Improve interviews to minimise disadvantage and provide cultural safety for candidates</li> </ul>
TRAINING AND DEVELOPMENT	<ul style="list-style-type: none"> <li>Offer Lean In’s Allyship at Work programme to all staff</li> <li>Provide a mentoring scheme and coaching to women</li> <li>Offer leadership development training for women of colour</li> <li>Completed review of our existing training programmes against Te Kawa Mataaho advice on intercultural competence learning solutions</li> </ul>	<ul style="list-style-type: none"> <li>Pilot Aronui Ora programme with People Leaders, to build cultural capabilities to honour and uphold AUT’s Te Tiriti commitments</li> <li>Plan to provide e-learning on building staff cultural capabilities, particularly for effective engagement with Māori and Pacific communities</li> </ul>
PROGRESSION AND PROMOTION	<ul style="list-style-type: none"> <li>Ensure annual plans are completed for all salaried employees and that progression is supported and planned for</li> <li>Provide workshops to prepare for promotion</li> <li>Provide detailed, constructive feedback to unsuccessful applicants and ensure support towards future success</li> <li>Report on progression and promotion outcomes annually</li> <li>Academic promotion criteria consider breaks in career due to family commitments</li> </ul>	<ul style="list-style-type: none"> <li>Encourage senior female leaders to mentor other female staff to support their career development</li> <li>Focus on providing support to women in preparing for promotion and progression</li> </ul>
PAY AND REWARD	<ul style="list-style-type: none"> <li>Use a gender-neutral job evaluation methodology</li> <li>Participation in Global Women’s Champions for Change initiative</li> <li>Match our minimum level of pay to the living wage for all employee groups</li> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>Refine a more in-depth analysis of gender &amp; ethnic pay gaps to help identify more granular reasons behind the data</li> <li>Ensure close monitoring of gender and ethnic pay gaps through our reports on pay, progression and promotion</li> </ul>

<sup>4</sup>Crayon’s National Parental Leave Register, <https://www.gocrayon.com/register>

## Appendices:

### METHODOLOGY

This documents the data extraction and methodology for the Gender Pay Gap according to the UK Methodology: <https://www.gov.uk/guidance/gender-pay-gap-reporting-data-you-must-gather>

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

1. The snapshot date is 27 December 2022 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.

Sources:

Employer comparison. (n.d). Retrieved June 11, 2023 from UK government website <https://gender-pay-gap.service.gov.uk/viewing/download>

Measuring the gender pay gap. (n.d.) Retrieved June 11, 2023 from Manatū Wāhine <https://women.govt.nz/women-and-work/gender-pay-gap/measuring-gender-pay-gap>

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.



## GENDER PAY GAP EMPLOYER COMPARISON

(Employer size range is 1000 to 4999)

EMPLOYER	% Difference in hourly rate (Median)	% Difference in hourly rate (Mean)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in upper pay quartile
Staffordshire University	0	8.1	66	52.4	50.5	51
Anglia Ruskin University	2.9	9.8	66.4	61.1	61.7	53
Manchester Metropolitan University	4.5	5.2	57.5	56.5	53.3	50.3
Oxford Brookes University	4.5	10.5	67.8	66.9	56.5	52.1
Leeds Beckett University	5.7	8.3	63.2	57.2	54	47.6
University of Sunderland	6	7.3	60.2	58.6	59.4	49.2
University of Hertfordshire	6	8	66	60	53	54
The University of Westminster	7.6	7.4	65.7	54.8	50.4	47.4
Birmingham City University	8	9.3	66	58	50	46
Kingston University Higher Education Corporation	8	9.5	31	38	40	48
Middlesex University	8	11.3	64.7	64.3	57.4	48.5
University of Central Lancashire	8.4	9.8	66.4	62.7	56.2	50.8
The University of Lincoln	8.5	12.1	64.9	51	52.5	40.9
Coventry University	8.5	12.9	71.4	52.9	49.5	45
De Montfort University	8.5	9.9	67.1	57.8	53.8	46.2
University of the West of England	8.5	12.0	69	61	56	12
University of Greenwich	9.8	10.7	64	61	53	46
London South Bank University	10.2	7.1	62.7	54.6	51.3	49.1
AUT	10.5	11.3	67	70	61	48
University of Huddersfield	11.1	17.3	75	58	53	43
University Of Derby	11.1	8.4	64.8	60.7	60.5	51.3
University of Wolverhampton	11.6	12.9	75.2	57.3	56.6	48.9
University of West London	11.8	9.6	54.1	57.3	46.8	41.4
Sheffield Hallam University	13.2	11	68.6	61.8	53.7	50.3
University of Portsmouth	13.7	14.6	66.4	62.7	50.6	43
Bournemouth University	16.2	15.9	71.7	63	53.9	45.5
Teesside University	16.2	15.3	76	60	50	48
University of Plymouth	16.4	15.7	74	61	55	49
University of Northumbria at Newcastle	17.5	11.5	65	57	47	47
Liverpool John Moores University	28.1	14.9	66	61.5	48.9	40.3
University of Brighton Academies Trust	39	24	94	79	73	74
UK New Universities Average	11.5	11.3	64.8	57.2	54.4	48.9



### % Difference in hourly rate (Median)

AUT	10.5
UK New Universities Average	11.5

### % Difference in hourly rate (Mean)

AUT	11.5
UK New Universities Average	11.3



**AUT**