



# Gender Pay Gap Report

## 2025



Waipapa  
Taumata Rau  
University  
of Auckland

# Vice-Chancellor's message

Tēnā koutou katoa

We return to our annual gender pay gap assessment of Waipapa Taumata Rau, University of Auckland, with positive developments. The 2025 gender pay gap (GPG) for the University is 6.3 per cent. This has dropped from 11.9 per cent in 2024 and is a pleasing result.

Yet as we dig deeper into the data, the findings continue to be troubling as we explore the intersection of gender and ethnicity. Persistent and glaring gaps remain for women from specific ethnic groups, and these require focused action.

GPGs are influenced by multiple factors, only some of which can be measured. Reporting our GPGs annually, and unflinchingly, raises awareness of the need for equitable employment processes and practices. This supports incremental improvements in decision making across the employee lifecycle that are likely to contribute to positive shifts.

The findings in this report reveal aspects of our workplace culture, conditions, and broader society. It is only with purpose and intent that this environment will change, and the University is unfaltering in its commitment to lead that change.

The University's Pro Vice-Chancellor Equity, Professor Cathy Stinear, and Human Resources Director Andrew Phipps lead these efforts. I thank and congratulate them for their commitment, realised in the accompanying first Gender Equity Strategy and Plan developed in collaboration with staff and students.

Nāku iti noa, nā



Professor Dawn Freshwater  
Vice Chancellor  
Waipapa Taumata Rau  
The University of Auckland

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## 1. Executive Summary

Gender pay gaps are broad indicators of workplace culture and conditions.

The 2025 gender pay gap (GPG) for Waipapa Taumata Rau is 6.3%. This means that across all staff the median hourly pay for women is 6.3% less than for men.

### Academic Staff

The GPG for Academic women is 4.9%. It ranges from -4.6% for women who are Pākehā or belong to a European ethnic group, to 22.7% for women who belong to an Asian ethnic group.

### Professional Staff

The GPG for Professional staff is -0.2%. It ranges from -11.6% for women who are Pākehā or belong to a European ethnic group, to 10.1% for women who belong to a Pacific ethnic group.

### Trends over time

This third annual GPG report is the first opportunity to consider trends over time.

- The GPG for all women has fallen from 10.8% in 2023 to 6.3% this year.
- The GPG for Academic women has fallen from 16.1% in 2023 to 4.9% this year.
- The GPG for Professional women has fallen from 4.3% in 2023 to -0.2% this year.

Despite these positive shifts, the GPGs for all women and for Academic women both remain outside our definition of parity.<sup>1</sup> There are also persistent GPGs for women who belong to specific ethnic groups. The University's first Gender Equity Strategy and Plan sets our course for addressing and closing these gaps.

### Next steps

The next GPG report will look at trends in Ethnic Pay Gaps as three years of data will be available.

The annual GPG reports will contribute to the evaluation of the Gender Equity Strategy and Plan.

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<sup>1</sup> See Appendix 5.1 Definitions and 5.2 Formulae for further information.

## 2. Introduction

In 2023 we published our first GPG Report. It focused on gender, employee group, and role permanence, as a starting point. Our overall GPG was 10.8%.

In 2024 we published our second GPG Report. It focused on the intersections between gender and ethnicity. It also investigated whether unequal pay plays a role in our gender pay gaps, and the distribution of genders across roles and within roles. Our overall GPG was 11.9%.

In this, our third GPG Report, we are examining trends over time for our gender pay gaps. We also report our ethnic gender pay gaps. We will wait until we have three years' worth of ethnic gender pay gap data before commenting on trends over time.

### 2.1 Key Definitions

#### *Equal Pay*

If pay is equal it means that people of all genders are paid the same for doing the same work in the same organisation.

#### *Pay Equity*

If pay is equitable it means that people of all genders are paid the same for work that is different but of equal value.

#### *Gender Pay Gap*

Gender Pay Gaps are broad indicators of gender equity in workplace culture and conditions.

### 2.2 Overview of our approach

We first calculated our gender pay gap for all staff. We then calculated separate gender pay gaps for Academic and Professional staff because of key differences between these groups of employees, including:

- Remuneration scales
- Mechanisms of career progression
- Staff mobility and rates of turnover

We then calculated the gender pay gaps for women in different ethnic groups for all staff, Academic staff and Professional staff.

Trends over time are presented graphically for all staff, Academic staff and Professional staff.

### 3. Our Pay Gaps

#### 3.1 Gender Pay Gaps

The GPGs for all staff, Academic staff and Professional staff are provided in Tables 1 and 2.

Table 1. The Gender Pay Gaps for women.

Staff group	GPG
All staff	6.3%
Academic staff	4.9%
Professional staff	-0.2%

Table 2. The Gender Pay Gaps for women with Permanent and Casual and Fixed Term roles.

Staff group	Permanent staff GPG	Casual and Fixed Term staff GPG
Academic staff	7.5%	-7.2%
Professional staff	8.2%	-3.9%

#### 3.2 Ethnic Gender Pay Gaps

The GPGs for women in ethnic groups are provided in Table 3. It is notable that the GPG favours women in Pākehā and European ethnic groups, while for all other ethnic groups it favours men. This may reflect the effects of unconscious bias and racism on the career opportunities and work lives of people who are more likely to experience marginalisation on sight.

Table 3. The Gender Pay Gaps for women analysed by ethnic groups.

Ethnic group	All staff GPG	Academic GPG	Professional GPG
All women	6.3%	4.9%	-0.2%
Asian ethnic groups	16.1%	22.7%	7.2%
Māori	7.1%	4.9%	4.4%
Middle Eastern, Latin American and African groups	11.9%	15.7%	4.7%
Pacific ethnic groups	18.4%	14.2%	10.1%
Pākehā and European ethnic groups	-7.8%	-4.6%	-11.6%

### 3.3 Trends over time

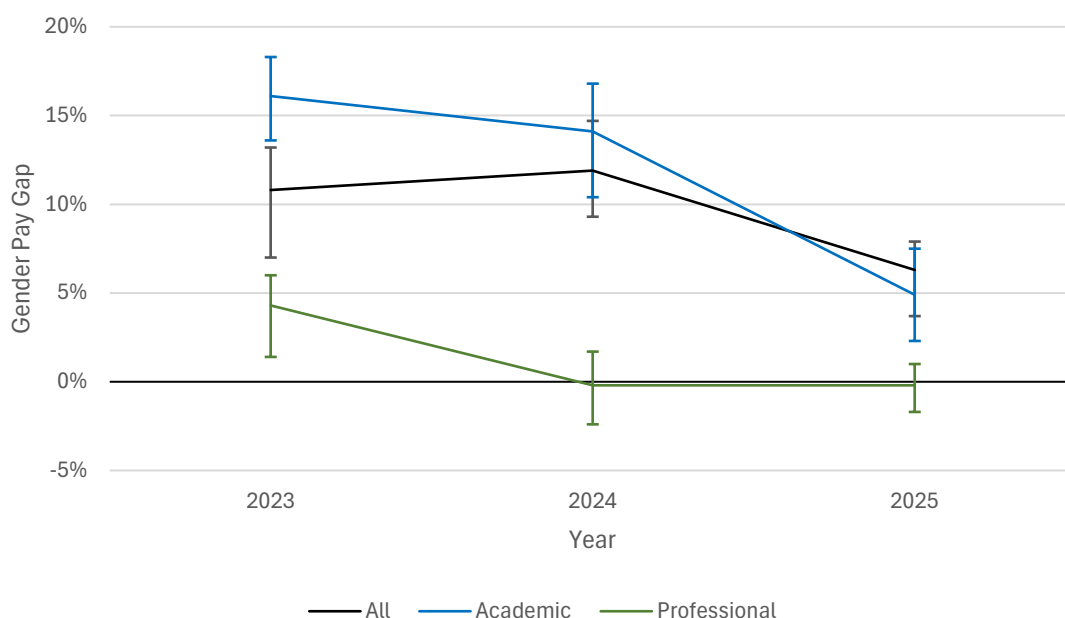
We now have GPG data for three consecutive years, for all staff, Academic staff, and Professional staff. This means we can consider trends over time. We will be able to consider trends over time for the ethnic GPGs once we have data for three consecutive years, in our next annual report.

Table 4 and Figure 1 below show the trends over time for our GPGs. The data indicate that the GPGs have reduced from 2023 to 2025. The error bars in Figure 1 represent 95% confidence intervals for the GPGs. For the Professional staff group the confidence intervals cross 0% in 2024 and 2025, indicating that the GPG was not statistically significant for this group in either of these years. This is evidence of parity for this staff group in this timeframe. For the Academic and all staff groups the confidence intervals do not cross 0%, and the gaps need to close further in order to achieve parity.

Table 4. The Gender Pay Gaps for women 2023 - 2025

Year	All staff	Academic staff	Professional staff
2023	10.8%	16.1%	4.3%
2024	11.9%	14.1%	-0.2%
2025	6.3%	4.9%	-0.2%

Figure 1. The Gender Pay Gaps for women 2023 – 2025. Error bars represent 95% confidence intervals generated by bootstrapping.



*Note.* The error bars around each year for each staff group represent 95% confidence intervals created with bootstrapping. Where the bars do not span 0% we can be confident that a pay gap exists. Where the lines do include 0% we cannot be confident that a gender pay gap exists.

Tables 5 and 6 below, and Figure 2 on the next page show the trends over time for Academic and Professional staff, in permanent and non-permanent roles. Figure 2 indicates that our GPGs are closing for Academic and Professional staff, in both permanent as well as casual and fixed term roles. The GPGs for Academic and Professional staff in permanent roles are similar and decreasing, however the gaps need to close further in order to achieve parity. Casual and fixed term staff show parity in 2023 and move to a disparity in favour of women in 2025. Further investigation is needed in order to understand and address the drivers of this disparity.

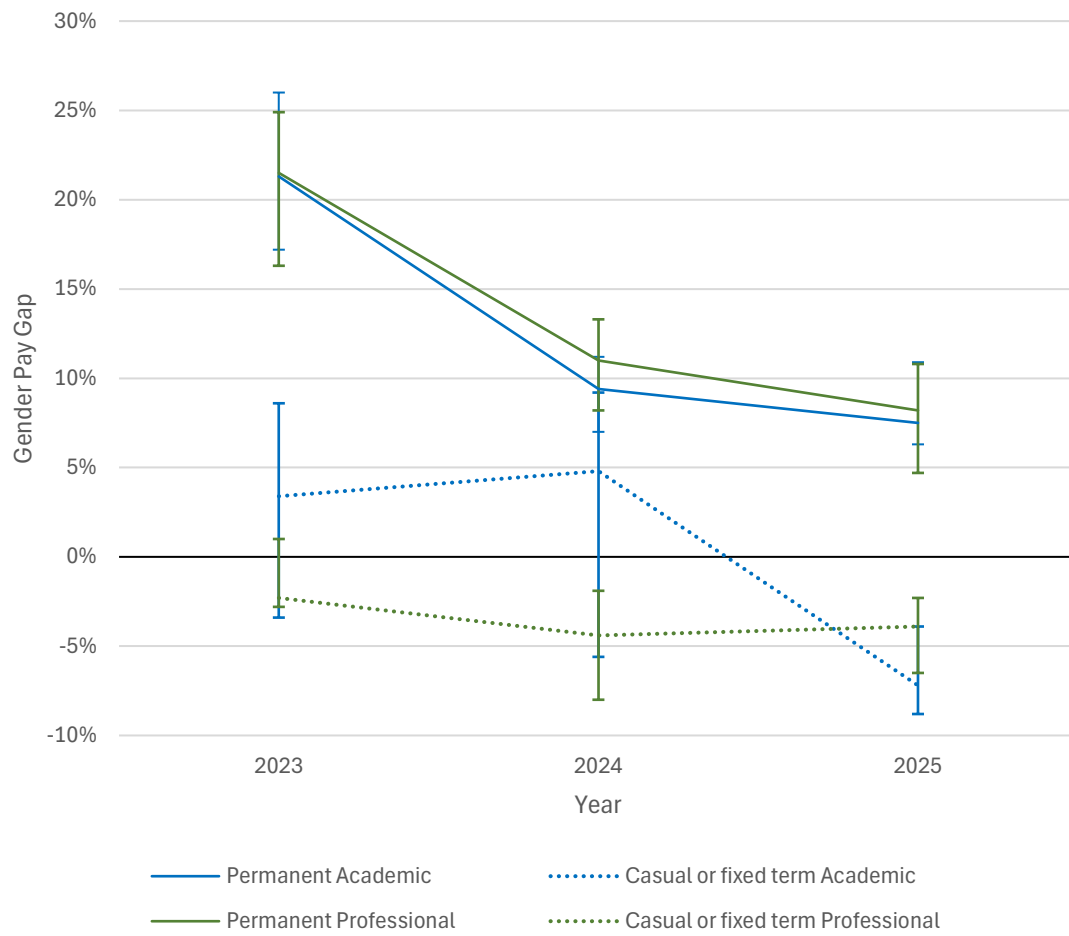
Table 5. The Gender Pay Gaps for Academic women with Permanent and Casual and Fixed Term roles 2023 - 2025.

<b>Year</b>	<b>Permanent</b>	<b>Casual and Fixed Term</b>
2023	21.3%	3.4%
2024	9.4%	4.8%
2025	7.5%	-7.2%

Table 6. The Gender Pay Gaps for Professional women with Permanent and Casual and Fixed Term roles 2023 - 2025.

<b>Year</b>	<b>Permanent</b>	<b>Casual and Fixed Term</b>
2023	21.5%	-2.3%
2024	11.0%	-4.4%
2025	8.2%	-3.9%

Figure 2. Gender Pay Gap for Professional and Academic women with Permanent and Casual and Fixed Term roles in 2023-2025



*Note.* The error bars around each year for each staff group represent 95% confidence intervals created via bootstrapping. Where the bars do not span 0% we can be confident that a pay gap exists. Where the lines do include 0% we cannot be confident that a gender pay gap exists.

### 3.4 Factors that may be contributing to our GPGs

#### Academic staff

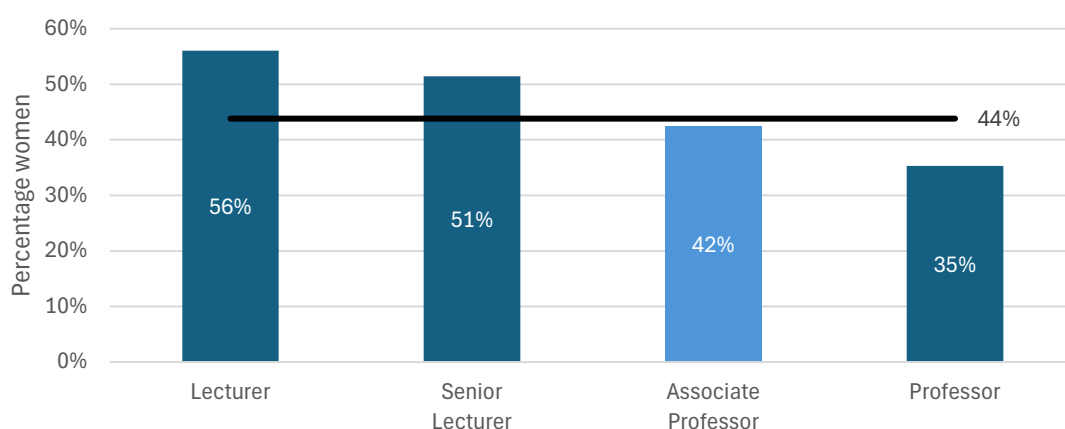
In 2024 we reported that there was no evidence of unequal pay for Teaching or Research Academic roles.<sup>2</sup> There was also no evidence of unequal pay for Traditional Academic roles, except for Professors, where pay was unequal in favour of men.

This year we also found no evidence of unequal pay for Teaching or Research Academic roles. Encouragingly, we also found no evidence of unequal pay for Professors, or for any other roles within the Traditional Academic group. On average, women and men are being paid the same for the same work, and unequal pay is not making a significant contribution to the GPGs for Academic staff.

The GPGs for Academic staff appear to be driven by under-representation of women in senior roles. The overall percentage of all Academic staff who are women is 55%.

The percentage of all Traditional Academic staff who are women is lower than for all Academic staff, at 44%. Furthermore, Figure 3 illustrates that amongst Traditional Academic staff, the percentage of women is lower in more senior roles.

Figure 3. Women as a percentage of staff in Traditional Academic roles.



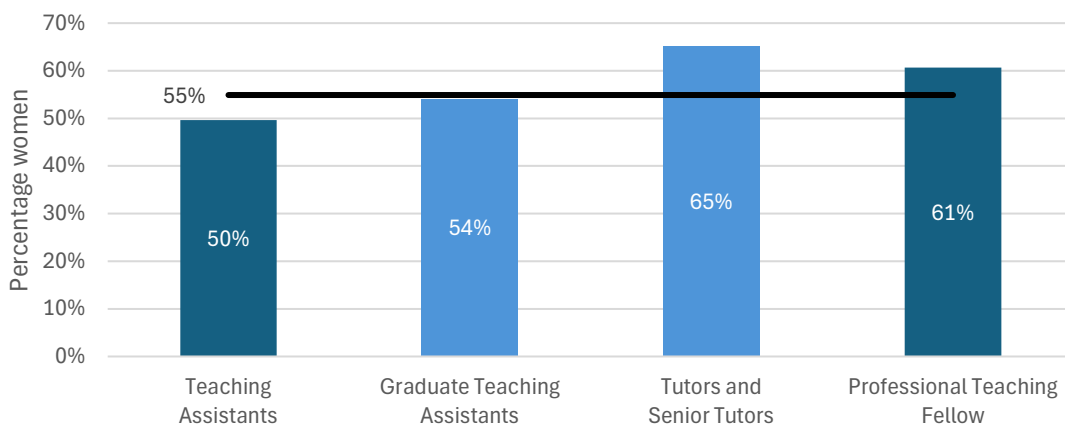
*Note.* The horizontal black line shows the overall percentage of Traditional Academic staff who are women, which is 44%. Dark bars indicate that the percentage of women in that role is significantly lower or higher than the overall percentage. Light bars indicate that the percentage of women in that role is similar to the overall percentage of Traditional Academic staff who are women.

<sup>2</sup> See Appendix 5.1 Definitions for definitions of staff groups.

The percentage of all Teaching Academic staff who are women is similar to all Academic staff, at 55%. Figure 4 illustrates that amongst Teaching Academic staff, the percentage of women is higher in more senior roles.

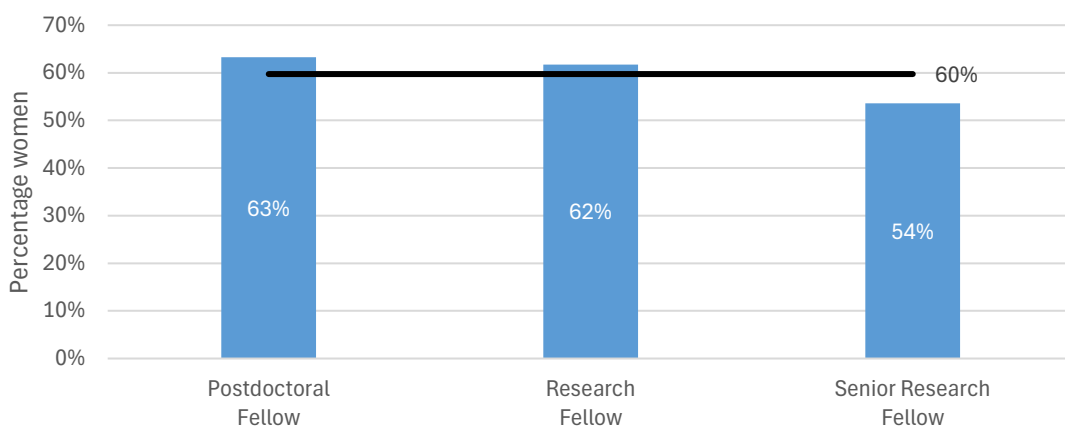
The percentage of all Research Academic staff who are women is higher than for all Academic staff, at 60%. Figure 5 illustrates that amongst Research Academic staff, the percentage of women tends to decrease with seniority.

Figure 4. Women as a percentage of staff in Teaching Academic roles.



*Note.* The horizontal black line shows the overall percentage of Teaching Academic staff who are women, which is 55%. Dark bars indicate that the percentage of women in that role is significantly lower or higher than the overall percentage. Light bars indicate that the percentage of women in that role is similar to the overall percentage of Teaching Academic staff who are women.

Figure 5. Women as a percentage of staff in Research Academic roles.



*Note.* The horizontal black line shows the overall percentage of Research Academic staff who are women, which is 60%. All the bars are light, indicating that the percentage of women in each role is similar to the overall percentage of Research Academic staff who are women.

Overall, these data indicate that unequal pay is unlikely to be driving GPGs for Academic women. Instead, the distribution of women across Traditional, Teaching, and Research Academic roles, as well as vertically within these roles, is likely to be an important factor.

The salary scales extend to higher values for Traditional Academic roles than for Teaching and Research Academic roles. Women are under-represented in Traditional Academic roles overall, and particularly at Associate Professor and Professor level. Conversely, women tend to be somewhat over-represented in Teaching and Research Academic roles. An over-representation of women in lower-paying roles with limited career progression, combined with under-representation of women in senior Traditional roles, are likely to be important drivers of the Academic women pay gap of 4.9%. The Gender Equity Strategy and Plan seeks to address these drivers.

### Professional staff

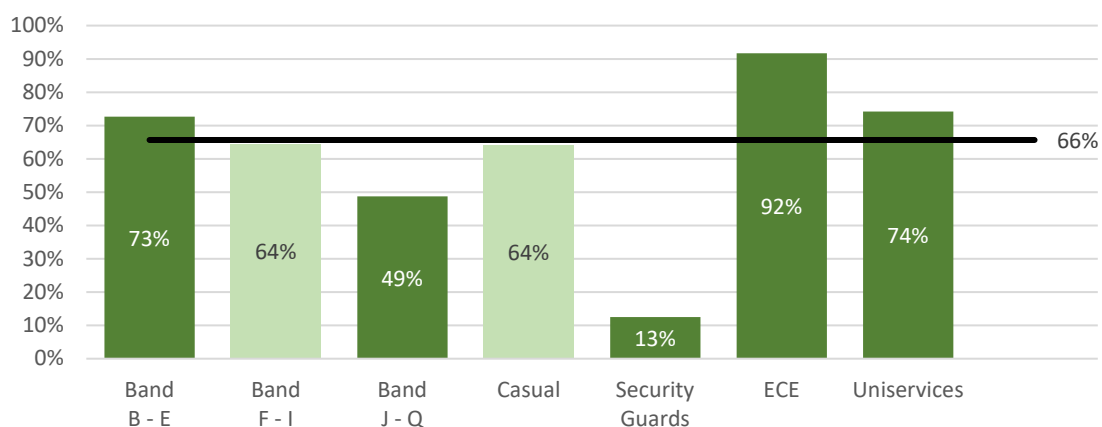
In 2024 we reported evidence of unequal pay in favour of women in Bands B – E, and in favour of men in Bands F – I. We also found that women tended to be under-represented in more senior banded Professional roles.

This year we also found evidence of unequal pay in favour of men in bands F-I and in favour of women in the casual role category. Differences in the median pay between men and women in the other bands and categories did not reach statistical significance.

As shown in Figure 6, under representation of women in more senior banded professional roles continues. While Women make up 66% of the professional staff workforce, their representation drops from 73% of lower bands where they are overrepresented, to 49% of the higher bands where they are underrepresented. Women are also overrepresented in ECE and UniServices roles, while being underrepresented in security roles. Women make up the expected percentage of roles in the casual professional staff workforce, and within bands F-I.

This closer look has outlined that while there is no appreciable overall gender pay gap among professional staff, there is evidence of underrepresentation of women in higher banded positions and unequal pay in favour of men in the F-I band subset. These findings reinforce that gender pay gaps are a broad indicator of gender equity in workplace culture and conditions.

Figure 6: Women as a percentage of staff in Professional roles by band or category for unbanded roles.



*Note.* The horizontal black line shows the overall percentage of Professional staff who are women, which is 66%. Dark bars indicate that the percentage of women in that role is significantly lower or higher than the overall percentage. Light bars indicate that the percentage of women in that role is similar to the overall percentage of Professional staff who are women.

## 4. Where to from here?

### 4.1 Gender Equity Strategy and Plan

The Gender Equity Strategy and Plan has been developed in collaboration between the Human Resources Leadership Team and members of the Gender Action Plan Group (GAP Group). The GAP Group is comprised of staff and student representatives of key groups and communities as well as subject matter experts and is facilitated by the Office of the Pro Vice-Chancellor Equity. Data from the current and previous GPG reports has been used to inform the development of the Gender Equity Strategy and Plan, and future GPG reports and analysis form a core component of ongoing monitoring and evaluation. Reporting on the Gender Equity Strategy and Plan will sit alongside our annual GPG Reports, demonstrating the University's ongoing commitment to gender equity.

### 4.2 The next GPG Report

The next GPG Report will report on trends over time for ethnic GPGs, as we will have data from three consecutive years. This will put us in a position to understand areas where gaps are closing or widening, and to select evidence-based interventions.

The next census date will be 18 September 2026 – International Equal Pay Day. Everyone employed by Waipapa Taumata Rau on this date will be included in the next GPG Report, which will be released on 8 March 2027 – International Women's Day. Calculating and publishing our gender pay gaps every year will hold us accountable and add momentum to our efforts to close them.

## 5. Appendix

### 5.1 Definitions

#### *Who is an employee?*

All permanent, fixed-term, and casual staff employed at Waipapa Taumata Rau on 18 September 2025, which is International Equal Pay Day.

#### *Gender*

All employees can identify their gender in their employee record. The options are female, male, or gender diverse. The data for people who have indicated they are female or male are included in this report. The number of people indicating they are gender diverse is relatively small. This prevents a meaningful pay gap analysis for this group at this time.

There are three key terms used to describe differences in pay between people of different genders.

#### *Equal Pay*

If pay is equal it means that people of all genders are paid the same for doing the same work in the same organisation.

Figure 7: Equal pay example.



Vertical bars represent median pay for staff at three different levels within a role. Overall, median pay is higher at higher levels within this role. Orange bars represent the median pay for women. Purple bars represent the median pay for men. Pay is equal at Level 1. Pay is unequal in favour of men at Level 2. Pay is unequal in favour of women at Level 3.

#### *Pay Equity*

If pay is equitable it means that people of all genders are paid the same for work that is different but of equal value.

#### *Gender Pay Gap*

Gender Pay Gaps are based on the differences in median hourly pay rates between genders in an organisation. They are broad indicators of gender equity in workplace culture and conditions.

#### *Parity*

The concept of parity is a way of understanding whether a GPG is small enough to be of little concern. Parity as presented in this report relates to the value of a given GPG and the 95%

confidence intervals around it. In cases where the confidence interval around a GPG includes zero this is interpreted as evidence in support of parity, and we consider the pay gap to be of little concern. If the confidence interval does not include zero then we can be confident there is disparity between women and men, and the GPG is of concern.

### *Academic Staff Groups*

Academic staff were grouped according to their type of role.

The Traditional Academic group was comprised of:

- Assistant Lecturers
- Adjunct Academics
- Lecturers
- Senior Lecturers
- Associate Professors
- Professors

The Teaching Academic group was comprised of:

- Teaching Assistants
- Graduate Teaching Assistants
- Tutors
- Senior Tutors
- Professional Teaching Fellows

The Research Academic group was comprised of:

- Postdoctoral Fellows
- Research Fellows
- Adjunct Senior Research Fellows
- Senior Research Fellows

## 5.2 Formulae

### *Gender Pay Gap*

The overall gender pay gap for women was calculated as follows:

$$\text{GPG} = 100 \times \frac{[\text{Median hourly pay for all men} - \text{Median hourly pay for all women}]}{\text{Median hourly pay for all men}}$$

The gender pay gaps for Academic and Professional staff were calculated as follows:

**Academic GPG =**

$$100 \times \frac{[\text{Median hourly pay for all Academic men} - \text{Median hourly pay for all Academic women}]}{\text{Median hourly pay for all Academic men}}$$

**Professional GPG =**

$$100 \times \frac{[\text{Median hourly pay for all Professional men} - \text{Median hourly pay for all Professional women}]}{\text{Median hourly pay for all Professional men}}$$

The effects of ethnic group were explored by calculating the following for each ethnic group:

$$\text{Ethnic GPG} = 100 \times \frac{[\text{Median hourly pay for all men} - \text{Median hourly pay for Ethnic women}]}{\text{Median hourly pay for all men}}$$

**Ethnic Academic GPG =**

$$100 \times \frac{[\text{Median hourly pay for all Acad men} - \text{Median hourly pay for Ethnic Acad women}]}{\text{Median hourly pay for all Academic men}}$$

**Ethnic Professional GPG =**

$$100 \times \frac{[\text{Median hourly pay for all Profess men} - \text{Median hourly pay for Ethnic Profess women}]}{\text{Median hourly pay for all Professional men}}$$

### *Parity*

Parity is assessed using confidence intervals constructed by bootstrapping the relevant gender pay gaps. Bootstrapping is achieved by taking 1,000 bootstrap samples grouped by gender, calculating the gender pay gap within each sample, then using the 1,000 resulting gender pay gaps to identify the lower and upper end of a 95% confidence interval. In cases where the confidence interval around a GPG includes zero this is interpreted as evidence in support of parity, and we consider the pay gap to be of little concern. If the confidence interval does not include zero then we can be confident there is disparity between women and men, and the GPG is of concern.

### 5.3 Data Characteristics

The numbers of people included in analyses are provided in the tables below.

Table 7. The number of people included in GPG calculations for Academic and Professional staff.

Gender	Academic	Professional	Total
Women	2,787	4,060	6,847
Men	2,257	2,124	4,381
Total	5,044	6,184	11,228

Table 8. The number of people included in GPG calculations for Permanent staff, and Casual and Fixed-Term staff.

Gender	Academic		Professional		Total
	Permanent	Fixed-Term and Casual	Permanent	Fixed-Term and Casual	
Women	839	1,948	1,892	2,168	6847
Men	877	1,380	1,005	1,119	4381
Total	1,716	3,328	2,897	3,287	11228

Table 9. The number of people included in GPG calculations by ethnic group for Academic and Professional staff. Note that we have used Total Response method which means that people can identify with multiple ethnic groups. Also note that the groups who selected 'Other ethnic group' or have provided no information about their ethnicity could not be included in analyses.

Ethnic Group	Academic		Professional	
	Women	Men	Women	Men
Asian ethnic groups	819	713	1,550	803
Māori	249	141	369	168
Middle Eastern, Latin American and African ethnic groups	136	110	190	125
Pacific ethnic groups	173	91	436	229
Pākehā and European ethnic groups	1,595	1,238	1,897	990
Other ethnic groups	119	79	112	55
No response	60	63	51	36

## 5.4 Common Misconceptions

Here are some common gender pay gap misconceptions illustrated with hypothetical examples.

**If the gender pay gap for women is 10% then we should make it fair by giving women a 10% pay rise or men a 10% pay cut.**

A gender pay gap of 10% doesn't mean that every woman is being paid 10% less than their male counterparts. As described above, the gender pay gap is a broad indicator calculated across the whole organisation. Some women are paid more than most men in the organisation. Simply giving a pay rise to all women might close the gap on paper, but it wouldn't address the underlying factors that drive the gaps, and so the gap would re-emerge over time.

**If the gender pay gap for women is 15%, then as a man my pay is 15% more than my female peers.**

The gender pay gap is calculated using the median hourly rate for all staff of a given gender. The gender pay gap is a broad indicator calculated across all staff, who are employed at a wide range of levels across a wide range of roles. It doesn't tell us anything about how similar or different the pay is for two individuals with different genders.

If two people of different genders are doing the same work and there is a 15% difference in their pay, then this might mean there is a problem with equal pay. Unequal pay can contribute to the overall gender pay gap for an organisation. But a gender pay gap of 15% across an organisation doesn't necessarily mean that men in a given role are paid 15% more than women in the same role.

**If the gender pay gap for women is 20% then women are working one day a week for free.**

A gender pay gap of 20% doesn't mean that all women in full-time roles are working one day a week "for free". As described above, the gender pay gap is a broad indicator calculated across the whole organisation. Gender pay gaps can emerge when women are over-represented in lower paying roles, and under-represented in higher paying roles. Gender pay gaps don't necessarily mean women are being paid unfairly in their roles, but they can indicate the presence of systemic, structural, and social factors that lead to women being over-represented in lower paying roles.

**Gender pay gaps are because of the individual choices people make about their jobs and careers.**

Individual salaries are affected by individual choices. However, the gender pay gap is calculated for large groups, not individuals. When a gender pay gap exists, it reflects factors affecting the choices of an entire group of people who are a specific gender. These factors are typically systemic and structural factors within the organisation, as well as social and cultural factors. Understanding our gender pay gap will help us identify the factors that differentially affect gender groups within our university. Addressing these factors is expected

to enable people to make different choices about their jobs and careers, which in turn can contribute to closing gender pay gaps over time.

**We can identify all of the factors that create a gender pay gap.**

Research on gender pay gaps has concentrated on variables such as age, education, industry, and parental status. While these variables do contribute, most of the factors behind the gender pay gap remain unexplained. Factors such as job preferences, discrimination and unconscious bias are likely to contribute, but difficult to quantify. Therefore, it's not possible to evaluate all of the factors that create a gender pay gap. However, tracking gender pay gaps over time does give us valuable information about whether changes to our policies and practices are moving the university towards, or away from, gender equity.

**The aim is to achieve a zero percent gender pay gap.**

We aim to track the gender pay gap over time and reduce it towards zero. However, we also need to acknowledge that the gender pay gap is a broad indicator and it doesn't reflect the individual experiences of our diverse communities. Achieving a zero gap wouldn't mean that we've achieved a state of optimal gender equity. We aspire to keeping our gender pay gap as close to zero as possible.

**Gender pay gaps are inevitable so there's nothing we can do about them.**

Gender pay gaps result from complex interactions between social and cultural factors in the environment as well as systemic and structural factors within the organisation. This doesn't mean that it's too hard to address them. Understanding our gender pay gaps and the main factors that drive them will allow us to apply evidence-based approaches to closing the gaps.

**I can't help to fix this problem.**

Everyone can influence the gender pay gap, first by acknowledging that closing gender pay gaps is good for everyone. We can all speak openly about the gender pay gap, engage in unconscious bias training, be mindful of key drivers, and remember that closing the gaps doesn't make anyone worse off.