



Gender and Ethnicity | Pay Gap Report 2023

Introduction

The University of Otago is committed to be an employer of choice, known for delivering on its commitments to workplace diversity and inclusivity, fair remuneration and the wellbeing and professional development of our staff (Vision 2040, strategic plan).

As an institution, we recognise that achieving this commitment means addressing issues such as gender and ethnicity pay gaps, and this report is the first step we are taking to meet this aim.

The following report is the first for the University. It provides a snapshot of our current position and the trend during the past six years. It will be repeated annually as we work to close the gaps through deliberate interventions and actions aimed at systemic change.

This first report shows us that we have an unacceptable gap in pay between genders and ethnicities. The details in the report give us information and an action plan to focus our actions in the coming year and the University Council and Senior Leadership Team are committed to making this a priority and achieving significant change as quickly as possible.

Stephen Higgs
Chancellor

Professor Helen Nicholson
Acting Vice-Chancellor

December 2023

What are Gender Pay Gaps and Ethnic Pay Gaps ?

Gender and ethnic pay gaps are measured using hourly or salary pay data to assess how well organisations are providing equality of opportunity, using pay as the best proxy for seniority.

The gender pay gap shows the difference in average (mean) and also median earnings between males and females.

The ethnic pay gap shows the difference in average (mean) and also median earnings between ethnicities. The figures in this report have been calculated using the methodology used by Statistics New Zealand.

Equal Pay is the legal requirement to ensure that both men and women in the same role performing equal work are paid equally (Equal Pay Act 1972, Employment Relations Act 2000, State Sector Act 1988 and Human Rights Act 1993). The information in this report refers to gender pay gaps, not equal pay.

Methodology

Gender Pay Gap (GPG):

$$\frac{\text{Average Male Hourly Pay} - \text{Average Female Hourly Pay}}{\text{Average Male Hourly Pay}}$$

The methodology used in this report is that used by Statistics New Zealand.

The dataset used for this report is taken from the Ascender Payroll System 28 April 2023 extract and is representative of the full-year staffing of the University.

Casual staff have been included in the analysis. However, staff on no pay, contractors, and clinical lecturers and senior medical officers employed by Te Whatu Ora, have been excluded.

Gender diverse staff are not included as fewer than 1% of employees identify as gender diverse. These staff are included in the ethnic pay gap analysis where gender is not a factor.

Ethnic Pay Gap (EPG):

$$\frac{\text{Average Hourly Pay of Non Ethnicity Staff} - \text{Average Hourly Pay of Ethnicity Staff}}{\text{Average Hourly Pay of Non Ethnicity Staff}}$$

Ethnic Gender Pay Gap (EGPG):

$$\frac{\text{Average Male Hourly Pay} - \text{Average Female Hourly Pay of Ethnicity Staff}}{\text{Average Male Hourly Pay}}$$

The above methodology is used for the ethnic and ethnic gender pay gap analysis.

Important note: Only half of Otago staff have reported their ethnicity in the Web Kiosk. This means the analysis in this section may be impacted and is therefore considered indicative only. An action to encourage greater self-reporting on ethnicity is recommended.

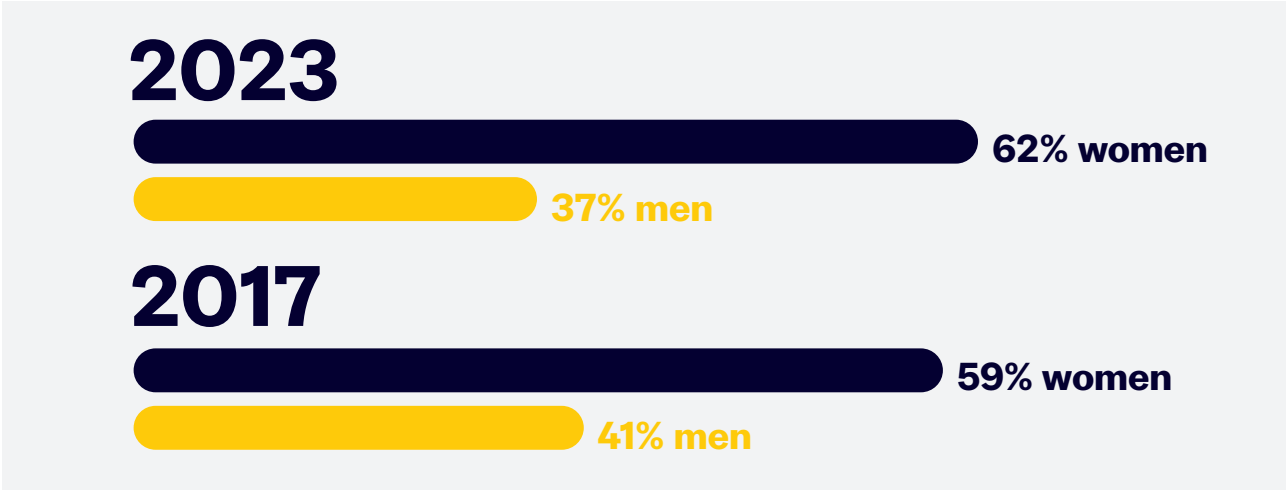
Mean pay is calculated by summing all staff pay rates and dividing by the number of staff. The median pay is calculated by ordering staff pay rates from lowest to highest then selecting the middle pay.

Both mean and median pay are important to consider when evaluating pay distribution in an organisation. Mean pay can be skewed by small numbers of staff on high salaries. As the university operates with most staff on pay scales with clearly defined steps, small changes in the number of staff or distribution of staff across steps can change the median pay significantly.

Gender Pay Gap Analysis

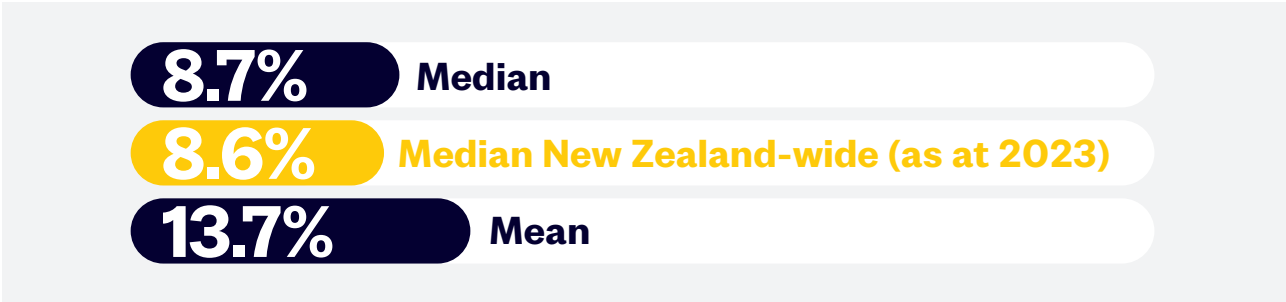
Our gender split

7192 staff are included in this analysis

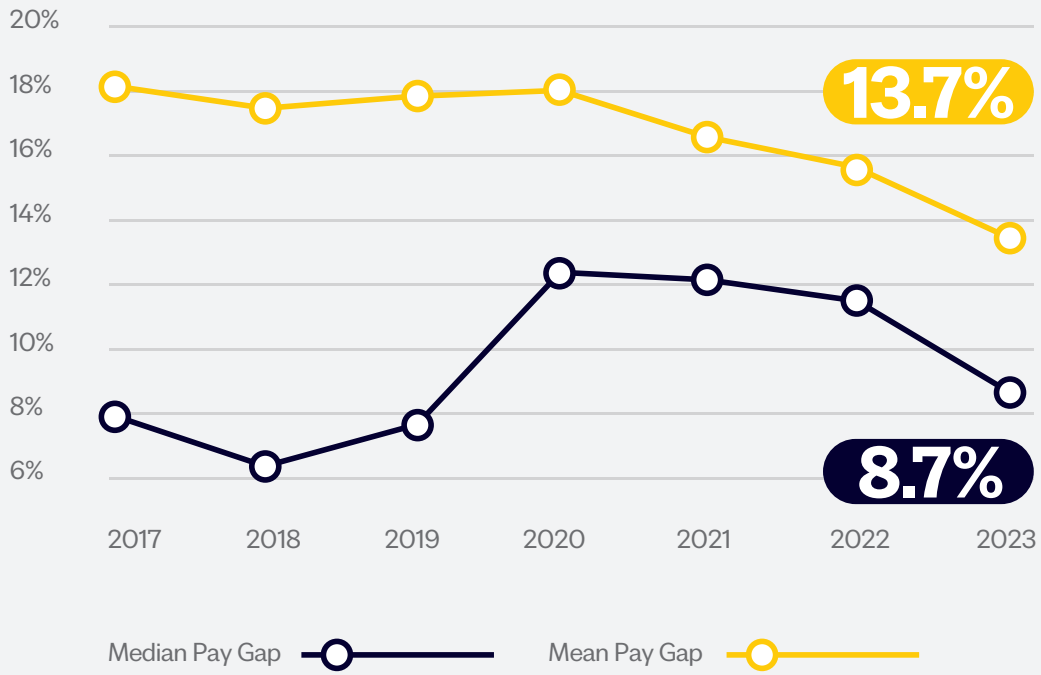


Our gender pay gap

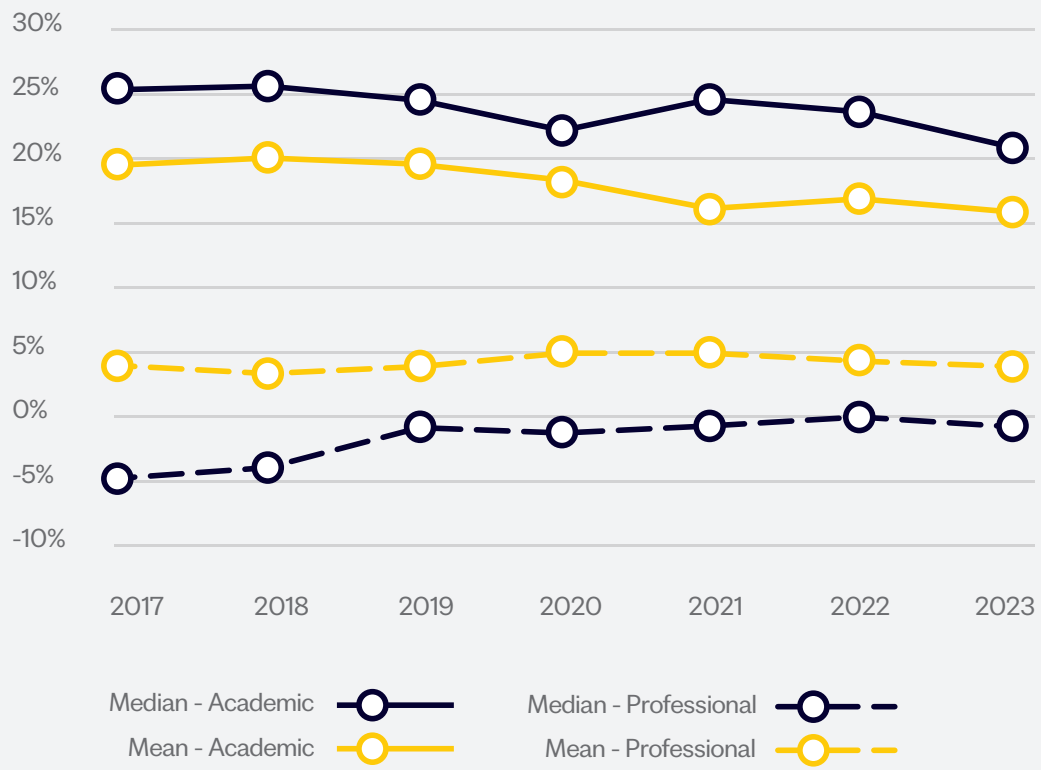
Note: all the following information is based on hourly pay.



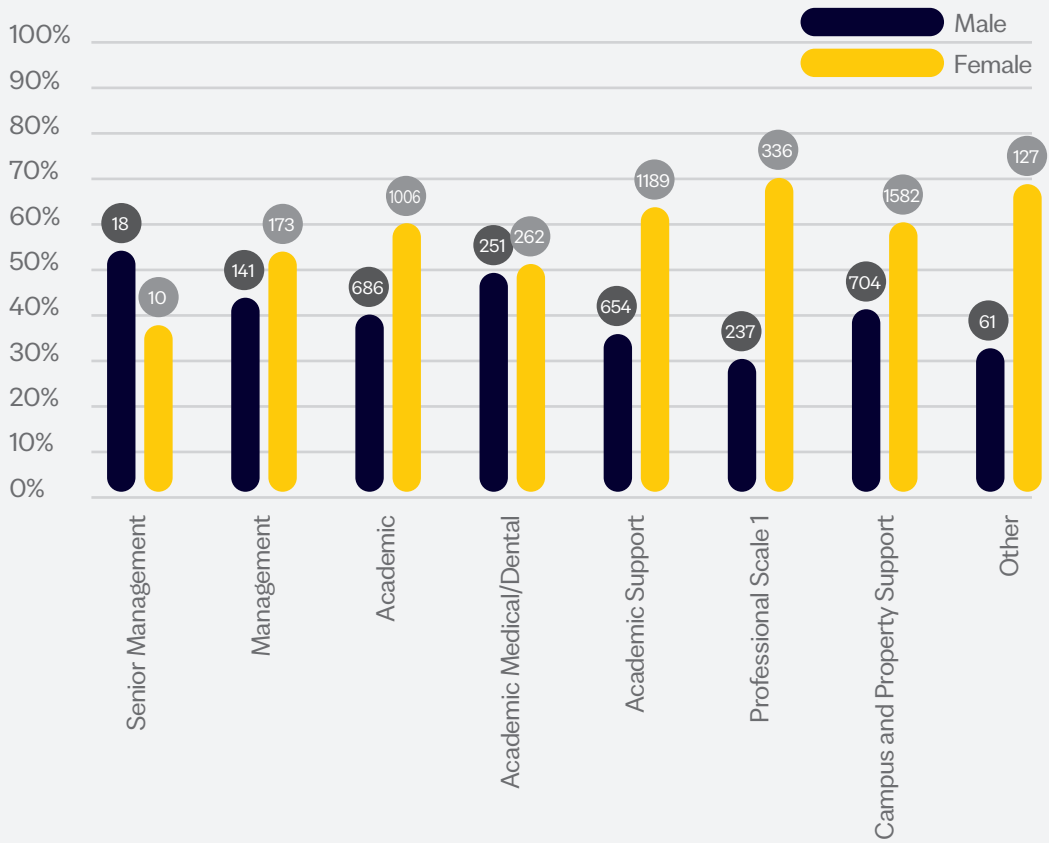
Pay Gap 2017 - 2023



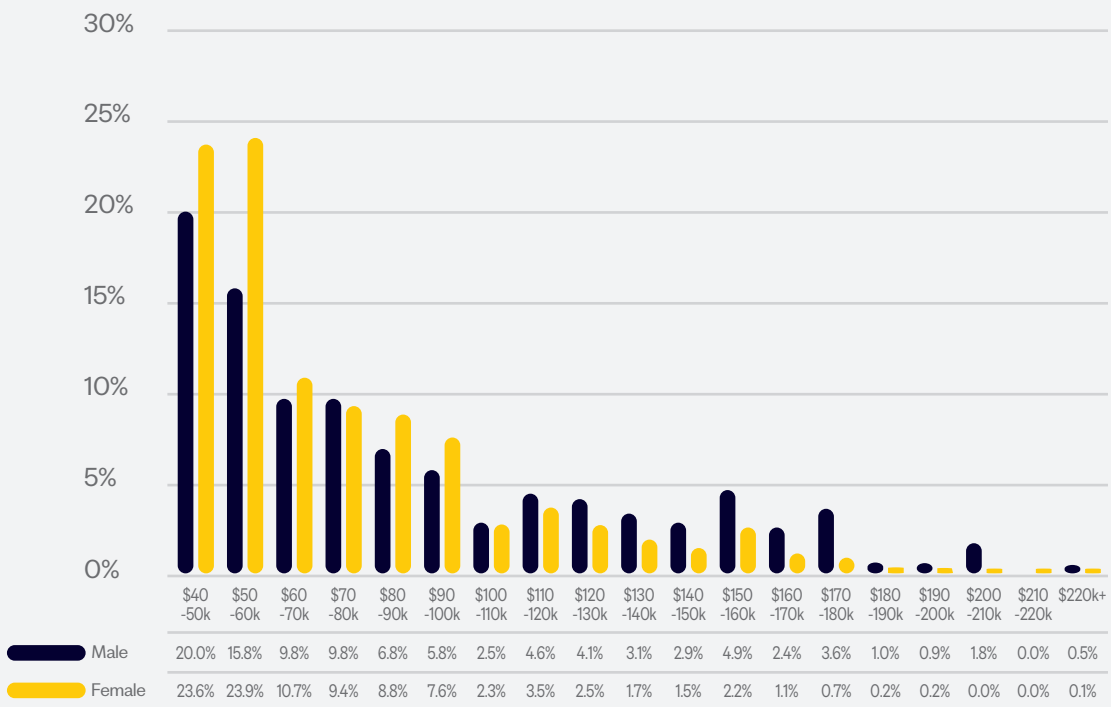
Academic/Professional Gender Pay Gap 2017 - 2023



Distribution of Genders Across Occupational Groupings



Proportion of Males and Females in \$10k Bands

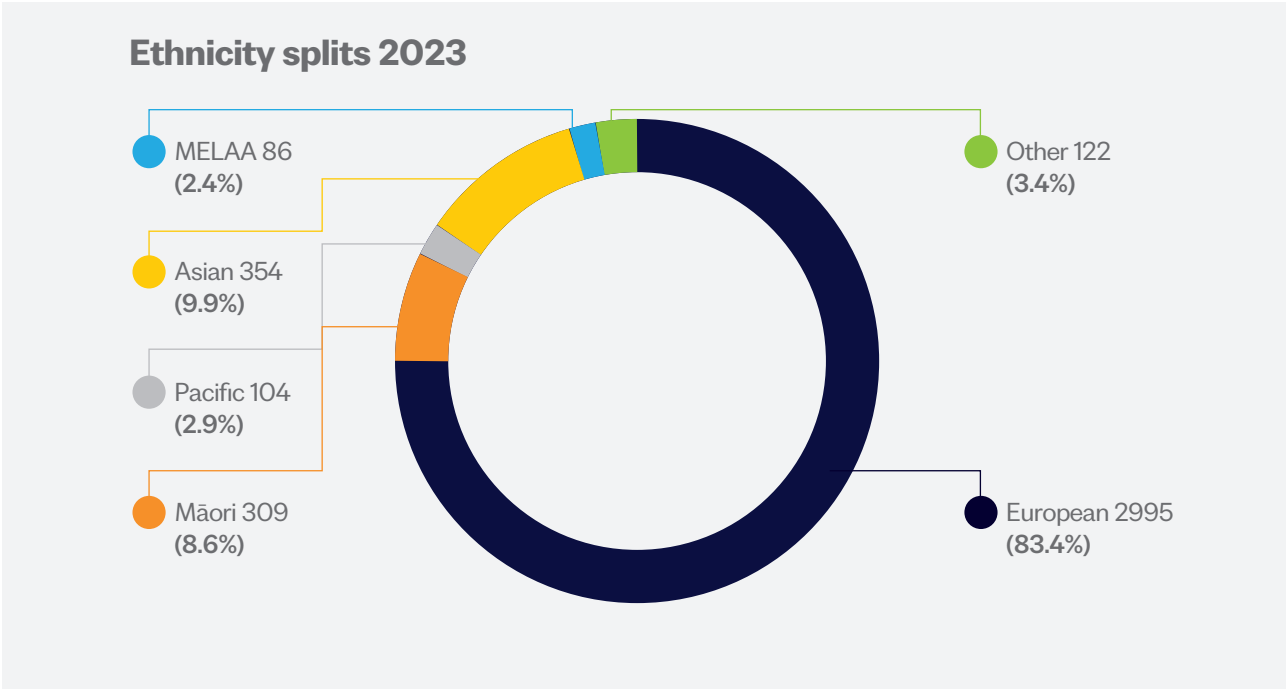


Ethnicity Pay Gap Analysis

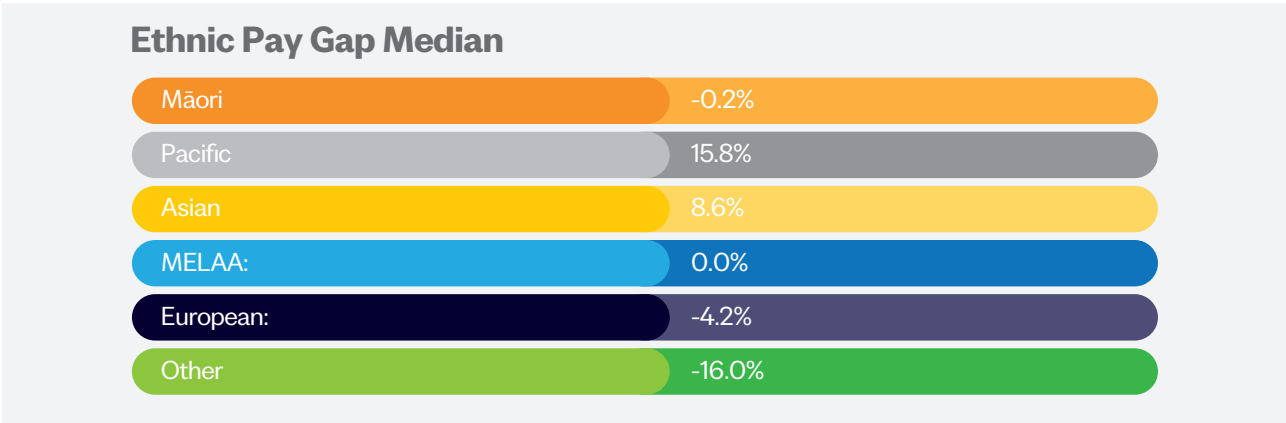
To measure our ethnicity pay gap, we have taken the average pay of a specific ethnicity and calculated it against the average pay of staff who do not identify as that ethnicity.

For example, the Māori mean ethnic pay gap would be calculated as:

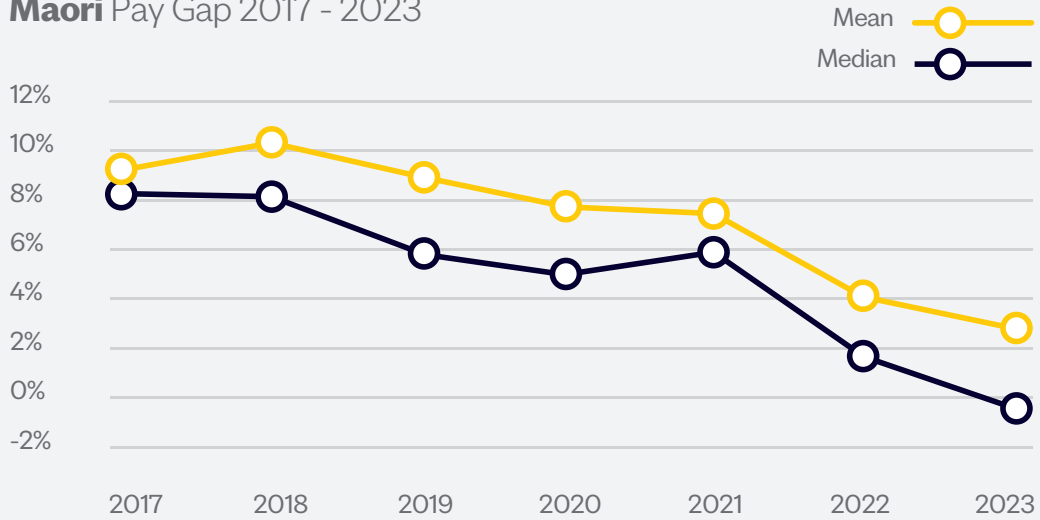
$$\frac{\text{Mean Hourly Pay of Non Māori Staff} - \text{Mean Hourly Pay of Māori Staff}}{\text{Mean Hourly Pay of Non Māori Staff}}$$



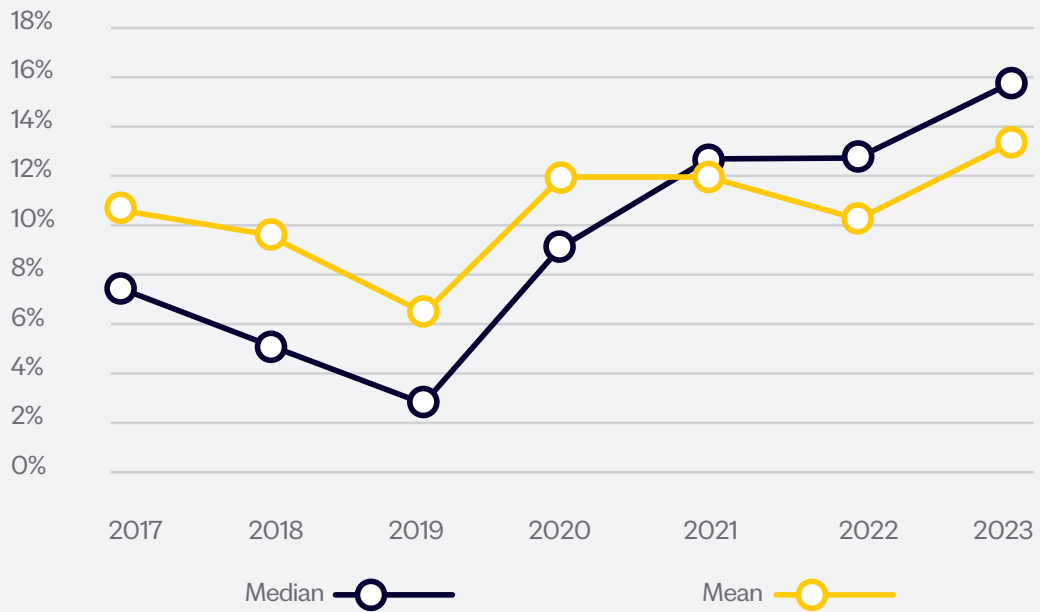
Our ethnicity pay gap



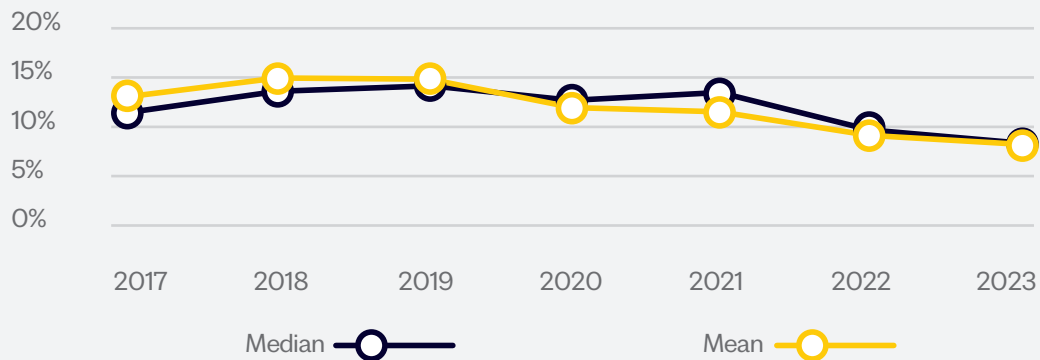
Māori Pay Gap 2017 - 2023



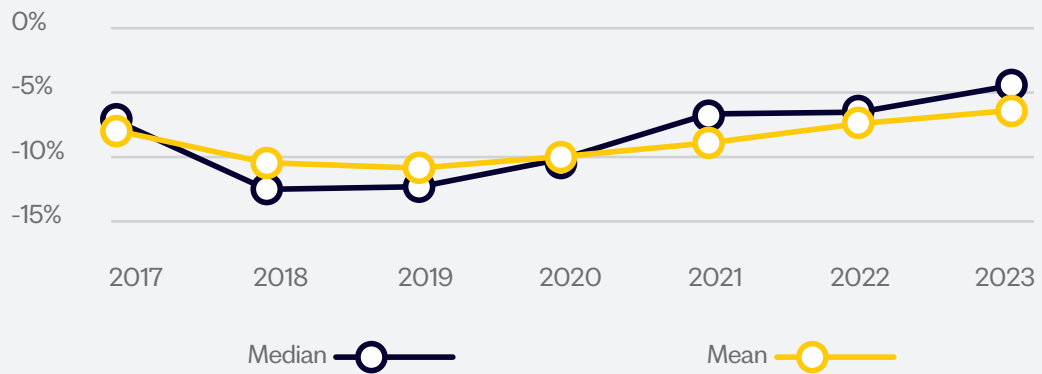
Pacific Pay Gap 2017 - 2023



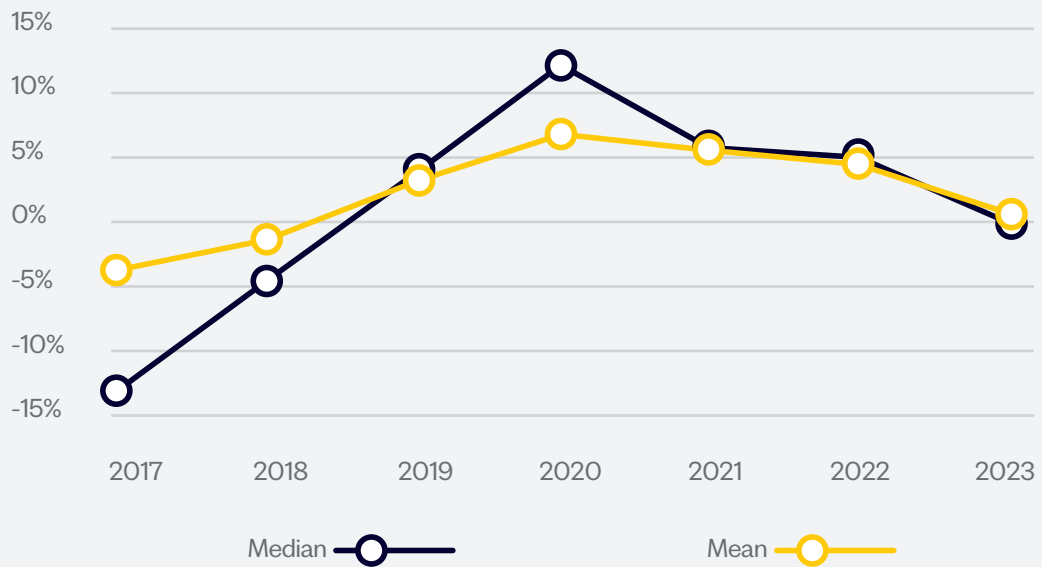
Asian Pay Gap 2017 - 2023



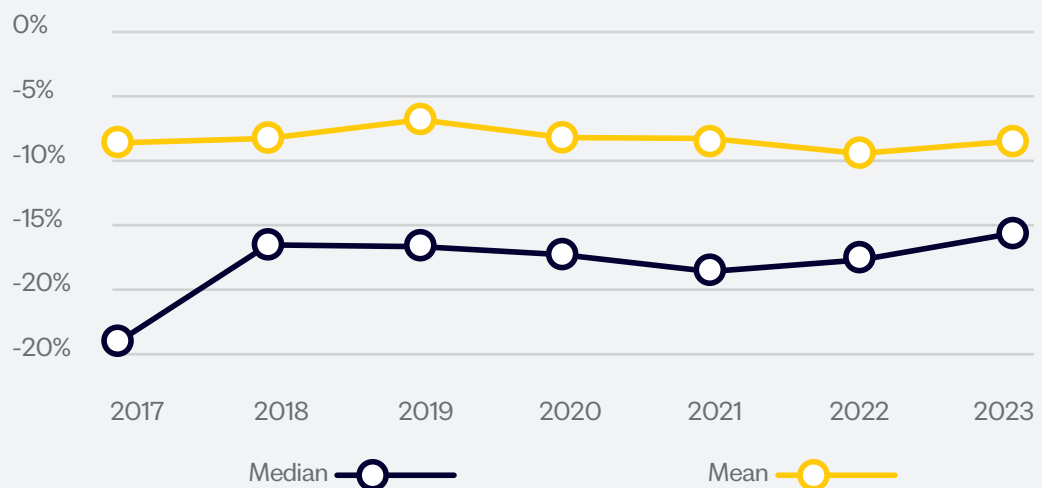
European Pay Gap 2017 - 2023



MELAA Pay Gap 2017 - 2023



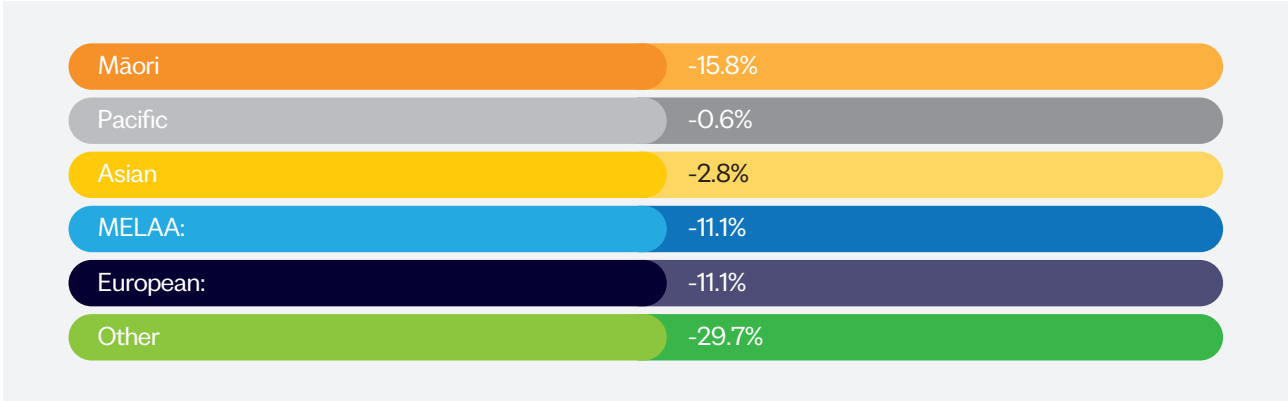
Other Pay Gap 2017 - 2023



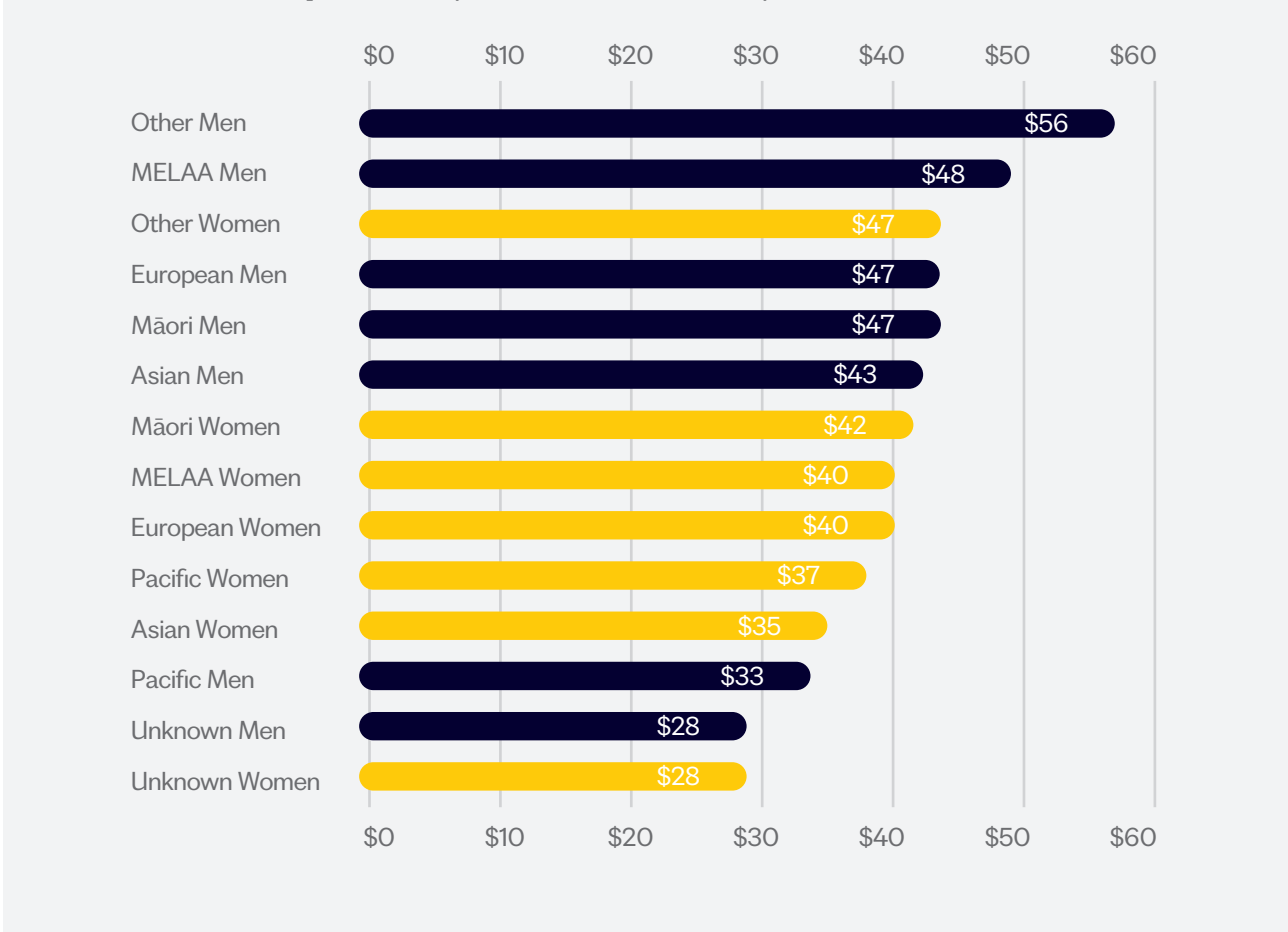
Ethnicity and Gender Pay Gap Analysis

An ethnicity and gender pay gap is analysed by combining the information for both. It shows the difference between the average pay for a female of a specific ethnicity and the average pay for all males.

2023 Ethnic Gender Pay Gap Median



Median Pay 2023 by Gender and Ethnicity



What now?

The following draft actions have been approved by the University Council and Senior Leadership Team.

Regular updates on progress on these actions will be shared by the Vice-Chancellor throughout the year and the annual pay gap analysis will be shared with University staff annually.

Proposed Focus Areas	Proposed Actions	Why (reasons for actions and how they will close the gap)
<p>Initiatives introduced to reduce the Pay Gap</p>	<p>Form Pay Gap Steering Group</p> <p>Working group composition could include:</p> <ul style="list-style-type: none"> • HR Director • Chief Operating Officer • Chief Financial Officer • Head of Office of Māori Development • Head of Office of Pacific Development • Chair, Equity Advisory Committee • Manager, Equity Diversity & Inclusion • Deputy Vice-Chancellor, Academic • Union representation • Current or former HOD <p>(subject to ensuring working group diversity)</p> <p>The Steering Group supported by a working group comprising:</p> <ul style="list-style-type: none"> • Director, Human Resources • Head of Organisational Development • Analyst (Reporting) • Manager Remuneration and Promotion • Manager Equity, Diversity and Inclusion 	<p>Bring in relevant expertise and drive action plans across the University.</p>
	<p>Review policies</p> <ul style="list-style-type: none"> • Affirmative Action Policy • Good Employer Policy • Flexible Leave Policy • Parental Leave Policy • Performance and Development Review Policy • Remuneration Policy 	<p>Policies are sets of approved guidelines to provide consistent and clear decisions.</p> <p>It is important to review these documents regularly to ensure that they are addressing pay gaps (e.g., jobs at all levels available on a flexible basis and all genders can share childcare responsibilities) and there are no biases or unintended guidelines that may cause the pay gap to widen or prevent the University closing the gap.</p>
	<p>Review processes across the University</p> <ul style="list-style-type: none"> • Pay and level considerations at point of hire • Job evaluation process • Pay and level considerations in the academic promotions process • Academic pathways • Professional staff pathways • Succession planning 	<p>Processes need to be reviewed to ensure they are addressing and not contributing to pay gaps.</p> <p>Providing clear process guides decision making and reduces systemic pay gaps.</p> <p>Provides confidence to staff that we are committed as an organisation to eliminating pay gaps.</p>

	<p>Ensure committee representation reflects the University community e.g.</p> <ul style="list-style-type: none"> • Promotion • Selection • Recruitment • Research funding <p>Review staff remuneration and benefits to ensure comparability</p> <ul style="list-style-type: none"> • Line by line audit 	<p>University staff should be able to see themselves reflected in committee compositions, ensuring diversity of thought and knowledge, and reducing prejudice and bias.</p> <p>A necessary action to identify and correct any existing pay gaps by level and role.</p>
Monitoring and reporting	<p>Gender Pay Gap Reporting</p> <ul style="list-style-type: none"> • Produce annual GPG report every September for the current year 	<p>Commitment to produce GPG annually with a VC forum and Q&A opportunities.</p> <p>Continue to produce the annual Equity Demographic Data Summary.</p> <p>Produce an Equity Demographic Summary for external publication.</p>
	<p>Data Reliability</p> <ul style="list-style-type: none"> • Staff Census (release staff completion rate) • Onboarding (data collection) 	<p>Need to conduct a census and encourage staff to complete their equity profile on joining the University.</p> <p>Encourage current staff to complete their equity profiles.</p>
Leadership and Culture	<p>Training for managers/leaders and committee chairs.</p> <ul style="list-style-type: none"> • Provide training for current and future people leaders • Provide education on pay gaps, the University's commitment to addressing pay gaps, and the expectations of their role • Bicultural competency development 	<p>Training is not effective in isolation but will support compliance with policy and processes designed to eliminate the pay gap.</p>
	<p>Standing item for VC reporting</p> <ul style="list-style-type: none"> • Require Divisions to report to VC (through HR) on what actions they have done to close the gap • Require Divisions to identify future leaders for pathway monitoring (L&D and mentoring resources can then be allocated and tracked) 	<p>Ensures pay gap actions are a commitment for all Divisions.</p> <p>Provides a regular measure of progress at a divisional level.</p>
Engagement with our communities	<ul style="list-style-type: none"> • Women • Māori • Pacific • Disability • Neurodiversity • Asian & MELAA • LGBTTIQA+ 	<p>Implement a collaboration and feedback mechanism for impacted demographic groups.</p> <p>Raises awareness, encouraging engagement and confidence in the University's action planning.</p>