



ÚDARÁS EITLÍOCHTA NA hÉIREANN
IRISH AVIATION AUTHORITY

Shaping the Future:

The Irish Aviation Authority's Gender Pay Report 2024



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Our Gender Pay Gap is 38% (mean), and 54% (median).

The difference between the Gender Pay Gap and Pay Equity

The Gender Pay Gap

is a measure based on pay averages across an organisation. It takes no account of the different roles that people occupy.

Pay Equity

is the principle that people doing the same work should receive the same pay, allowing for legitimate differences such as tenure and experience. The existence of a Gender Pay Gap does not mean that there is an issue with Pay Equity.



A Note from the CEO



| Declan Fitzpatrick

The Gender Pay Gap Report for IAA for 2024 reflects our commitment to transparency and equity in the workplace, as well as our dedication to fostering a diverse, and inclusive workforce. At IAA we strive to enable aviation workplaces and culture that provides flexibility, embraces diversity, encourages inclusion, enables innovation, and builds on the success of aviation in Ireland.

The aviation industry globally is under-representative of women in technical roles, specifically engineering and piloting, which account for a large cohort of the upper two quartile employees who fulfil specialist technical roles in the IAA.

For the gender pay gap to be reduced in our company and across our industry, more females must be attracted to pursue a career as a pilot or engineer. Among the people holding an Irish licence, just 6.2% of all pilots and an even lower 2% of all licenced aircraft engineers are female. This is a worldwide issue identified by the International Civil Aviation Organisation and discussed at their recent Global Aviation Gender Summit in 2023.

There are some positive signs. Female air traffic controllers represent 21% of all air traffic controllers licensed in Ireland. Among aircraft engineers under 30 years of age the figure has risen to 5.7%. 9.3% of all pilots under 30 years of age are female (in the IAA, 11% of our flight operations inspectors are female). This is a strong indication that efforts by the aviation industry to attract more females to build a career in aviation is beginning to pay dividends, but there is still a long way to go.

We have increased our focus and efforts:

Supporting a Career in Aviation – we provide intern placements to aviation students and participate in TY programmes supporting future female aviators. Currently, we are supporting a revamp of the national apprenticeship scheme for aircraft mechanics, making it more accessible with increased capacity for new entrants.

Career in IAA – we ensure equal opportunity in hiring and actively seek diversity in candidate panels, providing a work environment within which all of our people feel supported. We continue to promote career advancement for all staff, encouraging more women to pursue career progression.

A handwritten signature in black ink that reads "Declan Fitzpatrick". The signature is written in a cursive, flowing style.

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Introduction

The Gender Pay Gap Information Act 2021 currently requires organisations with more than 150 employees to report on their Gender Pay Gap and to publish this information annually.

The gender pay gap is the percentage difference in the average hourly wage of males and females across a workforce, with the range of metrics being set out in the Gender Pay Gap Information Act 2021. A gender pay gap is not the same as unequal pay. Paying an individual less than a colleague for the same job (unequal pay), purely on account of their gender, is prohibited under equality legislation.

The IAA believes that equality, diversity and inclusion drive innovation and we commit ourselves to these values. Through our policies, procedures and training, the IAA seeks to promote a positive work environment where all employees, regardless of their gender, marital status, family status, age, disability, sexual orientation, race, religion or membership of the Traveller community feel welcomed, valued and respected.

Pay within the IAA is aligned to salary pay grades which provide for equal pay for equal work irrespective of gender.

- Implement HR policies based on principles of equality and respect for diversity
- Manage factors affecting employee wellbeing
- Deliver a work-life balance policy, including remote-working opportunities
- Deliver a training/development plan for all our people
- Development of a new internal communications strategy, which aims to develop a strong integrated working culture in the 'new IAA'
- Create a new brand identity and values for the organisation and staff to live by

IAA Purpose and Strategy

The Irish Aviation Authority (IAA) serves as the single integrated civil aviation regulator in Ireland, overseeing Aviation Safety, Security, and Consumer Interests in compliance with global, European, and national rules. Our mission is to uphold the highest professional standards in aviation regulation to create a safe, secure, and consumer-centric aviation environment. By implementing effective regulation, we aim to facilitate and encourage world-class performance and innovation in Civil Aviation, both within Ireland and internationally. Our current Statement of Strategy 2023-2025 includes a key objective 'Our People and Organisation', with our strategy setting objectives to:

- Put our people at the centre of our organisation to deliver a quality service to customers
- Promote excellence in everything we do
- Successful integrate IAA and previous CAR staff within a positive organisational culture

Definitions & Methodology

Gender

For the purposes of this report and according to The Gender Pay Gap Information Act 2021, gender is categorised as male or female. Gender figures outlined in this report are included as reported to the IAA.

Quartiles

Employees are grouped into lower, lower middle, upper middle and upper quartiles based on their hourly remuneration. Looking at the proportion of presumed males and females in each quartile gives an indication of the gender representation at different levels of the organisation. The number of male versus female employees in each quartile is calculated as a percentage.

Company Employee Profile by Gender

As per the Gender Pay Gap Information Act 2021, the following metrics have been applied, as follows:

- Snapshot date: 18th June 2024
- Reporting period from: 18th June 2023
- Reporting period to: 18th June 2024

IAA Headcount on Snapshot Date

At the time the snapshot was taken, the IAA employed 190 individuals.

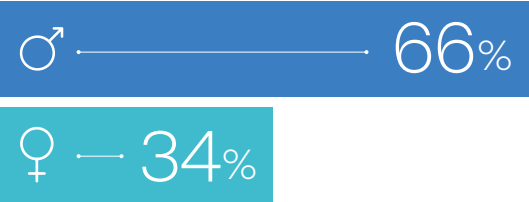
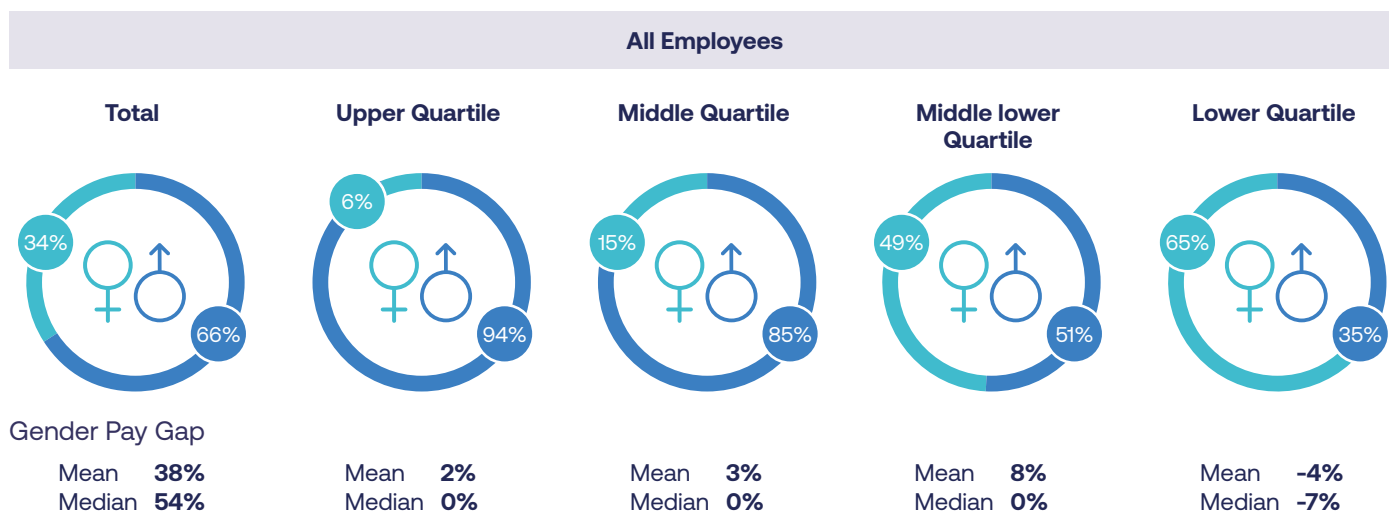


Table 1 Gender Pay Gap Results Summary

Temp/Contract & Part Time Totals					
Category	Total	Upper Quartile	Middle Upper Quartile	Middle lower Quartile	Lower Quartile
Male	64%	75%	66.6%	0%	100%
Female	36%	25%	33.3%	100%	0%
Gender Pay Gap (Mean)	19%	1%	30%	Only Females	Only Males
Gender Pay Gap (Median)	-2%	0%	30%	Only Females	Only Males

Breakdown by Grade Cohort					
Category	Total	Upper Quartile	Middle Upper Quartile	Middle lower Quartile	Lower Quartile
Administrative	-	0%	0%	53%	94%
Technical	-	53%	81%	28%	6%

Bonus Totals ¹					
Category	Total	Upper Quartile	Middle Upper Quartile	Middle lower Quartile	Lower Quartile
Male	1.05%	100%	-	-	-
Female	0%	0%	-	-	-



There are no benefit in kind recipients in the IAA.

¹Performance-related pay is applicable to two employee contracts within the IAA, based on legacy terms of agreement.

Results Analysis and Reasoning

The issue of Gender Pay Gap should not be confused with the issue of equal pay. The IAA has strong pay equity principles, ensuring all employees are paid equally for the work they do with experience and performance being evaluated and considered.

As demonstrated in reported figures, the IAA employs more males than females in upper and upper middle quartiles.

As the single aviation regulator in Ireland, the IAA adheres to strict aviation safety standards, requiring many roles to be fulfilled by candidates with specific aviation industry qualifications and detailed experience. The gender gap primarily arises due to lower numbers of females in specialist aviation roles such as pilot and engineering roles, as well as low numbers in managerial roles such as accountable manager or nominated postholder roles. These technical roles account for 40% of all male employees and just 4% of all female employees. The IAA has approximately equal figures within our middle lower quartile. The majority of staff employed in the lower quartile are female.

In 2021, an ICAO report of licensed aviation personnel by gender revealed the participation of women holding positions as pilots, air traffic controllers, and maintenance technicians was 4.9% globally. This was an increase from 4.5% in 2016.¹

For the gender pay gap to be reduced in the IAA and across the aviation industry, progression is still required to attract and retain females to technical careers in aviation.

The IAA encourages and is actively seeking to progress. We are aware of initiatives in the aviation sector focused on changing this dynamic such as engagement programmes with schools to encourage females to be educated, supported, and interested in STEM (Science, Technology, Engineering and Mathematics) subjects and pursue a career in aviation.

Our Commitment to Equality, Diversity and Inclusion

The IAA believes that equality, diversity and inclusion drive innovation and we commit ourselves to these values. Through our staff policies, procedures and training the IAA seeks to promote a positive work environment where all staff regardless of their gender, marital status, family status, age, disability, sexual orientation, race, religion or membership of the Traveller community feel welcomed, valued and respected.

¹<https://www.icao.int/Newsroom/Pages/ICAO-releases-survey-data-on-status-of-global-aviation-gender-equality.aspx> (ICAO)

General IAA Measures to Address the Gender Pay Gap

The areas of focus to address the gender pay gap are:

Outreach

The IAA commits to encouraging females to enter STEM programmes and pursue aviation careers through its transition year and internship programmes and partnerships.

Recruitment

The IAA will continue to ensure equal opportunity of candidates in using best practise recruitment standards. We commit to promoting and outlining career progression tracks within the IAA from administrative to technical grades where qualifiable.

Learning and Development

The IAA commits to the continuous development and support of our people through our managing performance development process, Learning & Development Plan, and training programmes.

Engagement

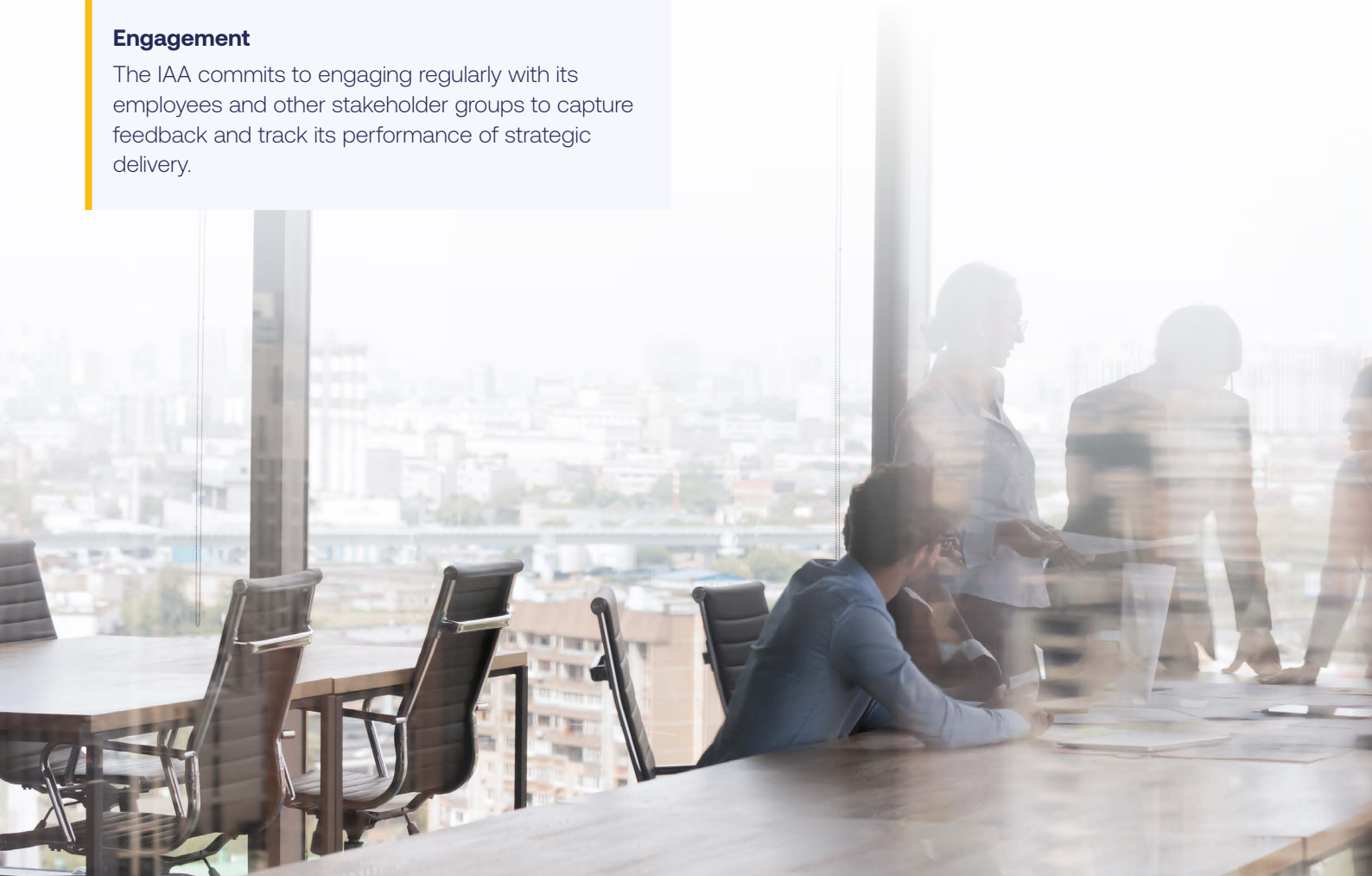
The IAA commits to engaging regularly with its employees and other stakeholder groups to capture feedback and track its performance of strategic delivery.

Employee Wellbeing

The IAA commits to cultivating a positive workplace environment through its people and organisation strategy. We want all our people to feel safe and supported at work, providing assistance through our support channels such as our Employee Assistance Programme, wellbeing programme initiatives, and human resources interactions.

Policy Development

The IAA commits to continuous review and development of policies and procedures that address the gender pay gap and promote diversity and inclusion in line with legislation and best practise standards.





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