



Irish Aviation Authority

Gender Pay Gap Report 2022



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Introduction

The Gender Pay Gap Information Act, 2021 introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations to report on their hourly gender pay gap across a range of metrics. The number of employees in an organisation will determine when reporting is required, details as follows:

- +250 employees 2022
- +150 employees 2024
- +50 employees 2025.

For the purposes of gender pay gap reporting, an employer is defined under section 2 of the Employment Equality Act 1998 and means, in relation to an employee, the person with whom the employee has entered into or for whom the employee works under a contract of employment.

While the Irish Aviation Authority is currently in the process of being restructured, which will result in two new legal entities being established, AirNav Ireland and 'new' IAA, until the draft legislation giving effect to the formation of the two new corporate entities is enacted and vesting day confirmed, for the purpose of the 2022 Gender Pay Gap Report, the IAA remains the employing corporate entity and therefore this report encompasses all IAA employees within the scope of the reporting guidance set down by the Gender Pay Gap Information Act, 2021.

Snapshot Date

The legislation requires employers to choose a 'snapshot' date in June 2002. The IAA chose 9 June 2022. The reporting period is defined as twelve months immediately preceding and including the snapshot date. The reporting deadline is six months after the snapshot date which for the purpose of this report will be 9 December 2022.

What must be reported

Employers are required to report the following seven key pieces of gender pay gap data on an annual basis:

1. Mean and median hourly remuneration for all employees (a percentage figure)
2. Mean and median hourly remuneration for part-time and temporary employees (a percentage figure)
3. Mean and median bonus remuneration of all employees (a percentage figure)
4. Proportion of male and female employees that received bonus remuneration (a percentage figure)
5. Proportion of male and female employees that received benefits-in-kind (a percentage figure)
6. Proportion of male and female employees in four equally divided quarters (i.e., expressed as each of the employer's lower, lower middle, upper middle and upper quartile pay bands).
7. Employer's written explanation on measures it is taking to address its gender pay gap.

The Company is required to publish our Gender Pay Gap Report on our website, so the report is accessible to employees and members of the public.



Key Metrics Explained

What is the gender pay gap?

The gender pay gap is the difference on average across a population between men's and women's pay. The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

The Mean Pay Gap

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire Company.

The Median Pay Gap

The median pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

The Quartiles

Pay quartiles are calculated by splitting employees in the Company into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the Company.

The Gender of our employees

The proportion of Male and Female employees:

Table 1 shows the total number of male and female employees

	Male	Female
No. of Males & Females	517	201
Males & Females as a percentage	72%	28%

The proportion of male and female employees in four equally divided quarters:

Table 2 shows the total of males and females in each quartile

	Quartile	Male	Female
No. of Males & Females in Each Quartile =	A (Upper)	152	27
	B (Upper Middle)	137	42
	C (Lower Middle)	143	37
	D (Lower)	85	95

Table 3 This table shows the % of each quartile which Men/Women make up

	Quartile	Male	Female
% of total Males & Females in Each Quartile =	A (Upper)	29%	13%
	B (Upper Middle)	26%	21%
	C (Lower Middle)	28%	18%
	D (Lower)	16%	47%

Mean and Median hourly remuneration for all employees:

Table 4 shows the mean and median gender pay gap and the hourly mean and median male and female hourly pay

	Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay
Mean and Median Hourly Gender Pay Gap % =	21%	36%	46.66	36.89	49.26	31.34

Mean and Median hourly remuneration for part-time and temporary employees:

Table 5 shows the mean and median gender pay gap for part time employees

	Part Time EE Mean Gender Pay Gap %	Part Time EE Median Gender Pay Gap %	Part Time EE Mean Male Hourly Pay	Part Time EE Mean Female Hourly Pay	Part Time EE Median Male Hourly Pay	Part Time EE Median Female Hourly Pay
Part Time EE Mean and Median Hourly Gender Pay Gap % =	-15%	-90%	36.65	41.96	27.15	51.58

Table 6 shows the mean and median hourly pay gap for temporary employees

	Temp Contracts Mean Gender Pay Gap %	Temp Contracts Median Gender Pay Gap %	Temp Contracts Mean Male Hourly Pay	Temp Contracts Mean Female Hourly Pay	Temp Contracts Median Male Hourly Pay	Temp Contracts Median Female Hourly Pay
Temp Contracts Mean and Median Hourly Gender Pay Gap % =	49%	63%	37.25	19.13	46.93	17.48

Mean and Median bonus remuneration of all employees and the proportion of male and female employees that received bonus remuneration:

Table 7 shows the mean and median bonus gender pay gap

	Mean Bonus Gender Pay Gap %	Median Bonus Gender Pay Gap %	Mean Male Bonus Pay	Mean Female Bonus Pay	Median Male Bonus Pay	Median Female Bonus Pay
Mean and Median Bonus Gender Pay Gap % =	N/A	N/A	N/A	N/A	N/A	N/A

Proportion of male and female employees that received benefits-in-kind:

Table 8 shows the % and number of males and females receiving BIK

	% of Males Receiving BIK	% of Females Receiving BIK	# of Males	# of Females	# of Males Receiving BIK	# of Females Receiving BIK
% of Males & Females Receiving BIK =	0.4%	0.0%	517.00	201.00	2.00	-

Proportion of male and female employees in four equally divided quarters (expressed as each of the employers lower, lower middle, upper middle and upper pay band:

Table 9 shows the % of each quartile which is made up of men/women

	Quartile	Male	Female
% of Males & Females in Each Quartile =	A (Upper)	85%	15%
	B (Upper Middle)	77%	23%
	C (Lower Middle)	79%	21%
	D (Lower)	47%	53%

For the purpose of reviewing the gender pay gap within each quartile we have included the following additional tables.

Tables 10 and 11 shows the mean and median pay of males and females in each quartile and the % pay gap per quartile:

	Quartile	Male	Female	% Pay Gap per quartile
Mean pay of Males & Females in Each Quartile =	A (Upper)	61.20	60.83	1%
	B (Upper Middle)	51.92	53.23	-3%
	C (Lower Middle)	39.63	37.28	6%
	D (Lower)	24.00	22.71	5%

	Quartile	Male	Female	% Pay Gap per quartile
Median pay of Males & Females in Each Quartile =	A (Upper)	59.85	59.57	0%
	B (Upper Middle)	51.92	54.28	-5%
	C (Lower Middle)	39.05	37.31	4%
	D (Lower)	26.45	24.31	8%

Gender Data Analysis

- The overall mean gender pay gap is 21% (the difference between women’s and men’s mean hourly wage).
- The overall median gender pay gap is 36% (the difference between middle paid women and middle paid men)
- When we analyse the gap across the quartiles, we can see that there is no or minimal gap in pay for women and men in the upper quartile (mean gap 1%, median gap 0%).
- We can also see that the gap is in favour of women in the upper middle quartile (mean gap minus 3%, median gap minus 5%).

- When we look at the gap in the lower middle, while the gap is wider it is not substantially significant (mean gap of 6% and median gap of 4%). The same can be said when we look at the lower end (mean gap of 5% and median gap of 8%).
- The mean pay gap of temporary contracted workers is also high in favour of men (mean pay gap 49%, median pay gap 63%). When we examine this more closely, we see that this is a small group (15 of which 11 are male and 4 female) and that the male workers are made up of primarily operational roles (engineering and technical) and the female workers are in clerical support roles.
- Of note is the mean and median gender pay gap for part time workers, we can see that the gender pay gap is in favour of female employees (the mean gap is minus 15% and the median gap is minus 90%). When we examine who makes up this group, we note two factors that contribute to this (1) the number of part time workers is small and relatively equal (20 women and 19 men) and (2) the women in the sample are predominantly part time Air Traffic Controllers, a higher paid group and the men in the sample group who are predominantly part time security and services attendants.

Why We Have A Gender Pay Gap

Our workforce is largely made up of staff in front-line operational roles such as Air Traffic Controllers, Engineers, Radio Officers, Airworthiness and Flight Operations Inspectors. However, the percentage of females attracted to our front-line operational positions remains low. The IAA is not unique in this regard when compared to comparator organisations across Europe.



Actions We Are Currently Taking To Improve Our Gender Pay Gap

As an organisation our priority is to increase female participation and reduce our gender pay gap. We have identified talented women across our business and are supporting their leadership development through targeted development programmes in conjunction with the Irish Management Institute.

All our managers undertake management development programmes, a key component of which is understanding unconscious bias so that we can recognise and correct this both within our recruitment and selection processes and in other decisions we make every day. We are committed to training our managers in unconscious bias as we strive to reduce our gender pay gap – an important deliverable in our HR Strategy (2021 – 2025).

As referred to above, the percentage of females in our front-line technical operational roles is generally on a par with our EU counterparts. However, we accept that we must strive to attract females into roles which have low female participation and where the gender pay gap is most acute. In this regard a number of initiatives are currently ongoing, including,

- Attendance by female colleagues promoting careers in engineering and air traffic control to students in primary and secondary education
- Company representation at graduate fairs including college open days where female colleagues in technical grades represent the Company.
- We will aim to ensure 50/50 representation between male and females in our Transition Year programmes which we run for second level students.
- Promoting female participation in IAA careers through media interviews.
- Promoting awareness of IAA careers for females through career guidance teachers in secondary level institutions

The foregoing initiatives will hopefully assist in encouraging female students to study STEM subjects and in turn attract candidates to join our organisation when deciding on career opportunities.

Inclusion at the Irish Aviation Authority:

The IAA is committed to creating an inclusive workplace where everyone can reach their full potential. Supporting diversity and inclusion enables us to create an inclusive workplace which embraces diverse backgrounds and perspectives of all our staff to help create better outcomes for our workforce. We continue on our inclusion journey,



recently updating our Equality, Diversity and Inclusion Policy to take account of best practice and we have focused on menopause and mental health as part of our Wellbeing Strategy.

Talent Acquisition:

We will continually review our recruitment processes and language for universal design. Universal design ensures that access and widening participation are promoted, supported and the responsibility of all of the employees of the Company.



Building Inclusive Mindsets:



We will develop our staff not only with unconscious bias training but by offering learning pathways to develop an inclusive mindset that can be applied to all we do.

Learning & Development:

We will continue to develop our talent and ensure we have a gender balanced and inclusive approach to our development programmes.



Inclusive Policies:



We will continue to develop best practice in class inclusion in our policies and supports that enable an inclusive culture and to support gender equality.

Women's Initiative Network:

We will establish a women's network to provide support, encouragement and mentoring to encourage women to achieve their full potential. The Women's Initiative Network will help to foster inclusion and raise awareness of gender equality and balance.



Summary and Conclusion

The IAA will explore all opportunities to improve female participation in our workforce, particularly in front line operation roles where the gender pay gap is most pronounced. More generally, the Company will strive to increase female participation across all levels in our organisation and provide all employees with the necessary developmental opportunities to succeed in achieving their full potential.