



Gender Pay Gap Report 2023



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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 2023
- +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.

It is important to point out that the gender pay gap is different from the concept of unequal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. There is no pay inequality in AirNav Ireland as all of our staff, regardless of gender, are paid on the same salary scales for the same grade.

AirNav Ireland was established as a commercial semi state company on 1 May 2023 following a Government restructuring programme, enabled through the Air Navigation and Transport Act, 2022, which separated air traffic management and air safety regulation functions. AirNav Ireland employs circa 630 staff and is responsible for the provision of air traffic management and related services within the 451,000km² of airspace controlled by Ireland.

Diversity and inclusion are central to AirNav Ireland's ethos, and we pride ourselves on being an equal opportunities employer with a clear commitment to treating all our employees equally.

Snapshot Date

The legislation requires employers to choose a 'snapshot' date in June 2023. The reporting period is defined as twelve months immediately preceding and including the snapshot date. This is the first Gender Pay Gap Report for AirNav Ireland covering the period from establishment to the snapshot date i.e., 1 May 2023 to 21 June 2023. The reporting deadline is six months after the snapshot date which for the purpose of this report will be 21 December 2023.

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.

AirNav Ireland 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 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 to Female of all AirNav Ireland employees:

Table 1 shows the total number of male and female employees.

	Male	Female
No. of Males & Females	458	172
Males & Females as a percentage	73%	27%

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)	125	33
	B (Upper Middle)	121	37
	C (Lower Middle)	129	28
	D (Lower)	83	74

Table 3 This table shows the % Men/Women in each quartile

	Quartile	Male	Female
% of total Males & Females in Each Quartile =	A (Upper)	27%	19%
	B (Upper Middle)	26%	22%
	C (Lower Middle)	28%	16%
	D (Lower)	18%	43%

Mean and Median hourly remuneration for all employees:

Table 4 shows the mean and median gender pay gap and the hourly mean and medium 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 % =	15%	26%	50.10	42.35	52.86	39.17

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 % =	-89%	-179%	24.37	46.08	18.12	50.57

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 % =	There are no contract female staff	There are no contract female staff	34.46	----	35.36	----

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%	458.00	172.00	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)	79%	21%
	B (Upper Middle)	77%	23%
	C (Lower Middle)	82%	18%
	D (Lower)	53%	47%

For the purpose of reviewing the gender pay gap within each quartile we have included the following 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)	68.79	67.68	2%
	B (Upper Middle)	56.43	56.55	0%
	C (Lower Middle)	42.36	40.29	5%
	D (Lower)	24.72	24.72	0%

	Quartile	Male	Female	% Pay Gap per quartile
Median pay of Males & Females in Each Quartile =	A (Upper)	64.61	64.12	1%
	B (Upper Middle)	54.24	55.82	-3%
	C (Lower Middle)	37.85	32.05	15%
	D (Lower)	18.17	21.69	-19%

Gender Data Analysis

- The overall mean gender pay gap in AirNav Ireland is 15% (the difference between women’s and men’s mean hourly wage).
- The overall median gender pay gap is 26% (the difference between middle paid women and middle paid men)
- However, when we analyse the gap across the quartiles, we can see that the upper and upper middle quartiles show that there is no real pay gap between men and women.
 - The mean pay gap for women in the upper quartile is 2% and the median pay gap is 1%
 - The mean pay gap for women in the upper middle quartile is 0% and the median is minus 19% in favour of women.

- We can also see that the pay gap is in favour of women in the lower quartile (mean gap is 0% and the median gap minus 19%).
- Turning to temporary contracted workers, we had no female contracted employees in the reference period.
- 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 89% and the median gap is minus 179%). When we examine who makes up this group, we can note two factors that contribute to this (1) the number of part time workers is small and relatively equal (14 women and 12 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 front-line operational roles such as Air Traffic Control, Engineers, and Radio Officers. However, the percentage of females attracted to our front-line operational positions remains low. This is not unique to AirNav Ireland when



compared to our comparator organisations across Europe. There are currently a number of initiatives across the aviation industry reviewing measures to help to improve female participation in the aviation workforce including:

- Diversity, Equality & Inclusion (DE&I) Toolkit: Eurocontrol working in collaboration with a number of air navigation service providers, is working to develop a Diversity, Equality and Inclusion Toolkit covering such topics as, raising awareness leading to buy-in, partnering with other interested parties to promote diversity, reporting trends, developing learning programmes and HR best practices for enhancing DEI in organisations. AirNav Ireland participates on this group and is hosting a workshop in March 2024.
- The Industry Consultation Body (ICB), an aviation industry group consisting of airspace users, Air Navigation Service Providers (ANSPs), airports etc, and established by the European Commission (DG Move) to advise on air traffic management (ATM) related issues has commenced a scoping exercise to examine the shortage of labour and skilled ATM personnel which will also look at diversity and inclusion.
- European Union Aviation Safety Agency (EASA) has published the EASA Gender Equality Plan 2024 – 2027.
- The Civil Air Navigation Services organisation (CANSO) are also looking at the area of diversity and inclusion (CANSO is the global voice of the air traffic management industry)



Actions AirNav Ireland 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. Our workforce is made up predominantly of operational roles traditionally filled by males. We have identified talented women across our business and are supporting their leadership development through a targeted Women in Leadership programme in conjunction with the Irish Management Institute. To date fifteen females have participated in the programme and a further six females will participate in the programme in 2024.

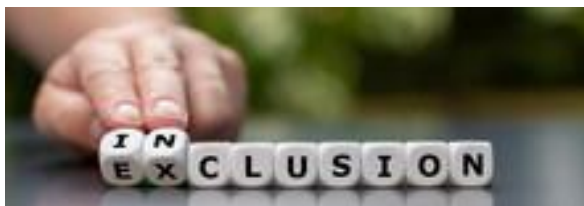
All of our managers undertake management development programmes, a key component of which is understanding unconscious bias so that we can recognise and correct this both within our recruitment and selection processes and in other decisions we make every day. We are committed to training our managers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

As referred to above, the percentage of females in our front-line technical operational roles is on a par with our other 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.
- Promoting female participation in AirNav Ireland careers through media interviews.
- Promoting awareness of ATC and Engineering careers for females through career guidance teachers in secondary level institutions as part of our Transition Year Programmes.

The foregoing initiatives will hopefully encourage female students to study STEM subjects and in turn consider AirNav Ireland as an employer of choice when deciding on career opportunities.

Our Commitments:



Inclusion in AirNav Ireland

We are 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 the perspectives of all our staff to help us to create better outcomes for our workforce.

Employee Wellbeing:

The health and wellbeing of all of our employees is paramount. We offer a comprehensive suite of wellbeing programmes and an employee assistance programme to support the needs of all employees, including, where necessary, workplace accommodations. Our Equality, Diversity and Inclusion Policy takes account of best practice and we have focused on menopause and mental health as part of our Wellbeing Strategy. We have established a vibrant Employee Engagement Group acting as an advisory to AirNav Ireland on Menopause related issues from which we established the Menopause Hub. This is a centre of excellence for all things related to menopause, educating, empathising with and empowering women to navigate menopause at home and work. In October 2023 AirNav Ireland rolled out the Managers Menopause Toolkit on World Menopause Day. The toolkit provides guidelines on appropriate responses to employees requiring support during menopause.



Talent Acquisition:

As an equal opportunities' employer, we work hard to promote a culture of equality that strives to embrace genuine equality of opportunity through our recruitment and selection processes. We offer career progression opportunities that are accessible to all employees. We will continually review our recruitment, promotion, succession and talent management planning processes to grow and develop female talent.

Learning & Development:

We will continue to invest in our management and staff development programmes to ensure we develop our staff to their full potential. In 2024 we will commence the roll out of a 3-year Staff Development Training Programme designed from feedback received from the AirNav Women's Network, from our employees, managers, and our Managing Performance & Development (MPD) process. The programme has a strong focus on self-improvement and development.





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.

Inclusive Policies:

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



Work Life Balance: we will continue to offer a wide range of flexible working and leave options including blended/remote working arrangements, carer's leave, paid maternity and adoptive leave and parents leave. We also administer tax saver schemes (cycle to work and public transport) to reduce commuting costs.

Women's Initiative Network:

We have established 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. The network is focusing on improving female participation in roles traditionally undertaken by men, for example, engineering and air traffic control.



Summary and Conclusion

At AirNav Ireland our colleagues are our greatest asset. We are committed to attracting, retaining and developing high-calibre talent and fostering an inclusive environment in which we actively seek and embrace diverse thinking.

We appoint people in roles based entirely on talent and merit, regardless of age, race, gender, marital status, sexual orientation, disability, gender identity, or religion and beliefs. AirNav Ireland will explore all opportunities to improve female participation in our workforce, particularly in front line operational 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.