



Gender Pay Gap Report 2024



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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 Gender Pay Gap refers to the difference in the average hourly wage of men and women across a workforce. The Act sets out a range of metrics to report on the gender pay gap to provide a consistent calculation as detailed in the regulations. 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 646 staff and is responsible for the provision of air traffic management and related communication services within the 451,000km² of airspace controlled by Ireland. AirNav Ireland delivers services on a 365-day, 24/7-hour basis.

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. We understand that equality, diversity and inclusion in the workforce are essential prerequisites to realising our values to deliver a safe world leading service to all our stakeholders. We continue to be guided by our values and working together to develop and continually improve the way we deliver services and enhance the environment in which our staff work.

Our Values

S

Safety is our promise

K

Key to our success — our people

I

Integrity in everything we do

E

Environment: reducing climate impact through innovation

S

Service Excellence: delivering world-leading service

Snapshot Date

The legislation requires employers to choose a 'snapshot' date in June 2024. The reporting period is defined as twelve months immediately preceding and including the snapshot date. AirNav Ireland's snapshot date is 20 June 2024. The reporting deadline is six months after the snapshot date which for the purpose of this report will be 20 December 2024. The data source of this report was provided from our payroll system extracting relevant payroll data for 12 months prior to 20 June 2024. The data relates to a total workforce of 646 staff.

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.

If an organisation reports a positive gender pay gap it does not necessarily follow that females are paid less than males for doing the same job, however it does show that, on average, males occupy higher paid roles than females. Conversely, if an organisation reports a negative gender pay gap, it does not mean that males are paid less than females for doing the same job, but it does indicate on average that females occupy higher paid roles than males.

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	472	174
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)	134	28
	B (Upper Middle)	119	43
	C (Lower Middle)	129	32
	D (Lower)	90	71

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

	Quartile	Male	Female
% of <u>total</u> Males & Females in Each Quartile =	A (Upper)	28%	16%
	B (Upper Middle)	25%	25%
	C (Lower Middle)	27%	18%
	D (Lower)	19%	41%

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%	21%	55.39	47.10	58.95	46.82

Mean and median hourly remuneration for part-time 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 % =	-77%	-195%	27.16	48.14	17.65	52.02

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 % =	-11%	-19%	46.29	51.23	54.17	64.39

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 and the % of males and females receiving bonus pay.

	Mean Bonus Gender Pay Gap %	Median Bonus Gender Pay Gap %	% of Males Receiving Bonus pay	% of Females Receiving Bonus pay
Mean and Median Bonus Gender Pay Gap % =	28%	35%	4.0%	5.2%

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 Receiving BIK	# of Females Receiving BIK
% of Males & Females Receiving BIK =	0.4%	0.0%	2.00	0.00

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)	83%	17%
	B (Upper Middle)	73%	27%
	C (Lower Middle)	80%	20%
	D (Lower)	56%	44%

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 hourly rate of pay of males and females in each quartile and the % pay gap per quartile:

	Quartile	Male	Female	% Pay Gap per quartile
Mean hourly pay of Males & Females in Each Quartile =	A (Upper)	76.23	76.09	0%
	B (Upper Middle)	62.28	62.26	0%
	C (Lower Middle)	47.22	46.68	1%
	D (Lower)	26.94	26.67	1%

	Quartile	Male	Female	% Pay Gap per quartile
Median hourly pay of Males & Females in Each Quartile =	A (Upper)	75.09	75.05	0%
	B (Upper Middle)	62.93	62.68	0%
	C (Lower Middle)	47.68	46.82	2%
	D (Lower)	29.21	28.16	4%

Understanding the Gender Pay Gap Metrics

In examining the report, it is important to note that differences in what employees are paid can be impacted by one or more factors such as:

- Length of service i.e. some employees will have advanced further up their salary scale compared to others having received more annual salary increments due to their longer service history.
- Career choice – some categories and occupations may have traditionally attracted more males than females and vice versa.

Gender Data Analysis

- The overall mean gender pay gap in 2024 was 15%. This is the same as the gender pay gap reported for 2023. The overall median gender pay gap for 2024 is 21% (the difference between middle paid women and middle paid men) which is down 5% on 2023 (the 2023 median pay gap was 26%).
- When we analyse the gender pay gap across the quartiles, we can see that the upper and upper middle quartiles show that there is currently no pay gap between men and women.
- We can also see that the pay gap in the lower middle and lower quartiles is also relatively low:
 - ◆ The mean pay gap in the lower middle quartile is 1% and the median pay gap is 2%.
 - ◆ The mean pay gap in the lower quartile is also 1% and the median pay gap is higher at 4%.
- Turning to temporary workers, we can see that the pay gap is in favour of women, the mean pay gap is minus 11% and the median pay gap is minus 19%.
- Of note is the mean and median gender pay gap for part time workers remains in favour of female employees, (the mean gap is minus 77% and the median gap is minus 195%). When we examine who makes up this group, we note that a total of 22 employees are part time, 15 are women and 7 are men. 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.
- This year we also reported on bonus pay for gender pay gap reporting. The difference between the mean bonus remuneration of male and female employees expressed as a % of mean bonus remuneration of male employees was 28%. The difference between the median bonus remuneration of male and female employees expressed as a % of median bonus remuneration of male employees was 35%.

Why We Have a Gender Pay Gap

Our workforce is largely made up of front-line operational roles such as Air Traffic Controllers, Engineers, and Radio Officers. However, the percentage of females attracted to these front-line operational positions remains low. Our current workforce



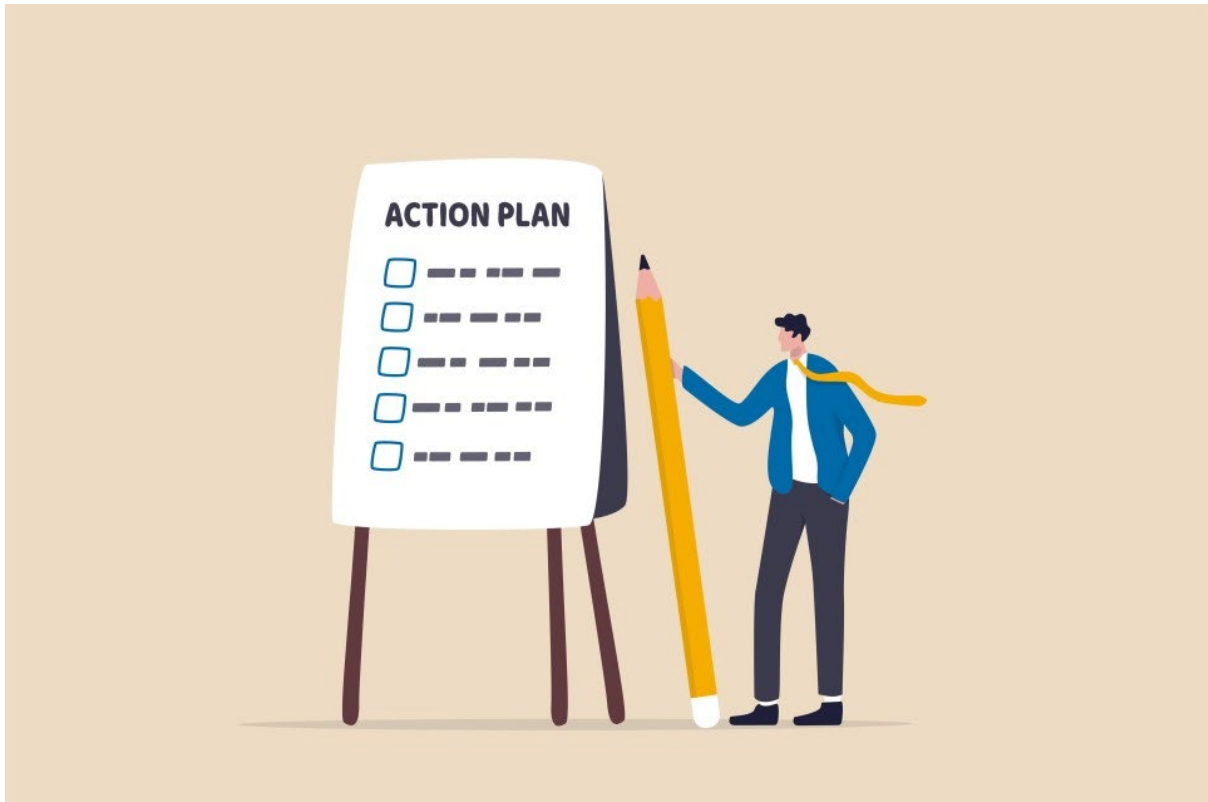
is predominantly male making up 73% of the total workforce. This is not unique to AirNav Ireland when compared to our comparator organisations across Europe. We continue to focus on attracting more females to our operational roles through promotion of career awareness with a particular focus on females.

PwC¹ conducted an analysis of over 550 Irish companies who submitted Gender Pay Gap reports in December 2023. PwC reported that the aviation sector, with a gender pay gap of 33.5%, has one of the largest gender pay gaps in their analysis of gender pay.

However, there are 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 hosted a 2-day workshop in January 2024. The group is expected to launch its Toolkit in Q1, 2025.
- 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). CANSO have appointed a DEI champion and are currently establishing a Work Group, comprising of air navigation service providers, whose sole focus is DEI.

¹ [Gender Pay Gap Reporting — Insight | PwC Ireland](#)



Actions AirNav Ireland Are Currently Taking to Improve Our Gender Pay Gap

As an organisation we recognise the requirement to increase the number of females joining our workforce. A key priority of our Human Resources Strategy 2024 – 2028 is Diversity, Equality and Inclusion. We continue to focus on our priority to increase female participation and reduce our gender pay gap.

Our workforce is made up predominantly of operational roles traditionally filled by males. We continue to identify 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 twenty-one females have participated in the programme and a further eight females will participate in the programme in 2025.

In addition, through our Women’s Initiative Network, we continue to support events where we can increase our brand awareness and promote career opportunities with a focus on females.

In addition to the above, AirNav Ireland attended the following events:

- 10th Annual Girls in Aviation Event organised by Women in Aviation International
- Guest speaker at AvCon, Casement Aerodrome, Baldonnell. This event showcased the dynamic world of aviation and career opportunities to Primary, Secondary and third level students with a focus on Transition Year students.

- Regular Secondary School visits aimed at promoted careers in ATC and Engineering focusing on highlighting careers to young females.
- Attendance at Pilots Careers Live, Croke Park in October 2024, an event to promote careers in aviation at which AirNav female Air Traffic Controllers (ATCOs) presented an outline of the career of an ATCO.
- Collaboration with Dublin City University and University of Limerick to attract future talent through a structured Internship Programme.
- Continued to facilitate transition year programmes at our Dublin and Ballycasey Air Traffic Control Centres with a 50/50 split between boys and girls.
- University of Limerick Graduate Fair
- Atlantic Technological University Galway/Mayo Graduate Fair

AirNav Ireland and University of Limerick Scholarship

In collaboration with the University of Limerick, AirNav Ireland is set to launch a scholarship fund in 2025. This initiative underscores AirNav Ireland's commitment to fostering gender diversity within the aviation industry and also feeds into our newly developed and approved Environmental, Social and Governance (ESG) Strategy. Through strategic efforts, AirNav Ireland aims to demonstrate its support for women in the workforce, advocating for increased representation and recognition in the traditionally male-dominated aviation sector.

The primary objectives of the scholarship are as follows:

1. Empower Women in Aviation: By specifically targeting female students, the scholarship seeks to address the gender gap prevalent in air traffic control and engineering. This initiative aims to attract a diverse pool of candidates for various roles across all sectors within the organisation.
2. Enhance Brand Awareness: The scholarship fund, dedicated to female students enrolled in STEM programs at the University of Limerick, serves to elevate awareness of the AirNav brand while alleviating the financial burdens associated with their educational expenses.
3. Foster Diversity and Inclusion: Through its focus on female students, the scholarship program endeavours to contribute to a more balanced and diverse representation in aviation and STEM disciplines. This effort positions AirNav Ireland as a prominent advocate for diversity and inclusion within the aviation sector, highlighting its commitment to offering equal opportunities for women to pursue careers in the field.
4. Mentorship and Inspiration: The scholarship program also aims to showcase AirNav Ireland staff as mentors and sources of inspiration for women entering the aviation sector, further supporting their professional development and advancement.

AirNav Ireland will pledge financial support of €5000 per student to two female students annually, for a period of five years, totalling ten different students. These

recipients will typically be in their second or third year of study and will have the opportunity to undertake a six-month internship with AirNav Ireland.

Training & Development

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.

Our Commitments:



HR Strategy

Our HR Strategy 2024 to 2028 identifies five strategic priorities which are detailed below –

- Talent Management
- Employee Wellbeing
- Employee Experience
- Diversity, Equality and Inclusion
- Culture and Change

The Strategy strives to increase female participation in AirNav Ireland, by championing best practice in the following areas of activity:

Employee Wellbeing:

We remain committed to the wellbeing of our employees and recognise that their health and wellbeing are fundamental to our organisation's success. We offer a comprehensive suite of wellbeing programmes and an Employee Assistance Programme to support the needs of all employees. Our Equality, Diversity and Inclusion Policy takes account of best practice, and we continue to focus on menopause and mental health as part of our Wellbeing Strategy.



We have an established 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. AirNav Ireland were finalists in 2024 in the Menopause Workplace Excellence Awards which is focused on recognising organisations across Ireland that are making significant strides toward creating a menopause-friendly environment.

We will continue to strive to retain the Ibec KeepWell Accreditation Mark which recognises excellence in employee wellbeing. AirNav Ireland is very proud to continue to be an employer of choice recognised in 2024 as one of the top 100 companies leading in wellbeing 2024 (Business & Finance).



Talent Acquisition:

As an equal opportunity’s 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 attract, 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 rolled out a three-year Staff Development Training Programme designed from feedback received from the AirNav Women’s Network, our

employees, managers, and our Managing Performance & Development (MPD) process. The programme has a strong focus on self-improvement and development. We will introduce new modules covering conflict and stress management in 2025.

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. We will continue to foster open dialogue and designing processes that prioritise fairness and equity. We will focus on creating opportunities determined by merit and potential rather than assumptions and stereotypes.





Inclusive Polices:

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.



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

As evidenced by our Company values and refreshed HR Strategy, we recognise that our colleagues are our greatest asset. We remain committed to attracting, retaining and developing high-calibre talent and fostering an environment where everyone feels valued, respected, and empowered to contribute.

We will continue to 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 continue to strive to explore all opportunities to increase female participation, particularly in our front-line operational roles and to provide all employees with the necessary developmental opportunities to succeed in achieving their full potential within our organisation.