

## IATA OBTAINS THE EQUAL-SALARY CERTIFICATION GLOBALLY

**Vevey / March 4, 2022** – The EQUAL-SALARY Foundation is pleased to announce that **IATA – INTERNATIONAL AIR TRANSPORT ASSOCIATION** has obtained the Global EQUAL-SALARY certification, symbol of excellence in terms of equal pay. After successfully passing the statistical analysis of its salaries in all its main hubs, IATA underwent an internal audit entrusted to PwC proving that it applied equal pay for women and men globally. IATA is the second organization obtaining the global EQUAL-SALARY certification covering all its employees throughout the world.

« *The aviation sector has suffered large financial losses due to the COVID-19 pandemic. Airlines are also challenged by climate change and greenhouse gas emissions. To recover and innovate, the sector needs to embrace diversity and reduce drastically the gender pay gap in order to increase women representation. As the airline industry's regulatory body, IATA set a milestone to eliminate the gender pay gap in the aviation industry by 2025. Over the past months, IATA has undertaken an extensive gender pay analysis to lead by example, and today we are very pleased to welcome IATA as our second globally EQUAL-SALARY certified company* », commented **Noémie Storbeck**, co-CEO of the EQUAL-SALARY Foundation.

« *Diversity, equity and inclusion (DEI) are fundamental to business success. But getting them right across the business is not a challenge to be under-estimated. Today is a proud day for IATA. Achieving the EQUAL-SALARY certification globally not only assures our people that they are being paid equitably, it demonstrates the seriousness of our overall and ongoing commitment to addressing DEI issues. IATA is an industry association representing some 300 airlines globally. It is no secret that aviation has progress to make on female participation. That is clear in the industry's cockpits and in the CEO roles. The EQUAL-SALARY certification also contributes to our credibility in working with our members on the 25by2025 initiative to support gender diversity progress across the aviation industry* », added **Willie Walsh**, IATA's director general.

### Equal pay in practice

While most companies claim to pay women and men the same, the gender pay gap is still close to 20% on a worldwide level, according to ILO report published on February 2020<sup>1</sup>.

### ... and especially in the aviation sector

The aviation sector shows particularly negative results in terms of gender pay equity, especially low-cost companies. Some companies have revealed a gender pay gap of up to 72% in the UK in 2018, with women making up only 3% of the top quarter of earners at the budget airline<sup>2 3</sup>.

Apart pay gaps, the aviation sector faces a major challenge of under-representation of women in managerial positions. For example, while there are more than twice as many female cabin crew members than male, just 86 of EasyJet's 1493 pilots are female, according to the figures provided by the company and the [Financial Times](#). Just under 90% of those in the top pay quartile are male, while just under 70% of those in the lowest pay quartile are female. These differences have a

<sup>1</sup> [https://www.ilo.org/wcmsp5/groups/public/---ed\\_dialogue/---act\\_emp/documents/publication/wcms\\_735949.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---act_emp/documents/publication/wcms_735949.pdf)

<sup>2</sup> <https://www.theguardian.com/business/2018/apr/03/ryanair-reveals-worst-gender-pay-gap-airline-industry>

<sup>3</sup> <https://www.legalflightdeck.com/2018/01/articles/airlines/aviations-gender-pay-gap/>

# EQUAL PAY IS A BASIC HUMAN RIGHT. LEAD BY EXAMPLE.

substantial effect on the gaps reported, given that the pilot salary is almost five times that of a cabin crew member.

## About the EQUAL-SALARY Foundation

EQUAL-SALARY is a not-for-profit foundation established since 2010. It is the first and only certification, based on a robust and transparent methodology, that focuses on equal pay for women and men. The development of the EQUAL-SALARY certification was financially supported by the Federal Office for Gender Equality and its methodology was used as a reference by the Swiss Federal Court of High Justice.

EQUAL-SALARY is the only certification for equal pay highlighted by the European Commission in a report on Gender Pay Gap. EQUAL-SALARY is a member of EPIC (Equal Pay International Coalition) and of the UN Global Compact.

To date, the EQUAL-SALARY Foundation has completed over 90 certification procedures throughout the world. Several of the certified companies have renewed their commitment, demonstrating a strong will to promote fairness, building trust and respect for their employees.

As an EQUAL-SALARY employer, an organisation is in a better position to attract and retain talent and to prove it complies with the rules of good governance.

## About the EQUAL-SALARY certification process, symbol of excellence

Similar to an ISO for wages, the EQUAL-SALARY certification process includes two phases. First, experts contracted by EQUAL-SALARY run a statistical analysis of salary data based on a methodology developed with University of Geneva.

Second, if the results are positive and show an overall gender pay gap under 5 percent, the process is moved further and an audit is contracted with PwC, our main auditing partner, who certifies the conformity of the process. During this phase, PwC assesses both the company's overall commitment to equal pay as well as its implementation in Human Resources processes. In order to be fully inclusive, employees are involved through a survey and interviews during the on-site audit. Only the companies having fulfilled all the requirements of the procedure get the EQUAL-SALARY certification, meaning they have reached excellence in equal pay.

The EQUAL-SALARY certification allows organizations to verify and communicate that they pay women and men fairly. It is a practical and scientific solution to achieve transparency, while preserving confidentiality.

## Press contact

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