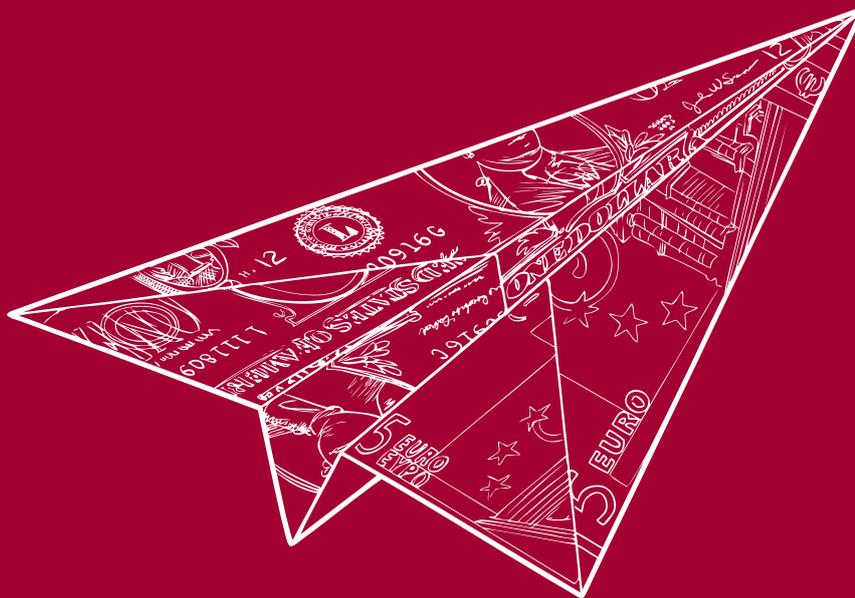


Women in Aviation Survey

*Dublin, London
& New York*

2016



About the Survey

The Mason Hayes & Curran *Women in Aviation Survey 2016* is one of the first, if not the first, survey of this type conducted in Ireland. The survey was carried out in advance of a panel discussion about the challenges for women in the aviation industry in Ireland held in September 2016. I am very grateful to Aisling McCarthy (Accipiter), Catherine Quinlan (AWAS), Catharine Ennis (SMBC Aviation Capital) and Liz Barry (Airbus) for giving their time to participate and share their experiences and insights about their careers with us.

We had a fantastic response to the survey. The participants added very insightful and personal commentary about the profile of women in the industry and shared their views about their employers, fellow employees and business community, some of which we have shared in the results below.

Commentary

The political focus on gender diversity and inclusion is currently very high with the recent gender quotas for candidates in 2016 General Elections. However, businesses and industry continue to struggle to convert the gender commitment into results and recognition for women. Common and reoccurring themes in our discussions on career progression are: (i) sponsorship and mentors; (ii) networking; and (iii) work-life balance.



Mentoring: Men and women agree that sponsorship and mentoring are vital ingredients to achieving career success. A key to successful mentoring is a personal connection and relationship between the individuals. It is human to shy away from emotional confrontations and some men are less well equipped to handle such interactions with female colleagues. This could be tackled with an appropriate level of training, much like any other interpersonal skill.

Networking: We were very pleased to have a number of men in the audience at our event together with my partners who support our work in the Aviation team. Part of the function of the event was to facilitate networking. There is some suggestion that women are more likely to rely on a network that is primarily female. The disadvantage of such focus is that, where men hold the senior-level positions, it reduces access to the very people who may be able to open up opportunities for women. While the number of women in the C-suite is low, it continues to rise and it is incumbent on the business leaders to promote internal networking opportunities to assist in the development of business relationships.

Work-Life balance: I have no doubt that both men and women worry equally about balancing work and family commitments. There is the old cliché that behind every successful man is a hard working woman and behind every successful women is herself! Every man and woman has a choice to make about their personal and family priorities. Such choices are to be respected. However business leaders should not assume a choice based on gender, outdated stereotypes, age, or by projecting their personal choices unto female colleagues.

Creating a more inclusive workplace for men and women will benefit those currently in the industry and those considering entering into this industry. If the workplace was to mirror the general population, there should be at least equal numbers of men and women at senior level. As this is currently not the case, we all have to continue to support women who choose to enter the industry to achieve a greater level of equality in representation.

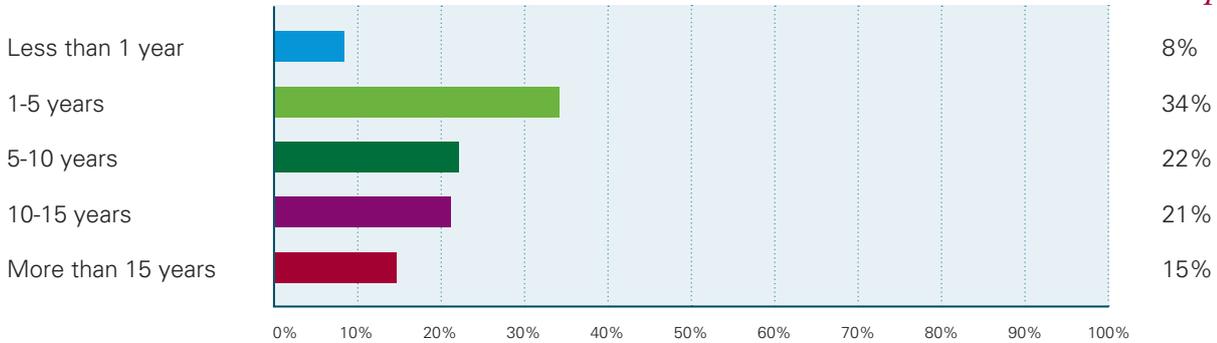
Christine O'Donovan

*Partner,
Head of Financial Services*

Q1: How long have you been working in the aviation industry?

Answers

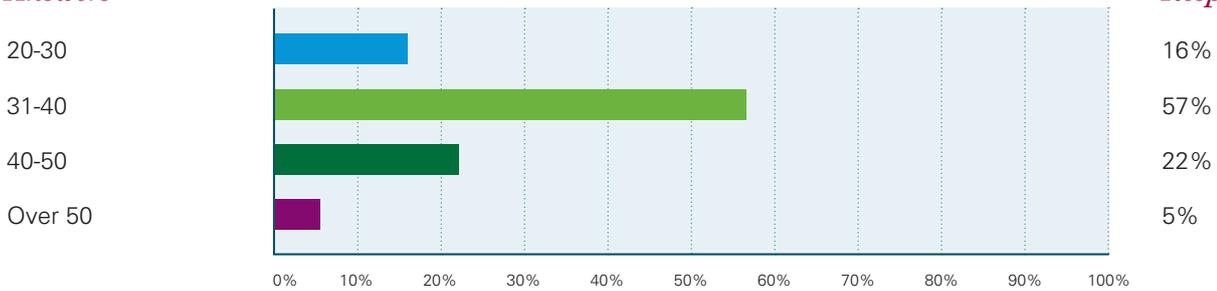
Responses



Q2: What age category do you fall into?

Answers

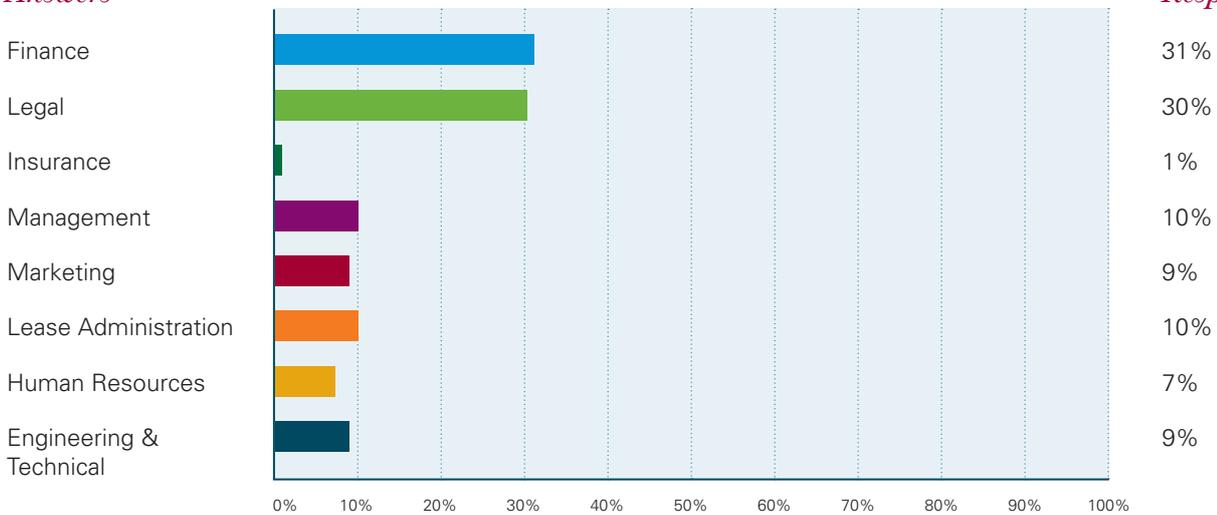
Responses



Q3: What is your role within aviation? (Participants could choose more than one option)

Answers

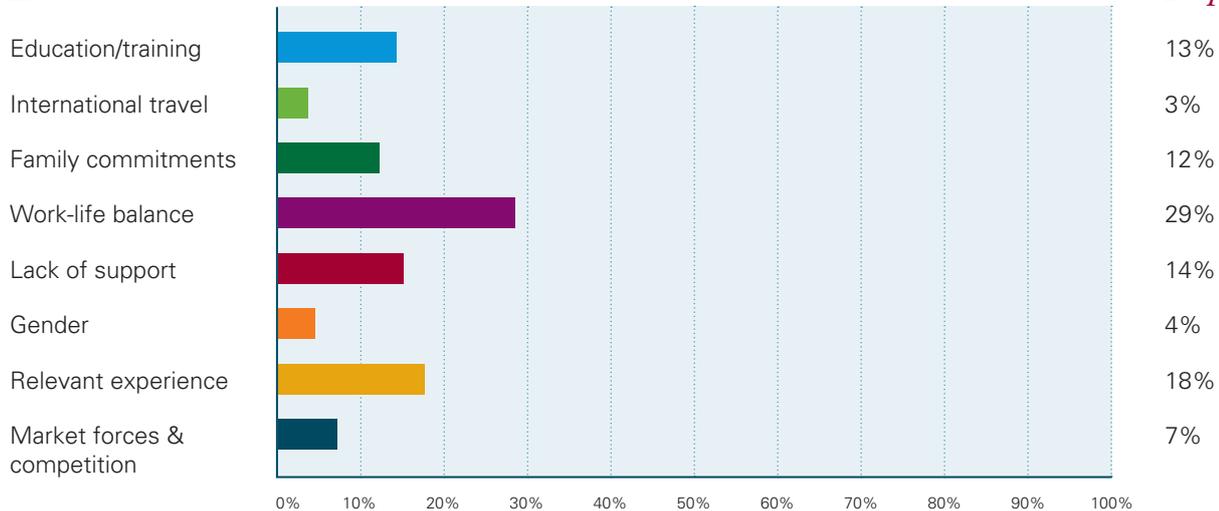
Responses



Q4: What is/was the biggest challenge to progression you have faced in pursuing a career in aviation?

Answers

Responses



"I do feel there still exists an 'old boys network'"

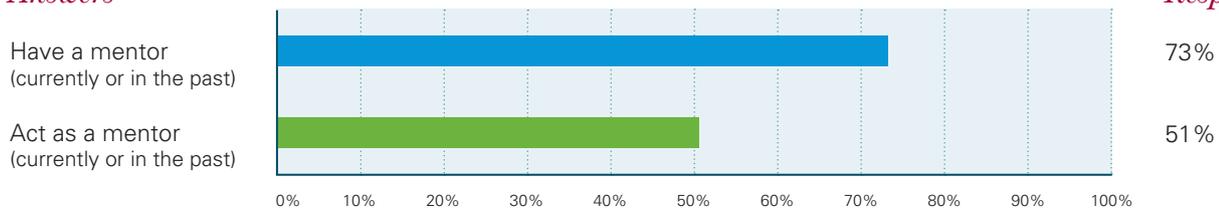
"The gender challenge is in networking. My experience is not that I am discriminated against intentionally but it is natural for the men to network and think of each other rather than include a woman"

"Flexibility is a problem"

Q5: Did you have a mentor, or have you acted as a mentor to a work colleague (male or female) at any stage of your career? (Participants could choose more than one option)

Answers

Responses



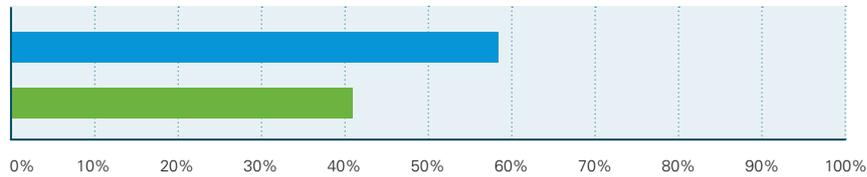
Q6: Does your company formally or informally support the promotion and advancement of women?

Answers

Responses

Yes

No



59%

41%

"Promotion and advancement is based on ability"

"The bias is still towards males in the more senior roles"

"They think they do, but realistically they do not"

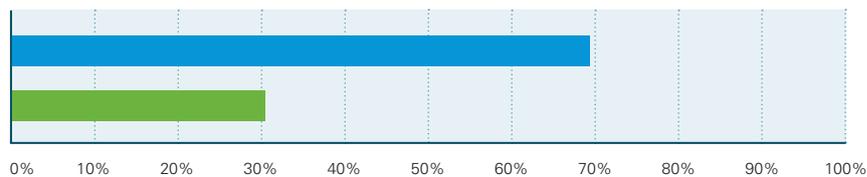
Q7: In your opinion, does a glass ceiling exist for women in the aviation industry?

Answers

Responses

Yes

No



69%

31%

"I am often the only woman in meetings"

"There is a glass ceiling that is not quite pierced yet"

"It's getting a lot better"

"...this has changed in the past 5-10 years and women are on a more equal footing to men and don't accept being brushed aside any more"

Q8: In the next 12-24 months, is your company likely to:

Answers

Responses

Be hiring, and increasing its workforce in Ireland

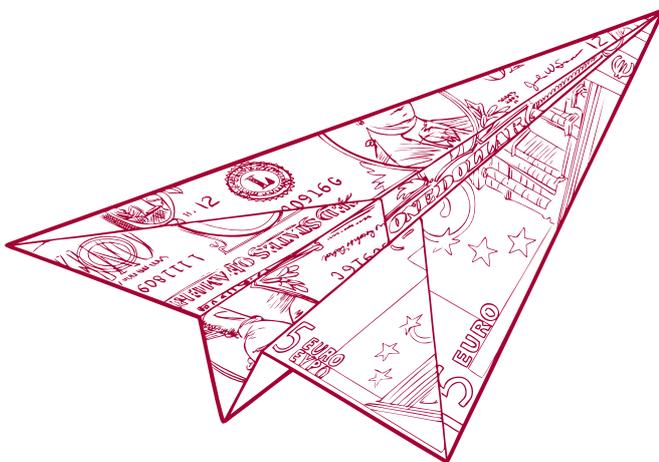
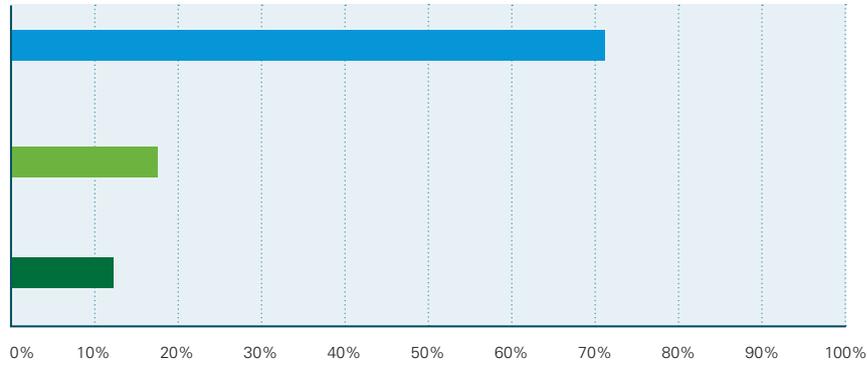
71%

Have no change to its workforce in Ireland

17%

Be reducing its workforce in Ireland

12%



What others say about us...

Our Aviation Finance team

"experienced aviation professionals"

Legal 500, 2016

Our Financial Services team

"Quick and responsive, and strong in several areas. Very impressive overall."

Chambers & Partners Europe, 2016

Our Financial Services team

'very efficient and commercial'

Legal 500, 2016

Our Banking Law team

"Quick and responsive, and strong in several areas. Very impressive overall."

Chambers & Partners Europe, 2016

Christine O'Donovan

"She is a very efficient and no-nonsense lawyer, and is able to get deals executed quickly."

Chambers & Partners Europe, 2015

Robert Henson

"Hugely knowledgeable on international tax."

Chambers & Partners Europe, 2016

Melanie Crowley

"She demystifies employment law, and provides us with comfort and practical advice."

Chambers & Partners Europe, 2016



Client Service Law Firm of the Year
Chambers Europe Awards for Excellence, 2016

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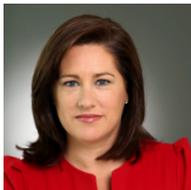
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