



THE GENDER PAY REPORT 2024



Introduction

The Gender Pay Gap data for the Port of Cork Company for the year 2024. The organisation continues to focus on improving female representation in senior roles, as this remains the key driver of the gender pay gap.

What must be reported

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

1. The mean and median pay gap in hourly pay between male and female employees
2. The mean and median pay gap in hourly pay between part-time male and female employees
3. The mean and median pay gap in hourly pay between temporary male and female employee
4. The mean and median bonus pay gap between male and female employees
5. The percentage of male and female employees who received bonus pay
6. The percentage of male and female employees who received benefit in kind
7. The percentage of male and female employees in each of four pay band quartiles

The Mean Pay Gap - is the difference between women's and men's average hourly pay across the entire Port.

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

The Quartiles - are calculated by splitting employees 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 Port.



Key Metrics:

Metric	2024 Value	
Mean hourly pay gap	23%	
Median hourly pay gap	16.38%	
Mean bonus gap	27%	
Median bonus gap	0%	
	Male %	Female %
Bonus recipients:	98%	95%
Benefit in Kind (BIK) recipients:	59%	9%
Quartiles		
(a) Lower quartile	79.50%	20.45%
(b) Lower middle quartile	90.91%	9.09%
(c) Upper middle quartile	90.91%	9.09%
(d) Upper quartile	93.18%	6.18%

Conclusion

The organisation continues to work towards reducing the gender pay gap. The primary driver of the gap remains the underrepresentation of women in senior roles. Our ongoing initiatives in leadership development, diversity, and inclusion aim to address these disparities.





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