



# **THE GENDER PAY REPORT**

## **2025**



# Introduction

The Gender Pay Gap data for the Port of Cork Company for the year 2025. The organisation continues to focus on improving female representation in senior roles, as this remains the key driver of the gender pay gap within the organisation.

## What must be reported

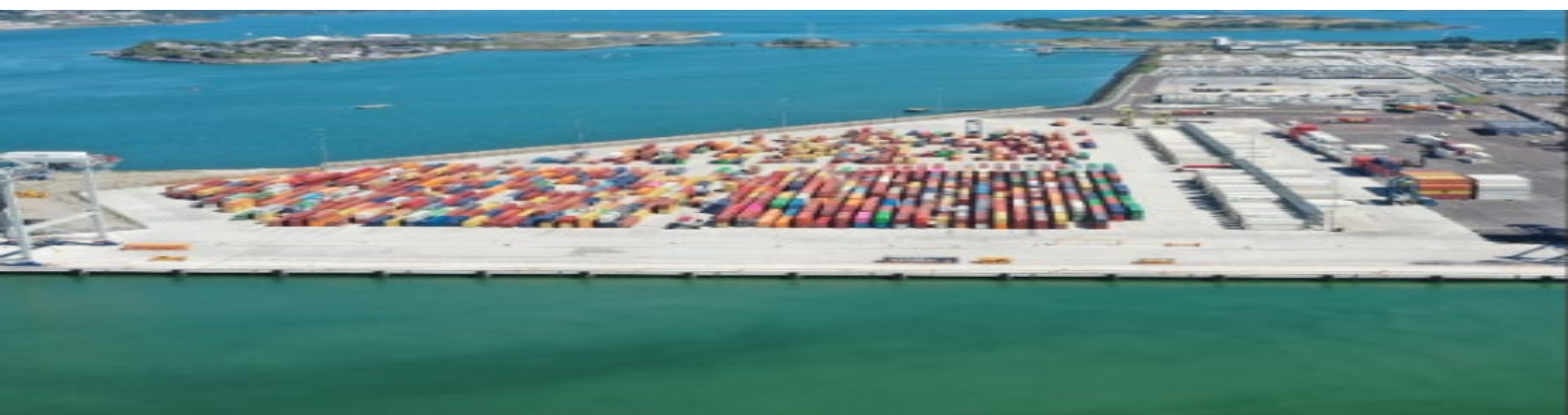
Employers are required to report the following seven key pieces of gender pay gap data (as required) on an annual basis:

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	2025 Value	
Mean hourly pay gap	18%	
Median hourly pay gap	12%	
Mean bonus gap	24%	
Median bonus gap	0%	
Bonus recipients:	Male %	Female %
Benefit in Kind (BIK) recipients:	73.91%	94.52%
	43.19 %	10.05%
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 and it has managed to reduce the gap from 23% to 18% since the 2024 report. The primary driver of the gap remains the underrepresentation of women in senior roles. However, it is evident from the reduction in the gap that the ongoing initiatives in leadership development, diversity, and inclusion while in their infancy are beginning to close the disparities.







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