




**COMHLACHT
CHALAFORT
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**DUBLIN
PORT
COMPANY**

Gender Pay Gap Report 2024



Executive summary



At Dublin Port Company, we are committed to fostering a workplace where everyone has equal opportunities to thrive. This is our first Gender Pay Gap report, a crucial step in understanding our current position as we design for the future.

At the time cited in this report, Dublin Port had 153 employees, of which 118 were men and 35 were women. The analysis shows an overall mean gender pay gap of 16.36% and an overall median gender pay gap of 15.76%.

The Dublin Port Gender Pay Gap Report highlights a gender representation gap that reflects the nature of our business. The data is driven primarily by higher male representation in our specialist activity areas of engineering, maritime & harbour, land operations & security, including in senior roles. Additionally, the Port's high staff retention rates mean there is a comparatively low level of external recruitment, which has lessened opportunities to diversify our team.

Over the years, the port has evolved from being a port operator to an infrastructure provider. Our organisational needs are changing to include more project managers for capital projects, health & safety executives, accountants, and other professional staff. Over time, we can expect to see the composition of the Dublin Port team evolve and diversify in line with the needs of the organisation.


As we look to the future, we will continue to strive to ensure a diverse and equitable work environment where all employees can reach their full potential.

Our approach to recruitment and our investment in the development of internal talent will reflect our desire to strengthen the diversity of our organisation.

We will partner with expert external organisations such as the Irish Centre for Diversity to ensure we have access to the latest thinking.

We will continue to ensure our policies are regularly reviewed and that they support the creation of a workplace to which we aspire.

What is the Gender Pay Gap?



The gender pay gap is the difference in the average hourly wage of men and women across a workforce. This includes pay, overtime, and allowances. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications, or experience.

Employers must report seven overall pieces of data annually including:

- 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 employees
- 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

December 2024 sees the first mandatory reporting of the gender pay gap for Dublin Port Company under recent legislation. This report is published on our website and will be accessible for three years.

The legislation requires employers to choose a 'snapshot' date in June. Dublin Port Company chose 30th June 2024. The reporting period is defined as twelve months immediately preceding and including the snapshot date. The reporting deadline is six months after the snapshot date which for the purpose of this report is 30th December 2024.

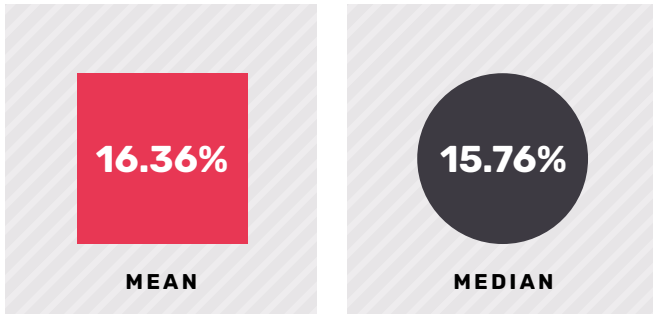
A gender pay gap can indicate a gender representation gap and show whether women are equally represented across an organisation. Gender pay gap reporting is a vital step in our diversity and inclusion strategy development and this report sets out the context for our gender pay gap explaining the reasons we consider relevant and the actions we are taking to address the gap.

Dublin Port Data

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

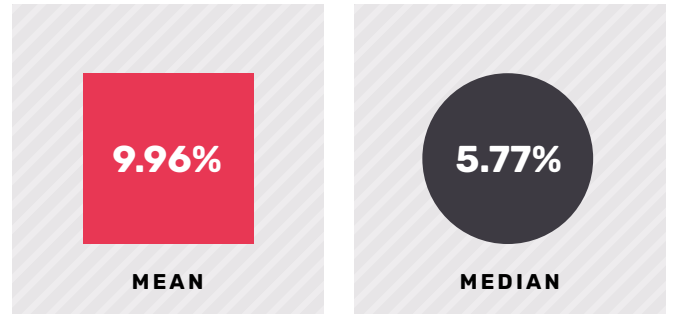
The Median Pay Gap - is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man). This is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.

Hourly Pay Gap

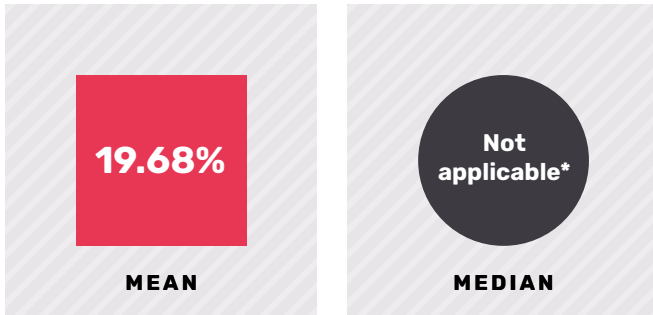


Hourly Pay Gap

(excluding shift allowance and overtime)

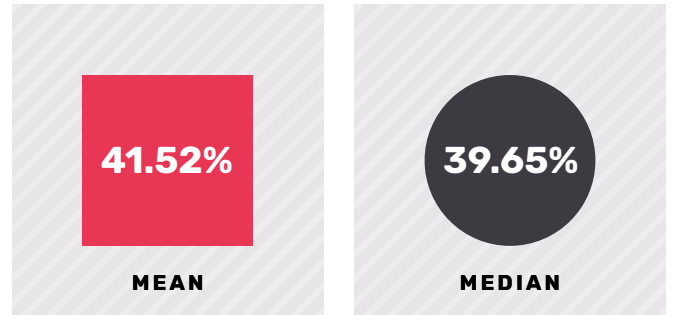


Hourly Pay Gap *(part time)*



* There are only two part time staff and both are female which renders it impractical to generate a median figure.

Hourly Pay Gap *(temporary*)*

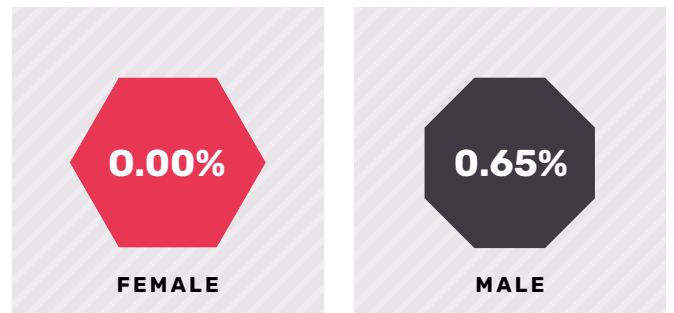


* There are only five temporary employees.

Performance related Pay Gap *(all)*



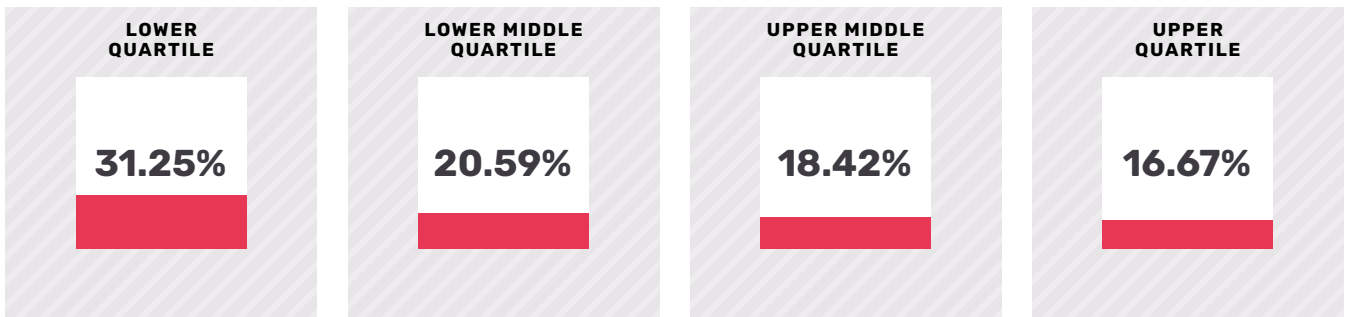
Employees who received Benefit in Kind



Dublin Port Data

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 various levels of the company.

% of female employees within each remuneration quartile



What does the data show?

The analysis shows that there is an overall mean gender pay gap of 16.36% and an overall median gender pay gap of 15.76% in Dublin Port Company.

Analysis of the gender pay gap reports of over 500 organisations in Ireland¹ in 2023 shows that the overall mean gender pay gap in Ireland was 11.2%.

Female representation is highest in the lower and lower middle remuneration quartile. Females are in the minority overall with only 23% of employees being female.

The data shows that the Dublin Port Company gender pay gap is driven primarily by higher male representation.

- **More men in senior roles**
- **More men in operational roles that attract shift premium and overtime.**

¹ Citris 2023 Gender Pay Gap (Ireland) Insights Report January 2024
[2023 Gender Pay Gap Ireland: Insights Report – Citris](#)

Dublin Port Data

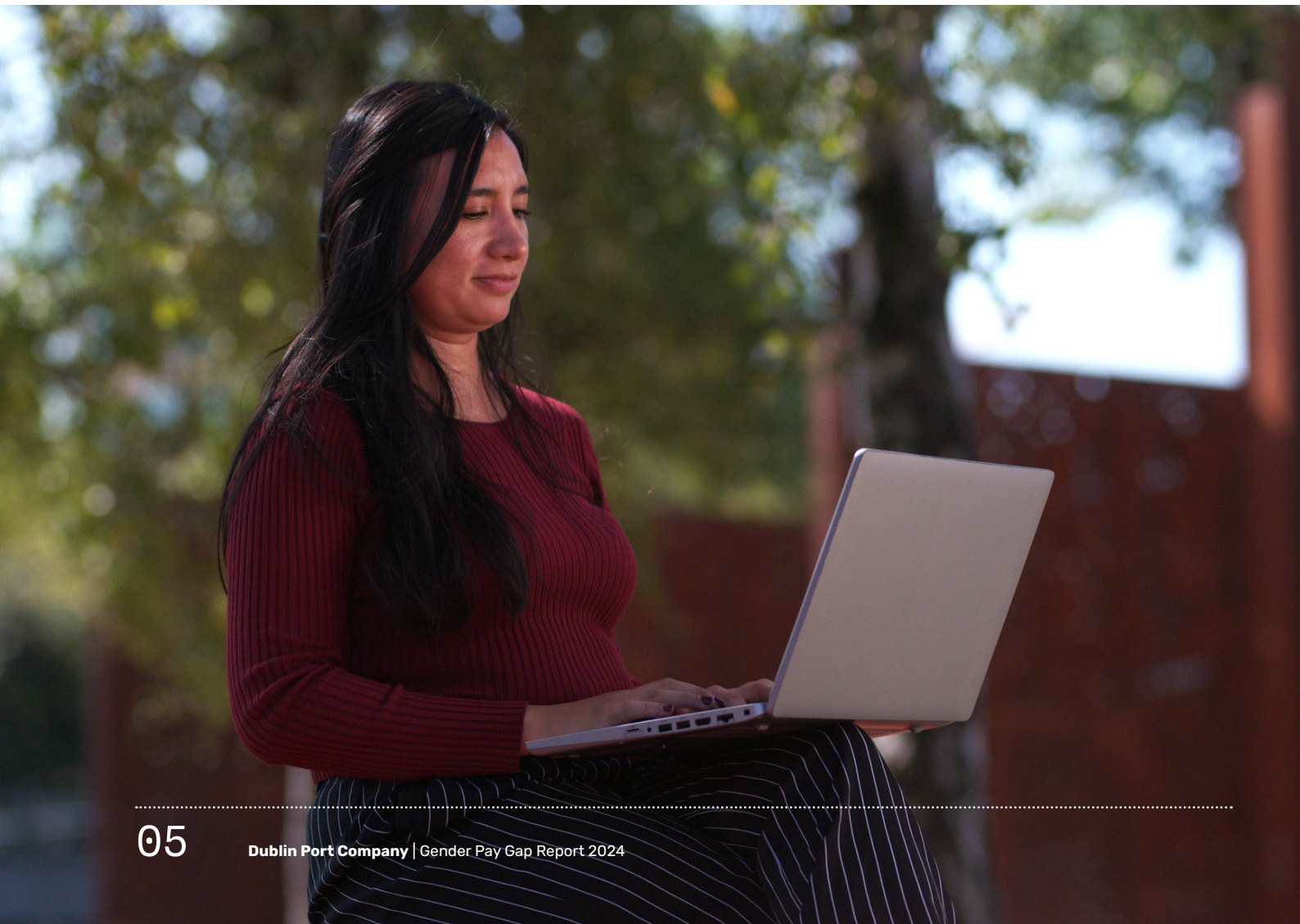
Occupational Profiles

As at the snapshot date of 30th June 2024, Dublin Port Company had 153 employees. The gender breakdown was Male 118 and Female 35. The total percentage workforce by gender was Male 77.12% and Female 22.88%

The Gender Pay Gap is not surprising considering the profile of roles in Dublin Port Company covering engineering, maritime & harbour, land operations & security, the programme management office as well as management, professional and administrative roles. This is very notable in the higher paying operational roles which attract extra remuneration for unsocial hours. As a 365/24 port the predominance of men in what have always traditionally been viewed as male roles is not surprising particularly with the company's low staff turnover. On the snapshot date for this report, only 3 females were working on shift arrangements.

Progression into Management

There are currently no female operational managers or supervisors and on the snapshot date there were only four managers with people management responsibilities, two of whom were members of the senior leadership team. There are many factors that contribute to the lack of progression into management, including: the small number of women in operations, the low proportion of women overall, the low level of staff turnover which means a small number of opportunities for advancement.





Future Plans - Addressing our Gender Pay Gap

Dublin Port Company is committed to developing a workplace where fairness, respect, equality, diversity, inclusion, and engagement are fundamental elements of employment. This includes a commitment to working towards reducing the gender pay gap using the data and insights arising from this report.

In 2025, Dublin Port Company plans to collaborate with the Irish Centre for Diversity to achieve the bronze 'Investors in Diversity' award. This initiative aims to enhance their diversity and inclusion practices, fostering a more equitable and inclusive workplace environment.

We will review all our policies (including recently introducing an updated suite of family leave policies to support all employees with their family and care responsibilities) and practices with a diversity and inclusion lens particularly considering recruitment and gender.

Training is planned in early 2025 to ensure that management and staff understand diversity & inclusion fully and consider how we bring these practices into our people processes.

In addition, our approach to recruitment and our investment in the development of internal talent will reflect our desire to strengthen the diversity of the Dublin Port team.



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