



BRITISH PORTS
ASSOCIATION

Gender Diversity in Ports

2021 Survey Results



Introduction

This survey was issued to selected members of the British Ports Association in October 2021 to collect information that allows ports to assess and benchmark themselves against their peers in terms of gender diversity within the port. These results will also be considered by the BPA Council in informing what the industry could do to increase gender representation.

50 ports fed in data to the survey, of which 31 were major ports and 19 were minor ports (according to the Department for Transport's classification). However, there is a smaller sample size for the departmental and pay gap questions. As such, this data is less reliable than the core figures for overall gender representation, which we hope to rectify in future surveys.

Overall Gender Split

Female representation within the overall workforce of respondent ports was reported as follows.

16%
Major Ports

17%
All Ports

18%
Minor Ports

Pay Gap

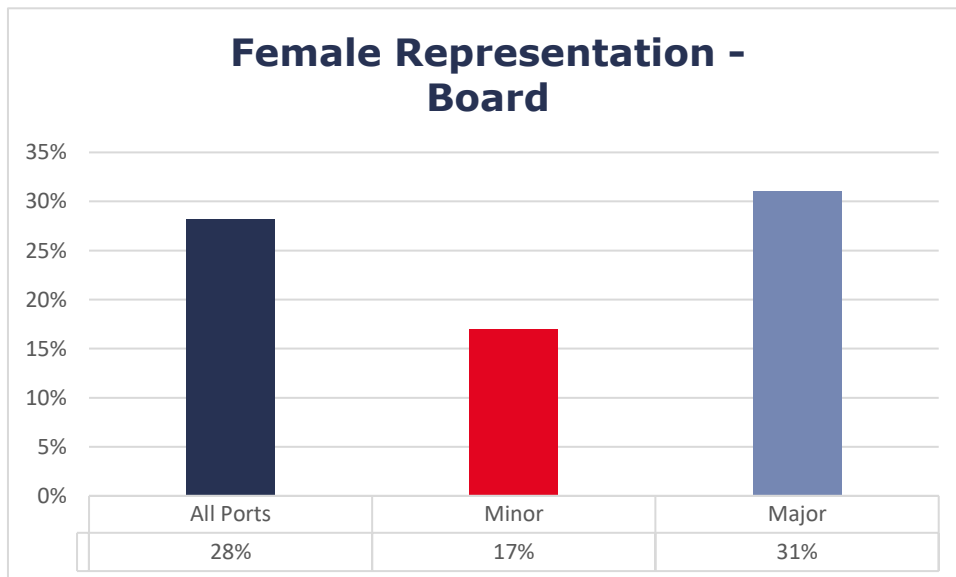
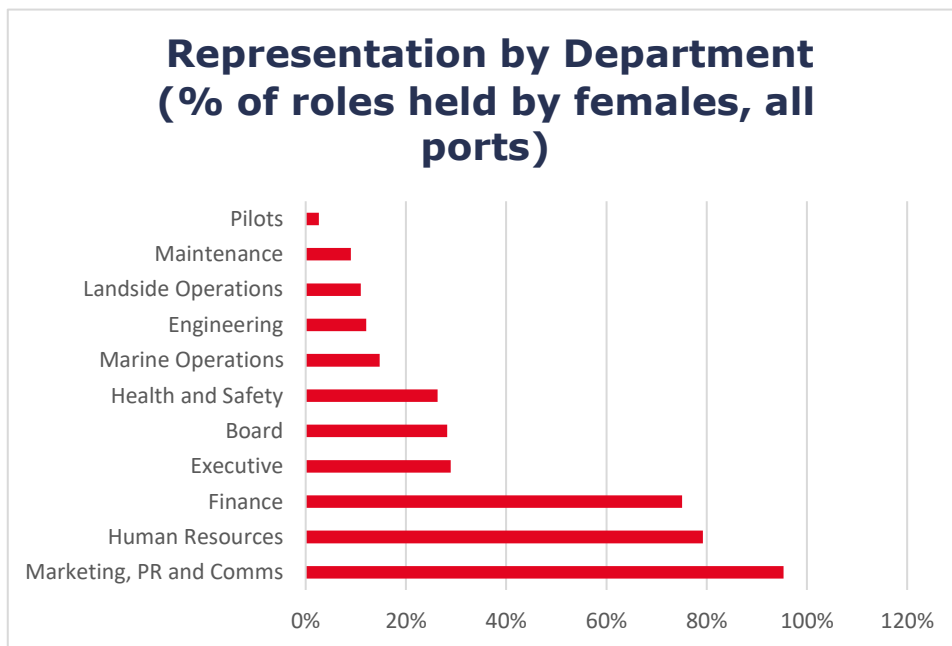
On average, women earn 93p for every £1 earned by men in ports.



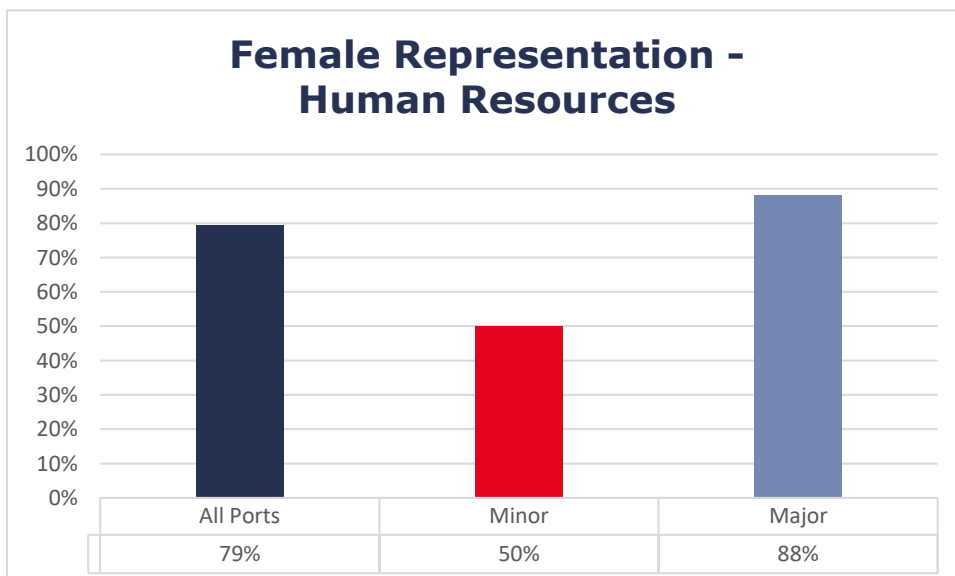
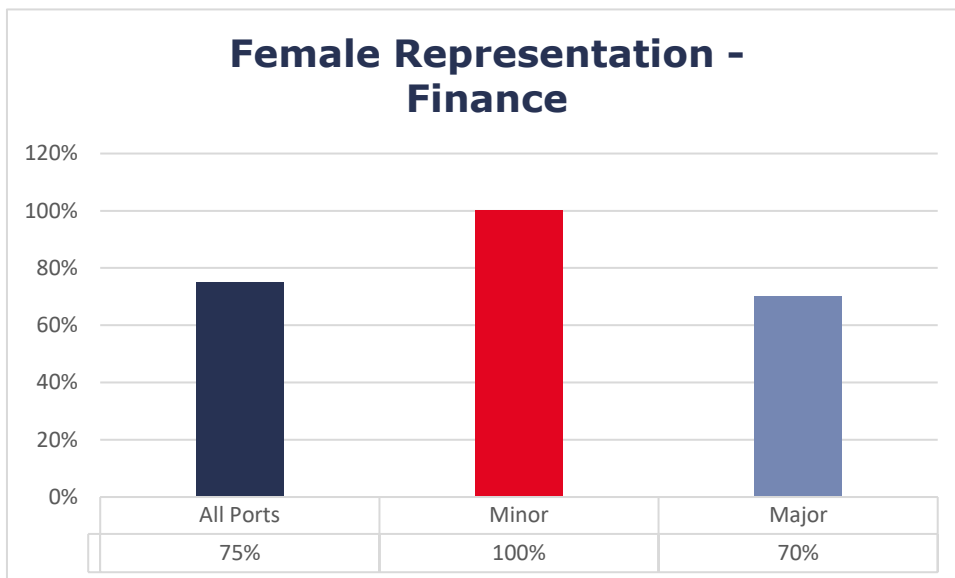
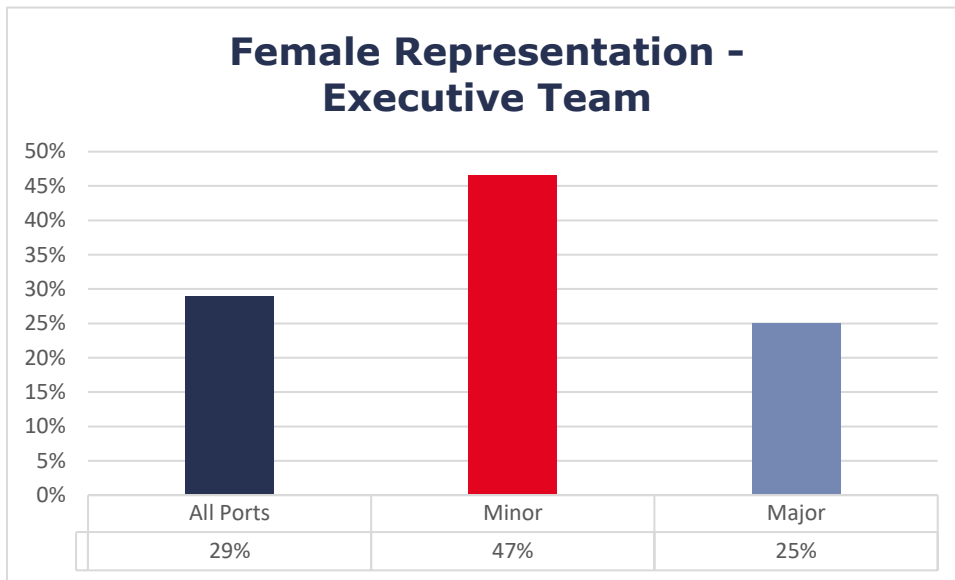
Data by Department

All data for female representation within each port department can be found in the graph on the next page. The departments that have female representation above the average of 17% were board members, the executive team, finance, human resources, health and safety, marketing, PR and communications. The departments that have female representation below the average were engineering, marine operations, landside operations, pilots, maintenance.

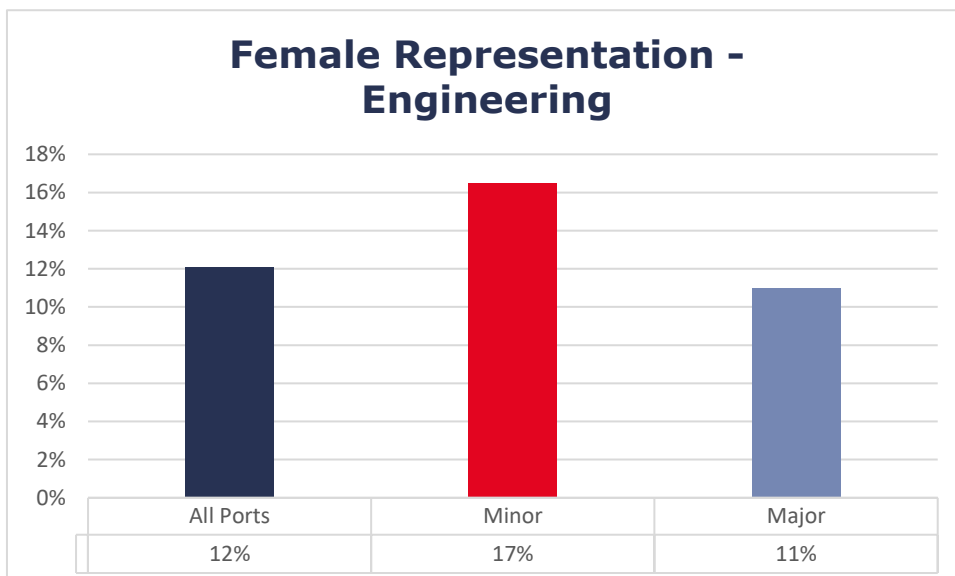
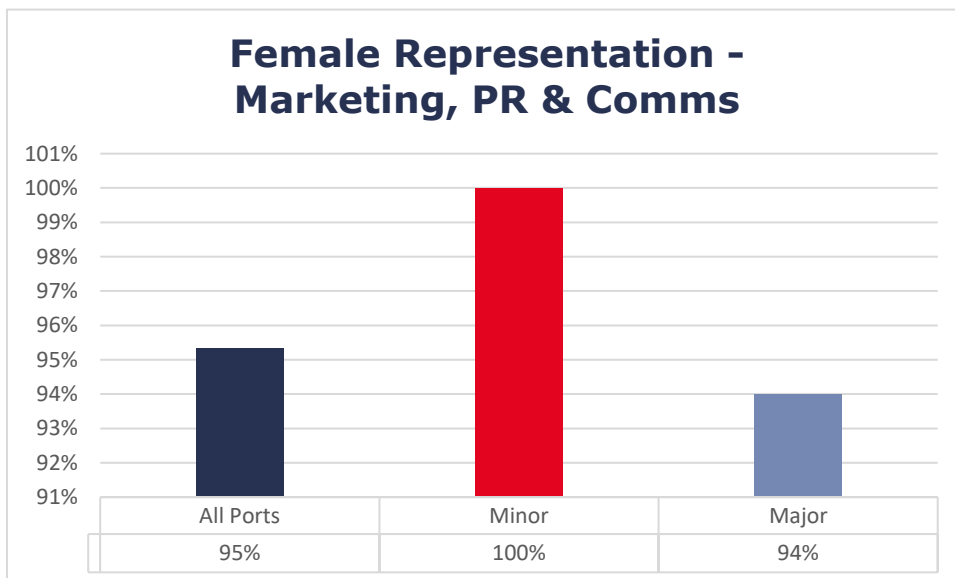
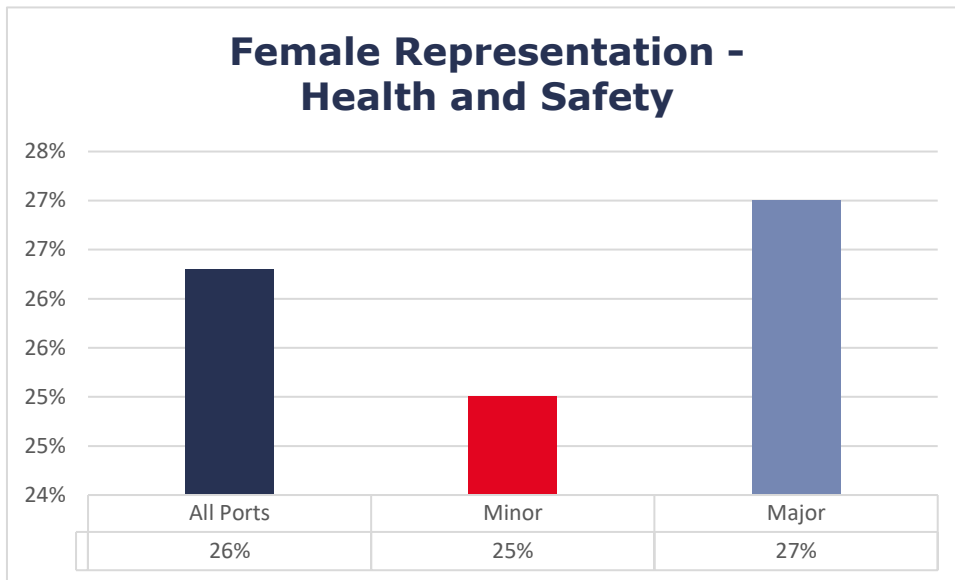
However, certain departments within each port are likely to be smaller. For example an office-based department vs an operations team. Thus representation figures for these teams are more likely to be inflated.



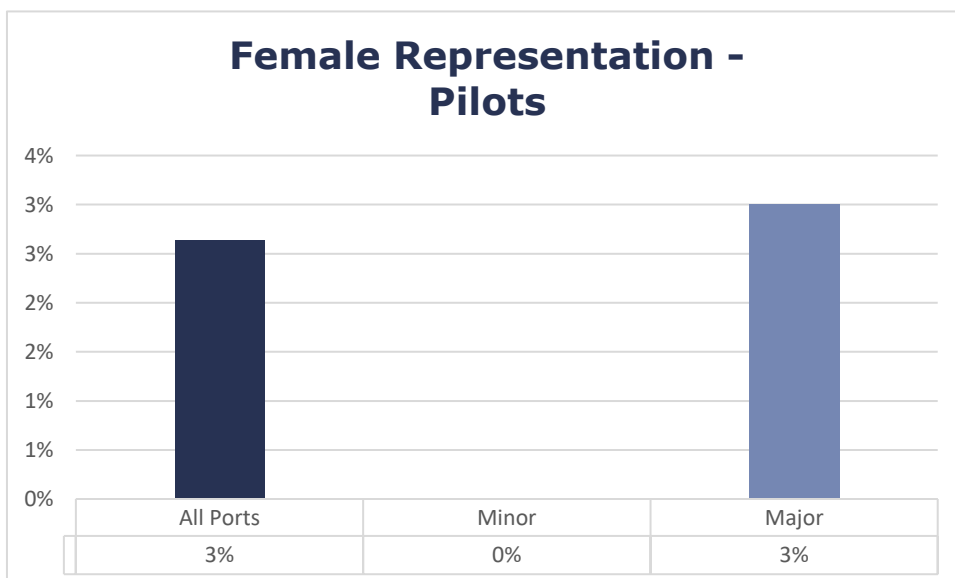
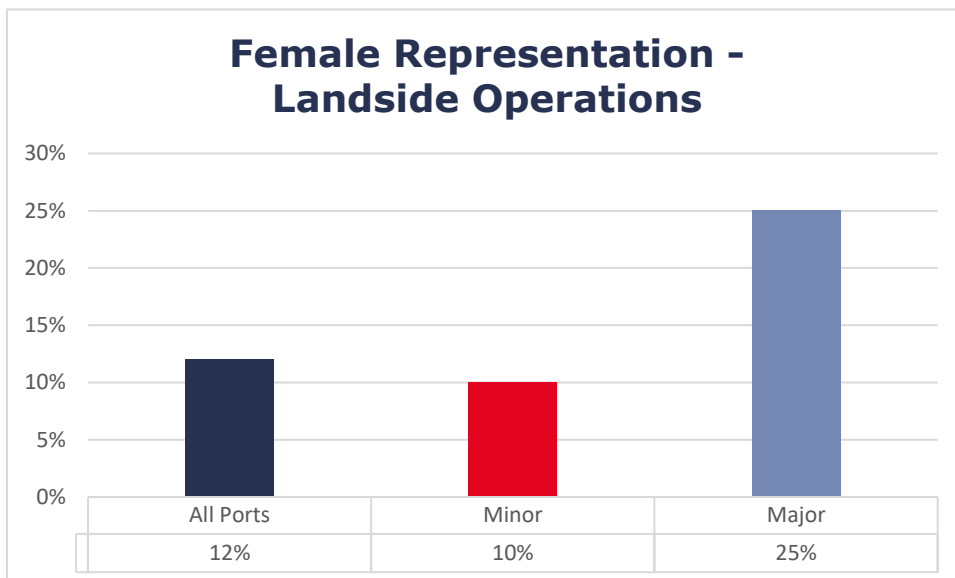
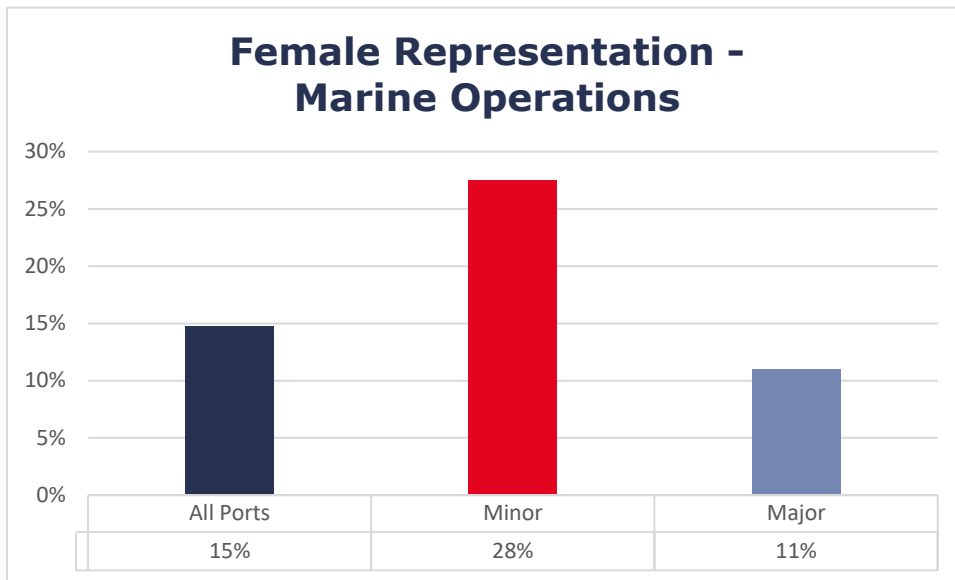
Gender Diversity in Ports



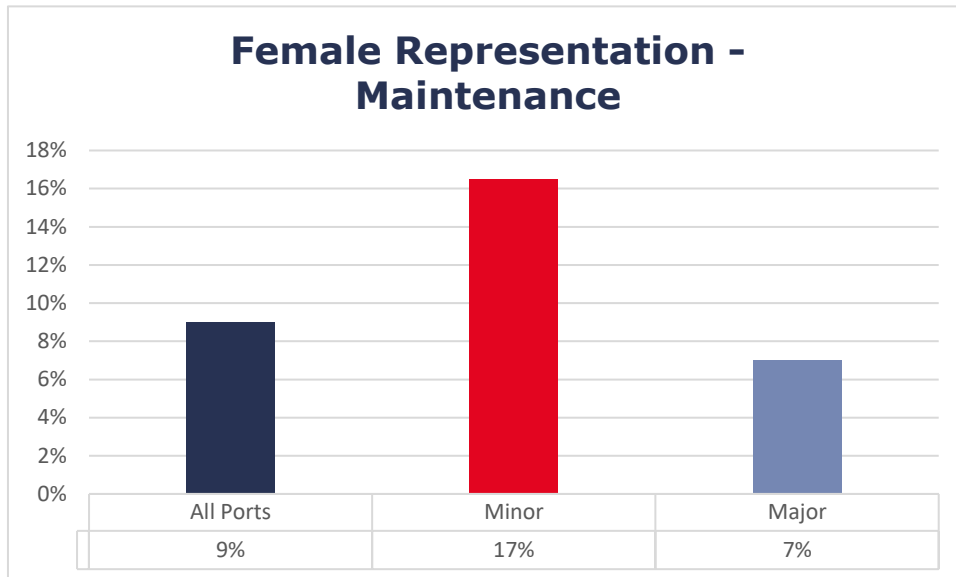
Gender Diversity in Ports



Gender Diversity in Ports



Gender Diversity in Ports



Contact

British Ports Association

1st Floor, Park Street

London

SE1 9EQ

+44 (0)20 7260 1780

info@britishports.org.uk

www.britishports.org.uk

@britishports



BRITISH PORTS
ASSOCIATION

