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QQI Gender Pay Gap Report



Dearbhú Cáilíochta
agus Cáilíochtaí Éireann
Quality and
Qualifications Ireland

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Gender Pay Gap reporting 2025

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland.

Regulations under the Act came into operation on 31 May 2022 and are published in the Irish Statute Book. The Act requires organisations to report on their hourly gender pay gap across a range of metrics.

Organisations with over 50 employees are being asked to report on their Gender Pay Gap (GPG) for the first time in 2025. In compliance with the Act, QQI has now completed its first GPG report this year. This report incorporates employees employed during the reporting period including employees on leave from 30 June 2024 to 30 June 2025 and sets out the gender pay gap statistics for QQI.

What is meant by the Gender Pay Gap?

What is meant by the Gender Pay Gap (GPG)?

The GPG is the difference on average across a population between men's and women's pay. The GPG is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A GPG which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the GPG is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

Methodology

To generate our GPR report, we looked at rates of pay across QQI by measuring the mean gender pay gap, median gender pay gap and quartile pay bands.

QQI gender figures

QQI gender figures

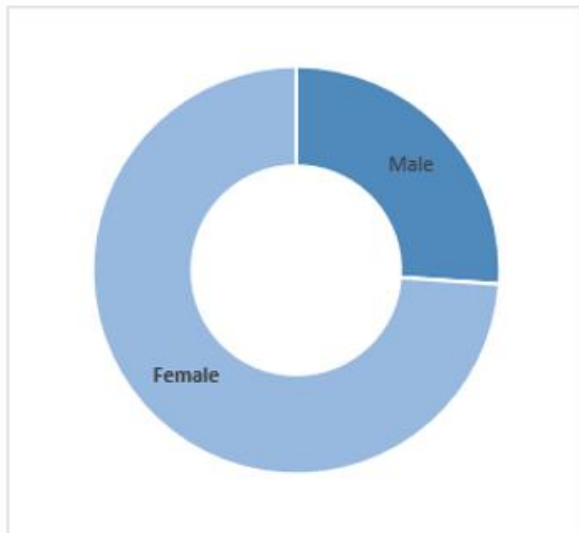
As a state agency under the aegis of the Department of Further and Higher Education, Innovation and Science, all QQI employees are aligned to pay structures that follow public sector guidelines which provide for equal pay for equal work irrespective of gender with incremental progression based on satisfactory performance and years of service. Our pay scales are published on our QQI HR website. QQI does not make bonus or benefit-in-kind payments to employees.

The total number of relevant employees at the snapshot date of 30 June 2025 was 92. For the reference period, QQI's workforce was 74% female and 26% male employees. QQI's staff are employed in administrative roles. The salary scales applied are teaching and administration scales. In the reference period QQI had four leavers, three of whom were male and one female. QQI had four new starters during the reference period, three of whom were female and one male.

Graph 1 below summarises the percentage of male and female employees.

Graph 1

Employees by Gender



Male 26%

Female 74%

Employees - Full time v's Part time



Part Time 9.78%

Full Time 90.22%

As at 30 June 2025, the mean gender pay gap for all employees was 8.7% in favour of male employees. For part-time employees the gender pay gap was 19% in favour of females.

However, due to the small number of male staff, the mean male salary is biased upwards by a male Senior Executive salary. The median rates of pay are a more accurate reflection of the gender pay gap in QQI. The median pay gap shows that female staff earn 6.3% more than their male counterparts.

Mean Gender Pay Gap

All salaries are converted to an hourly rate and added up for males and females respectively. The difference between the mean (average) pay for male and female colleagues is then calculated and expressed as a percentage of men's pay. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date.

Median Gender Pay Gap

All male and female salaries are converted to hourly rates and listed from the highest to lowest paid respectively. The difference between the median hourly rate of males and females is expressed as a percentage of men's median pay. This can provide a more accurate representation of the 'typical' differences in pay.

Table 1 below summarises the mean and median gender pay gaps for all employees.

Table 1

Mean and Median Pay Bands

Mean Gender Pay Gap	8.7%	Median Gender Pay Gap	(6.3%)
Difference in mean hourly rate	€3.70	Difference in mean hourly rate	(€1.95)

Mean Hourly Rates of Pay	€39.67	Median Hourly Rates of Pay	€33.00
Mean hourly rate - male	€42.42	Median hourly rates of pay - male	€31.07
Mean hourly rate - female	€38.72	Median hourly rates of pay – female	€33.02
Difference	€3.70 / 8.7%		(€1.95) / (6.3%)

Quartile Pay Bands

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of hourly pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

Dividing employees into four more-or-less equal groups (or quartiles) with pay graded from lowest to highest assists QQI in examining pay across different levels of the organisation. For the most part, there is an even distribution across the grades except in the upper middle quartile where there is a significantly lower representation of male employees.

Table 2 below summarises the quartile pay bands for employees:

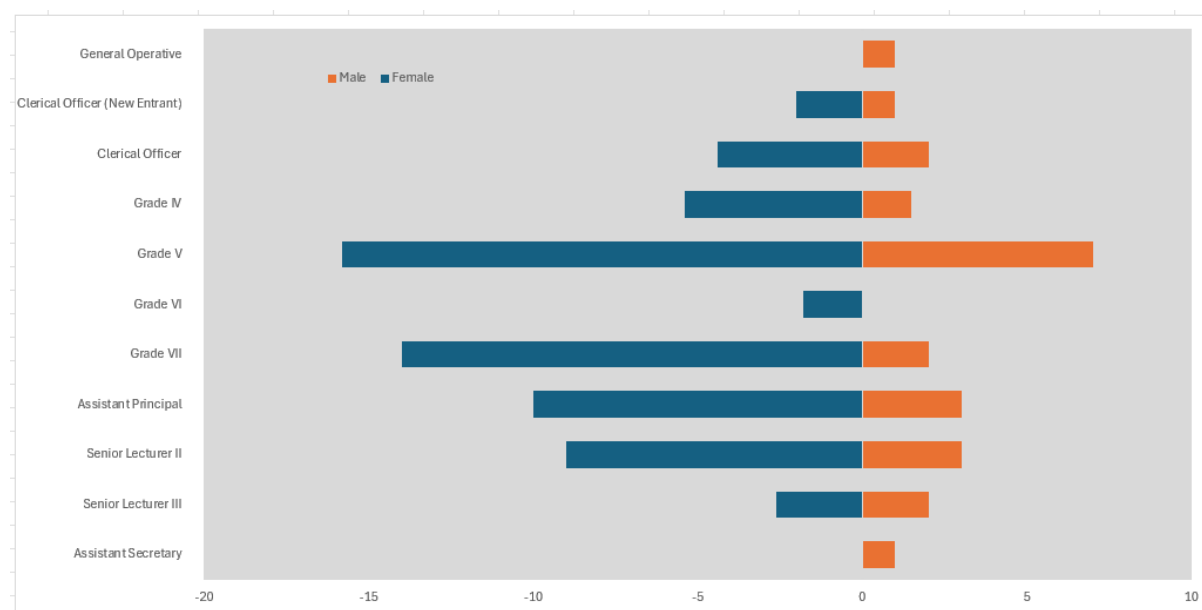
Table 2

Quartile Pay Bands

Gender	Lower	Lower Middle	Upper Middle	Upper
Male	33%	26%	9%	36%
Female	67%	74%	91%	64%

Graph 2 presents the overall male / female distribution of staff by grade at QQI.

Graph 2



Measures to address the gender pay gap

Measures to address the gender pay gap

QQI is committed to establishing and maintaining a culture of equality, diversity and inclusion (EDI) to underpin its work in the enhancement and regulation of quality in tertiary education and training. As a regulatory body, we play a critical role in fostering an equitable and inclusive society, where diversity is recognised, appreciated and harnessed for the collective good.

As an equal opportunities' employer, we work to promote a culture of equality, diversity and inclusion where we strive to embrace equality of opportunity through our recruitment and selection processes, open to all.

Our employees have a variety of career paths and mobility opportunities, and we invest in our people through training and education, wellbeing strategies, and career development. Our employees are supported, where possible, by work-life balance and family friendly initiatives that enable flexible working arrangements. We will continue to support gender equality learning and development opportunities currently in place within QQI.

At the time of the snapshot, the difference in mean and median hourly remuneration was attributable to the salary of senior male staff. In 2025, these senior posts were replaced by female staff. For this reason, it is expected that QQI's GPG in 2026 will demonstrate a higher mean and median hourly rates of pay for female staff compared to their male counterparts.

Public Sector Duty

We integrate the Public Sector Duty into every aspect of our work. This duty, outlined in Section 42 of the Irish Human Rights and Equality Commission Act 2014, requires public bodies to eliminate discrimination, promote equality, and protect human rights for both staff and service users.

We recognise the shared goals of the Public Sector Duty and Gender Pay Gap reporting, and publishing this report highlights our full commitment to the three-step process recommended by IHREC: Assess, Address, and Report.



