



Gender Pay Gap Report 2025

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Introduction

At Skillnet Ireland, we are committed to building a fair and equitable workplace where every employee has the opportunity to succeed, regardless of gender. We are committed to providing equal opportunities for all and creating an environment that supports wellbeing, work-life balance, and family-friendly needs. By way of recognition of the strong foundations embedding DEI within Skillnet Ireland we are proud recipients of the Investors in Diversity Bronze Award since 2024, which was reaccredited again in 2025.

Our human resource policies extend to flexible working hours, hybrid work policy, equality, diversity and inclusion policy and menopause policy. We encourage employees at all levels to utilise these policies to enable them to meet their personal needs while still contributing to our organisation.

Skillnet Ireland's commitment to Learning and Development opportunities for all employees remains a high priority. Through our training development and education policy employees can seek support for upskilling opportunities. Our annual training needs analysis helps us determine the best ways to support career development across all levels within the organisation.

Understanding Gender Pay Gap Reporting

The gender pay gap measures the difference in average earnings between men and women in Irish companies. Employers in the public and private sectors, with more than 50 employees, must disclose the pay gap between male and female employees as required by the Gender Pay Gap Information Act 2021.

Gender Pay Gap Report 2025

For the purposes of Gender Pay Gap Reporting, the data was gathered on 28th June 2025, at which time our workforce^[1] comprised of 58 people, of which 62% were female.

Skillnet Ireland's Gender Pay Gap for 2025:

- Mean = 15.28%
- Median = 6.27%

[1] Separate analyses for temporary and part-time employees have not been presented due to statistically insignificant population sizes. All part-time workers are female, and the small number of temporary employees means their data does not provide a robust basis for comparison.

Reporting Results

Pay Quartile	Men	Women
Lower	27%	73%
Lower Middle	40%	60%
Upper Middle	36%	64%
Upper	50%	50%

At Skillnet Ireland, there is a high concentration of female employees (73%) within the lower quartile and we are pleased to report that the company has a 50/50 gender balance in the upper quartile, demonstrating that women who progress through the organisation reach our most senior positions at an equal rate to men.

Progression through Continuous Action

At Skillnet Ireland we aim to create clear, supported career trajectories and career development, and in 2026 we will conduct a job evaluation analysis to maintain consistent role classification. We will develop an updated career framework providing transparency of career bands, required skills, and development opportunities for progression from entry-level and support roles. We will ensure equitable access to promotion and advancement across all levels where relevant. We will continue to offer unconscious bias training for all people managers and leaders involved in hiring and promotion decisions. We will also provide career development opportunities that are included in performance management processes and supported through training, further education, mentoring, experience and personal development plans, to facilitate upskilling for career development and lifelong learning. We will continue to maintain the requirement that all promotion shortlists for senior roles aim to include a diverse mix of qualified candidates.

Skillnet Ireland will continue to implement benefits, policies, and practices that are designed to support gender equality, enabling us to attract, retain, and nurture the diverse talent pool essential for our organisations ongoing success.

Skillnet Ireland aims to strengthen gender balance across all pay levels and build a more dynamic and equitable workforce where every employee has the opportunity to succeed.



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