



Ireland Gender Pay Gap Report 2025

Fostering gender diversity and inclusion is central to Udemy's identity. A truly diverse workforce is not only the right goal to strive for but also essential to driving innovation, learning, and growth. By creating an environment where everyone can thrive, we unlock the full potential of our team.

In this report, we share our **2025 gender pay gap data for Ireland**, explore the underlying factors, and outline the actions we are taking to close these gaps and continue making meaningful progress.



Gender pay gap vs equal pay

Equal pay means employees performing similar work receive similar pay. To support this, we conduct an annual global pay equity audit that accounts for factors such as level, location, job type, and performance. In 2025, this analysis found no unexplained, statistically significant pay differences. If any are identified in future reviews, we will take prompt action to address them.

By contrast, the **gender pay gap** is an unadjusted comparison of the average and median pay earned by men and women over a 12-month period. It does not account for differences in role, level, location, or time in role. As a result, gender pay gaps typically reflect workforce composition and representation across the organization rather than unequal pay for equal work.

What is our gender pay gap data for Ireland as of June 2025?¹

Udemy's gender pay gap data for Ireland in 2025 is as follows:

Mean gender pay gap	17.5%
Median gender pay gap	17.9%
Mean bonus gap	28.7%
Median bonus gap	29.3%
Proportion of men receiving a bonus	85.0%
Proportion of women receiving a bonus	88.0%
Proportion of men receiving Benefits in Kind	94.7%
Proportion of women receiving Benefits in Kind	94.0%
Lower quartile (percentage women)	50.0%
Lower-mid quartile (percentage women)	56.6%
Upper-mid quartile (percentage women)	54.7%
Upper quartile (percentage women)	26.4%

¹ We have not reported mean and median pay gaps for temporary and part-time employees as we did not have at least one man and one woman on these employment contracts in June 2025. Gender information at Udemy Ireland is self-declared by employees.

How has our gender pay gap changed since 2024?

We're pleased to share that we've made meaningful progress in closing our gender pay gaps. This year, we saw improvements across several measures:

Mean pay gap: improved by 2.6 percentage points from	20.1% to 17.5%
Median pay gap: improved by 1.7 percentage points from	19.6% to 17.9%
Lower-quartile representation: fewer women are in our lowest pay quartile, down from	55.9% to 50.0%
Upper-middle quartile representation: representation of women in this quartile increased significantly, from	42.4% to 54.7%



Why do we have a gender pay gap?

Although we currently have strong gender diversity, with women making up around 47% of our workforce, we still have gender pay gaps that reflect an uneven distribution of men and women across different levels of the company. Our analysis shows two key factors contributing to this imbalance:



Underrepresentation of women in senior roles: While women hold 40.4% of our management positions, this is still lower than their overall representation in the company.

Overrepresentation of women in junior and support roles: We have a higher proportion of women in junior and support positions.



We recognize that addressing these imbalances is essential, and we're focused on making progress by retaining, developing, and promoting female talent across all levels.



Product, Design, and Engineering (PDE) roles also have lower female representation, with women only holding 19% of PDE positions. This underrepresentation is a key driver of our gender pay gap. Like many companies in the tech sector, we see this as an area where greater representation will make the biggest difference. Attracting, developing, and supporting more women in PDE roles will remain a major focus in the years ahead.

What are we doing to address the pay gaps?

At Udemy, we pride ourselves on providing and maintaining an environment where everyone can build rewarding, successful careers. While we've made significant progress, we recognize there is more to do to close gender pay gaps. Here's how we're continuing to support and develop female talent:

Recruitment:

- We collaborate with organisations like [Black Women in Tech](#) and [WISE](#) to create equitable opportunities for underrepresented groups in high-impact roles.
- Our job advertisements use gender-neutral language to attract a diverse range of candidates.
- We conduct structured interviews, asking all candidates the same set of questions and grading responses using standardised criteria to minimise unconscious bias. This method has been shown to promote fairness in hiring.
- We partner with [ModelExpand](#) to offer annual "Inclusive Hiring Academy" training, which focuses on unconscious bias and inclusive practices in recruitment.

Retention:

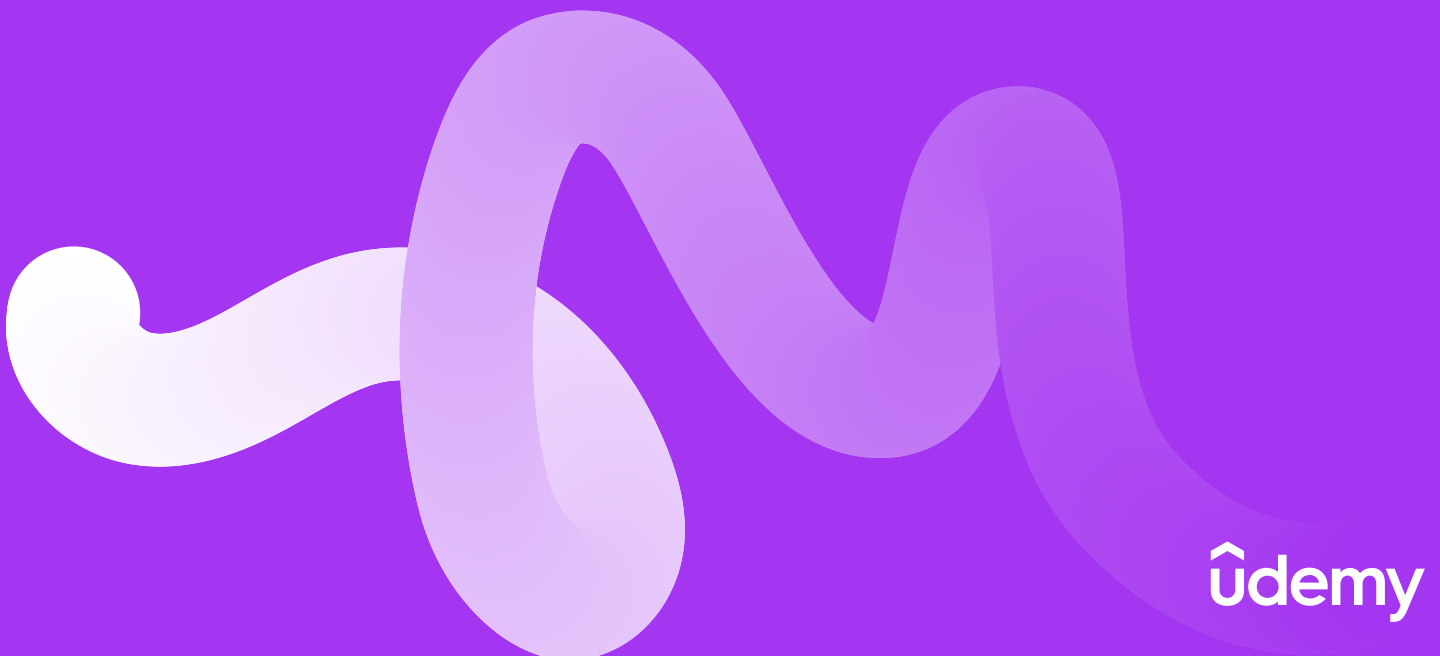
- We actively support BEDI (Belonging, Equity, Diversity, and Inclusion) Communities like Women at Udemy (WAU) and CloseHERS (Women in Sales,) and local initiatives like Black Women in Tech, fostering strong communities and support networks.
- Our "Starts with U" benefits package reflects our commitment to inclusivity and offers best-in-class benefits, including paid maternity leave and financial support for fertility treatments, adoption, and surrogacy.
- We are launching a "Welcome Back" program to help employees returning from maternity leave smoothly transition back to work and ensure their success.

Progression:

- Learning is central to Udemy's culture. We offer all employees access to Udemy's learning resources, including our Marketplace and Udemy Business offerings, as well as a generous annual professional development stipend.
- We are committed to transparency in promotions and pay through regular pay audits and a market-based compensation structure.



While Udemy is already a place where everyone, regardless of gender, can thrive, we are committed to further reducing our gender pay gaps. We continue to focus on making Udemy a workplace where every individual feels valued, supported, and able to shape their career journey.



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