



# Ireland Gender Pay Gap Report 2024

Fostering gender diversity and inclusion is central to Udemy's identity. We believe that a truly diverse workforce is not only the right goal to strive for but also essential for 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 2024 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 vs equal pay

*The gender pay gap and equal pay are similar but different.*

**Equal pay** is about ensuring that all employees receive equal pay for 'like work.' This means that similar roles should receive similar pay. To ensure the analysis is accurate, we look at factors like level, location, job type, and performance rating. We conduct global annual pay equity reviews and, if statistically significant gaps are identified, we address those gaps immediately.

**Gender pay gap** is the output of a statistical calculation. It compares the mean and median pay received between genders over a 12-month period and does not consider factors such as level, location, job type, time in role, etc. Gender pay gaps are related to gender demographic imbalances in the workplace.

We are confident that equal pay is not a factor in our pay gaps, which are mainly caused by demographic imbalance.

## What are our gender pay gap figures for 2024

*Our figures as of 30 June 2024 are below.*

Gender pay gap / Mean	20.1%
Gender pay gap / Median	19.6%
Bonus gap / Mean	26.4%
Bonus gap / Median	20.9%
Proportion of men receiving a bonus	94.6%
Proportion of women receiving a bonus	90.7%
Proportion of men receiving BIK	93.8%
Proportion of women receiving BIK	91.7%
Pay quartiles of women / Lower	55.9%
Pay quartiles of women / Lower-middle	54.2%
Pay quartiles of women / Upper-middle	42.4%
Pay quartiles of women / Upper	30.0%

*Note: 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 2024. Gender information at Udemy Ireland is self-declared by employees.*

## Why do we have a gender pay gap?

Although we currently have strong gender diversity, with women making up around 45% 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 39.5% of our management positions, this is still lower than their overall representation in the company. We need to focus on advancing more women into senior and leadership roles to close the gap.

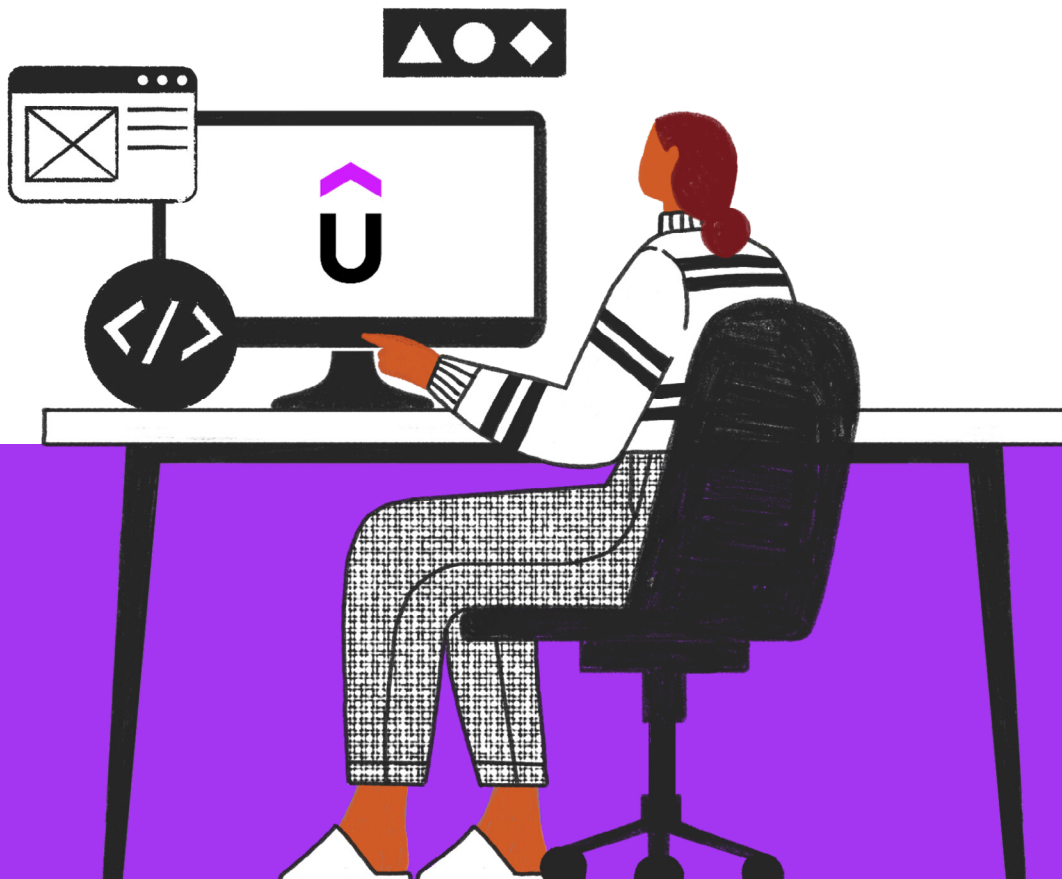
- **Overrepresentation of women in junior and support roles:**

We have a higher proportion of women in junior and support positions. This contributes to the gap in the short term, but we are committed to supporting these women as they advance into senior roles.

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 comprise 27% of our workforce, yet only 17 out of 63 positions are held by women. This underrepresentation is a crucial driver of our gender pay gap, and we need to focus on ensuring that women are just as likely as men to apply for and succeed in these roles.**

Like many companies in the tech sector, this is a significant factor affecting our gender pay gap. As we work to close this gap, attracting and supporting more women in our PDE roles will be a major focus in the coming years.



## What we are doing to address the pay gaps?

At Udemy, we pride ourselves on offering and maintaining an environment where women can build rewarding and 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 are committed to inclusive hiring**, ensuring that all shortlists feature at least two women and aiming for gender-balanced interview panels whenever possible.
- We collaborate with organisations like [Black Women in Tech](#) and [Power to fly](#) 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 Employee Resource Groups (ERGs)** 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 such as paid maternity leave, 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, and 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 women 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.