Ireland Gender Pay Gap Report 2026



At Autodesk, we're committed to building a culture of belonging where all employees have equitable opportunities to succeed and contribute. As part of this commitment, we are pleased to publish our fifth Ireland Gender Pay gap report, in alignment with the statutory criteria.

Global Pay at Autodesk

At Autodesk, our software and services are for everyone, and so is our workplace. That's why we're building a culture of belonging where all employees have opportunities to succeed and contribute.

We all win when we attract, retain, and develop talented individuals. This requires a holistic, multifaceted approach, which includes our deep commitment to pay fairly.

Measures being taken

Gender pay gap reporting has brought transparency to workplace gender equality issues that need addressing. To ensure equitable opportunities, we've established a team to monitor results and continue to ensure that this topic remains engrained in our company culture and values. At Autodesk, we are transparent about our salary structures, bonus targets, and equity guidelines to let employees know how they compare to our definition of market.

Closing the gender pay gap

We're committed to building a culture of belonging where all Autodesk employees have opportunities to succeed and contribute. To attract, retain, and support our highly qualified employees, we offer competitive compensation and benefits, which include an element of choice to meet the needs of our diverse population globally.

We've also implemented additional strategies to help attract and retain women at Autodesk. Key initiatives include:

- Working towards a long-term goal to increase the number of women and underrepresented groups being promoted and in Director level positions and above. One way we are cultivating diverse leadership is by targeting future leaders early in their Autodesk careers through our Emerging Leaders Program and Next Level Sponsorship Programs.
- Our longest existing Employee Resource Group, the Autodesk Women's Network, which has existed globally for over 10 years. It continues to be a place for community and career development for women across Autodesk and is support both financially and programmatically by Autodesk's Global Diversity and Belonging Team.

For more on Autodesk's Diversity & Belonging efforts, head here.

Autodesk 2026 results

The mean and median gap in hourly pay between male and female employees

Results 15.33 % and 18.03%

The mean and median gap in hourly pay of part-time male and female employees

Results -109.26 and -109.26

The mean and median gap in hourly pay between male and female employees on temporary contracts

Results -2.48% and -2.85%

The mean and median gap in bonus pay between male and female employees

Results 19.85% and 25.14%

The percentage of male and female employees who received bonus pay

Results 96.23% and 89.68%

The percentage of male and female employees who received benefits in kind

Results 96.23% and 92.86%

The percentage of male and female employees in each quartile pay band

	Men	Women
Lower	50.00%	50.00%
Lower Middle	46.48%	53.52%
Upper Middle	59.15%	40.85%
Upper	67.61%	32.39%

Further detail:

Autodesk remains committed to advancing pay equity across our global workforce. In Ireland, our latest gender pay gap analysis shows a mean gap of 15.33% and a median gap of 18.03% in favour of men. Women make up 44% of our Irish workforce. They are well represented in the lower and lower-middle pay quartiles (50% and 53.52%) but make up 40.85% of the upper-middle quartile and 32.39% of the upper quartile. The gap therefore reflects how many women and men hold senior, technical and sales-leadership roles, which carry higher pay. It does not reflect different pay for the same work. The gender pay gap should not be interpreted as a difference in pay between men and women performing comparable work. Rather, it reflects the distribution of employees across different roles, levels and career paths within the organisation.

These patterns reflect broader workforce composition: men outnumber women in Ireland, with a high concentration of men in technical roles that are paid higher with larger bonuses as compared to women who are mostly in general roles. We recognize that structural factors play a role, and we remain focused on building a more balanced pipeline, expanding access to growth opportunities, and fostering equity at every level. Furthermore, we also use external benchmarking data to inform decisions around pay and reward. Additionally, the decision-making process through the recruitment stages is designed with fairness and equality as a core component.

The discrepancy in the part-time employee figures reflects the small sample size within this category, which can result in greater variability in the reported data. Bonus participation is broadly equal. 89.68% of women and 96.23% of men received a bonus in the period. The mean bonus gap is 19.85% and the median is 25.14%, and both follow the same seniority pattern, because bonus targets rise with grade. We are committed to closing the gap. We will keep reviewing pay equity within roles and grades, and we will focus on hiring, developing and promoting women into senior and higher-paid roles. We will report on our progress each year.