

Dev Barometer

A quarterly look inside the minds of senior software engineers.

Q1 - 2026

In January 2026, Dev Barometer Q1 surveyed 1,329 developers across 61 countries to assess AI's impact on engineering teams. In this edition, women developers report greater career autonomy, even as confidence in AI gender fairness trails overall sentiment. More broadly, developers report rising individual accountability for AI outcomes and persistent validation pressures tied to time and accuracy. At the same time, seniority is giving way to access, experimentation, and team culture as the primary drivers of AI advantage.

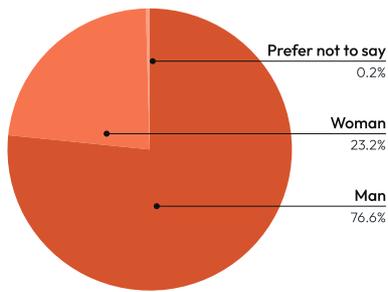
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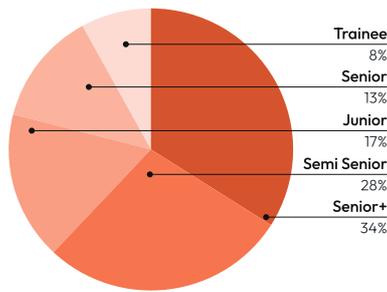
Demographics & Respondent Profile

Total Respondents - 1,329

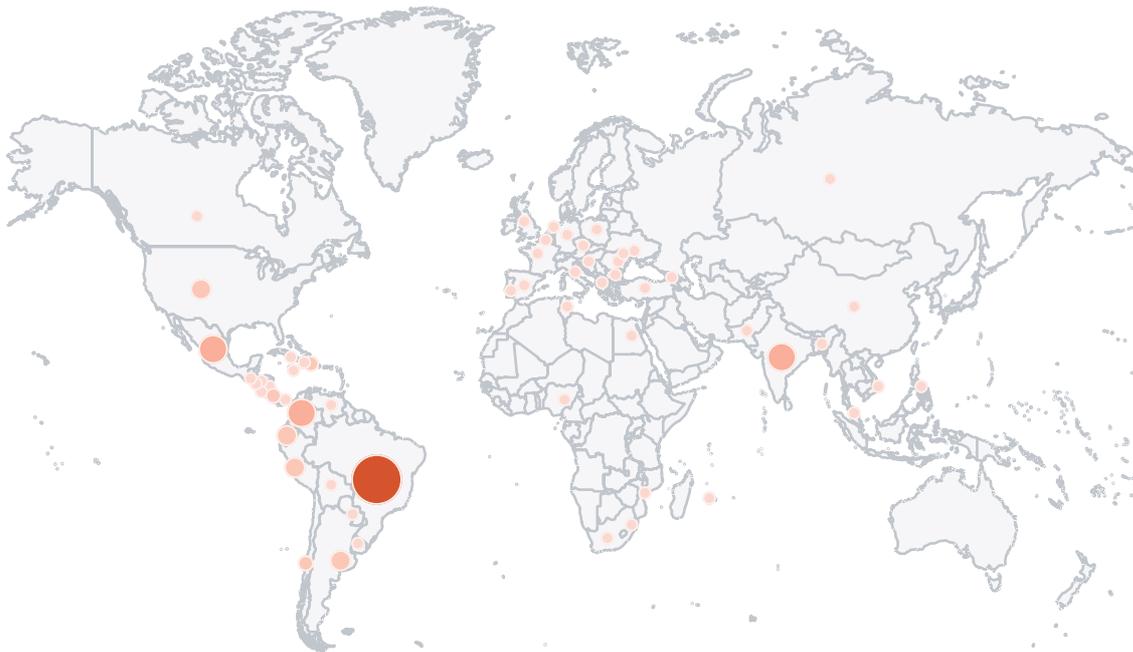
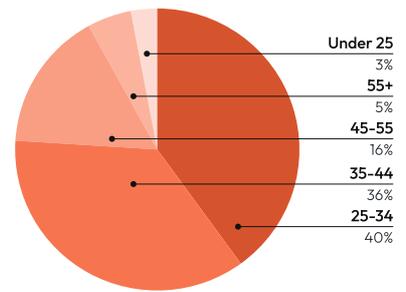
Gender



Seniority Level



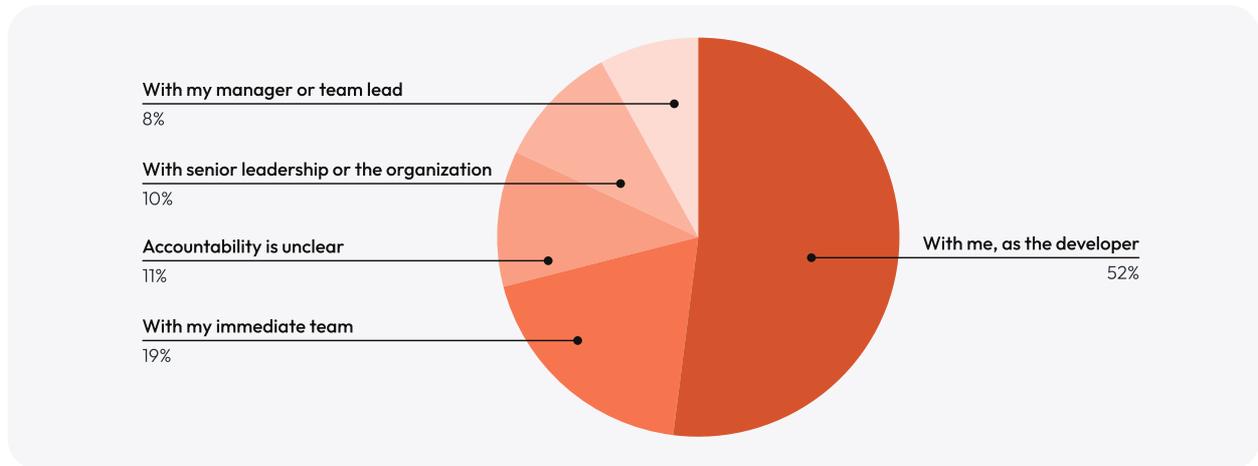
Age



- | | | | | |
|------------|--------------------|-------------|-------------|-------------------|
| Argentina | Czech Republic | Hungary | Nigeria | Spain |
| Belgium | Dominican Republic | India | Pakistan | Trinidad & Tobago |
| Bolivia | Ecuador | Jamaica | Panama | Turkey |
| Brazil | Egypt | Malaysia | Paraguay | Ukraine |
| Canada | El Salvador | Mauritius | Peru | United Kingdom |
| Chile | France | Mexico | Philippines | United States |
| China | Georgia | Moldova | Poland | Uruguay |
| Colombia | Germany | Mozambique | Portugal | Venezuela |
| Costa Rica | Guatemala | Netherlands | Romania | Vietnam |
| Croatia | Honduras | Nicaragua | Russia | |

Who is Accountable for AI Success or Failure?

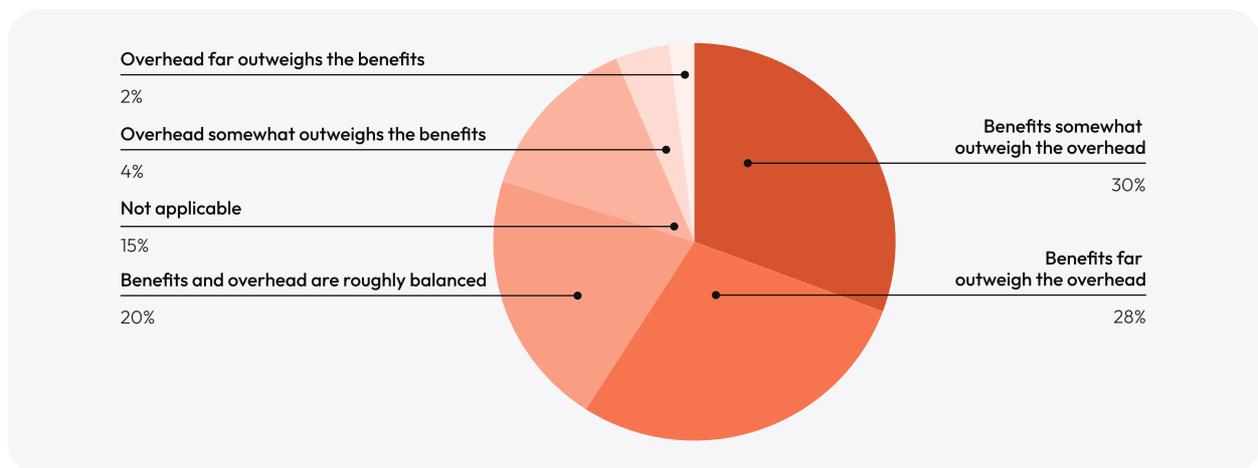
When work involving AI succeeds or fails, where do you believe accountability primarily sits?



51% of respondents believe accountability sits with developers.

AI Overhead vs. AI Benefits

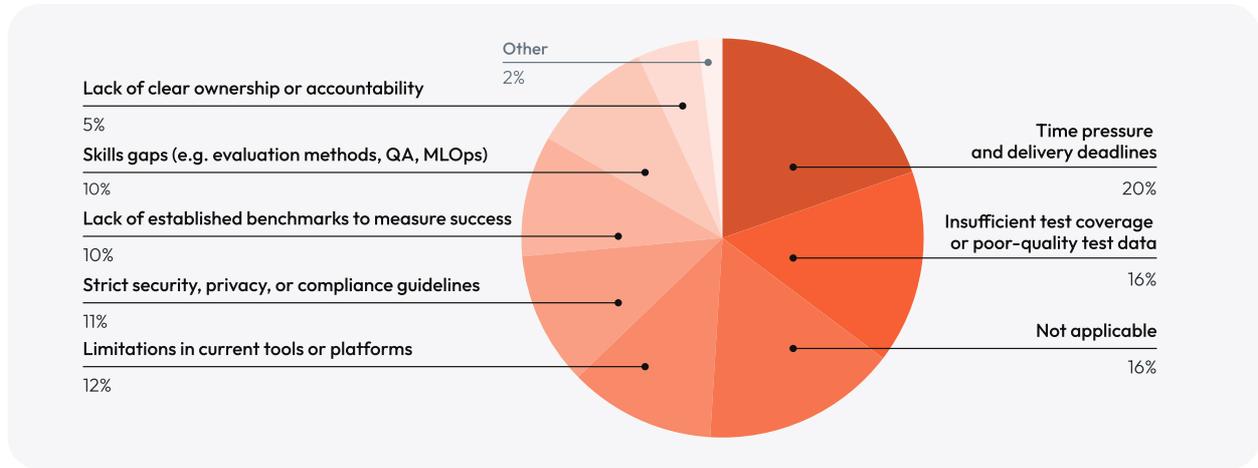
Based on your experience, how does AI-related overhead (e.g. reviewing code, prompt iteration, validation) compare to the benefits AI provides in your day-to-day work? (If you don't use AI, select "Not applicable")



58% of respondents say benefits from AI outweigh its overhead.

Biggest Barrier to Validate AI-Generated Output

What is the biggest barrier to reliably validating AI-generated output in your work?
(If you don't use AI, select "Not applicable")

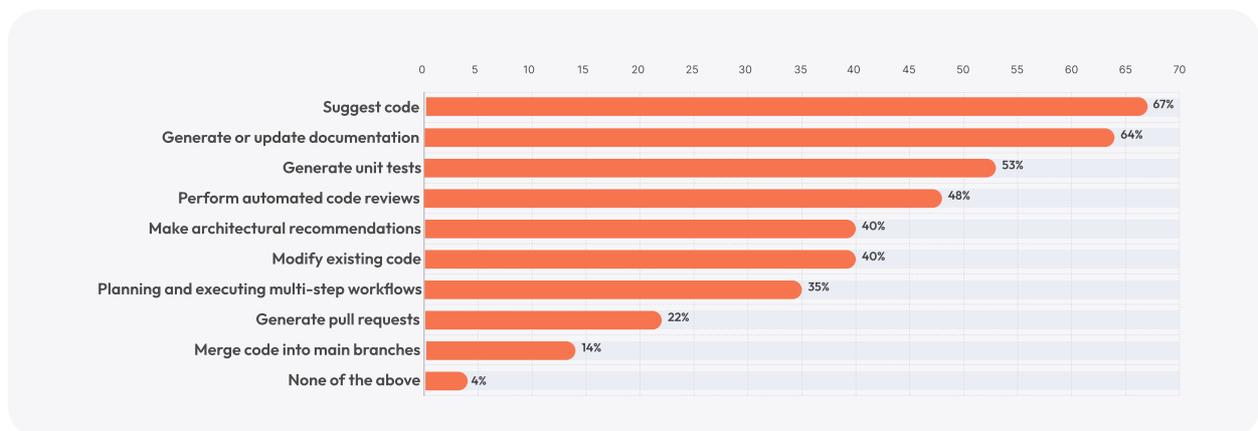


Top Biggest Barriers to Validating AI-Generate Output

- 1** Time pressure and delivery deadlines | 20%
- 2** Insufficient test coverage or poor-quality test data | 16%
- 3** Limitations in current tools or platforms | 12%

Top Tasks SE Are Comfortable with AI Performing Autonomously

Which tasks are you comfortable having AI tools perform autonomously?
(Select all that apply)

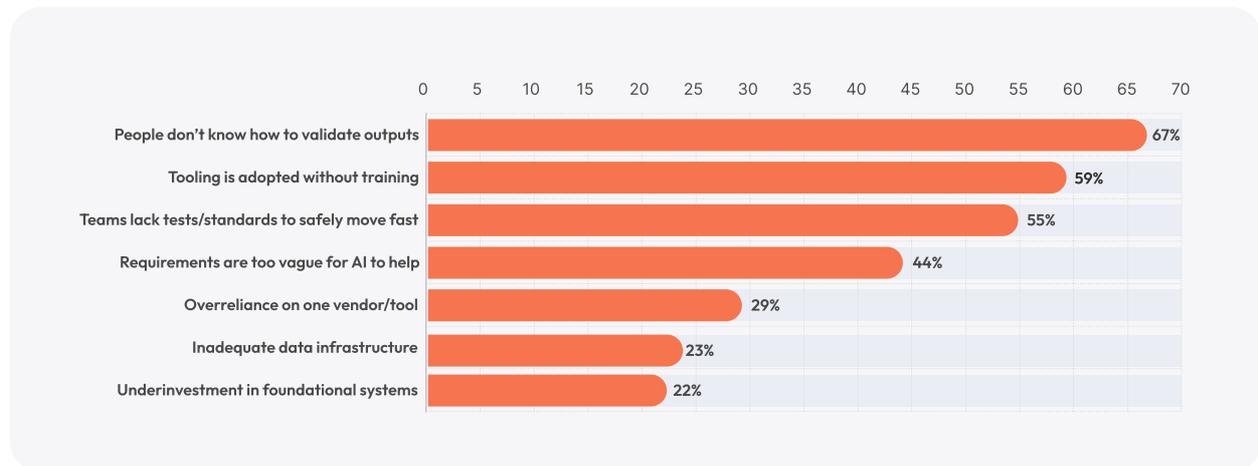


Top Tasks SE Are Comfortable with AI Performing Autonomously

- 1** Suggest code | 67%
- 2** Generate or update documentation | 64%
- 3** Generate unit tests | 53%

Common Gaps in Teams Adopting AI Tools

What are the most common gaps you see in teams adopting AI tools?
(Select top three)



Top Common Gaps In Teams Adopting AI

- 1** People don't know how to validate outputs | 67%
- 2** Tooling is adopted without training | 59%
- 3** Teams lack tests/standards to safely move fast | 55%

AI Impact on Women Visibility

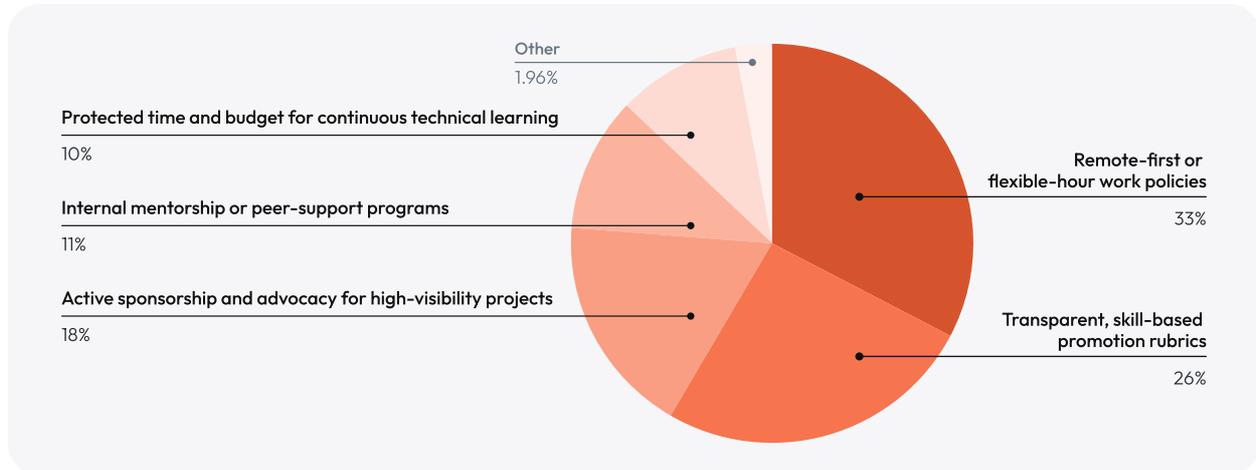
Based on what you've personally observed so far, how has AI adoption affected visibility or opportunities for women on software teams you're familiar with?



31% of respondents believe AI has increased visibility for women in software teams. 60% are unsure of its impact.

Workplace Practices Impacting Women Success and Growth

What are the most common gaps you see in teams adopting AI tools?
(Select top three)

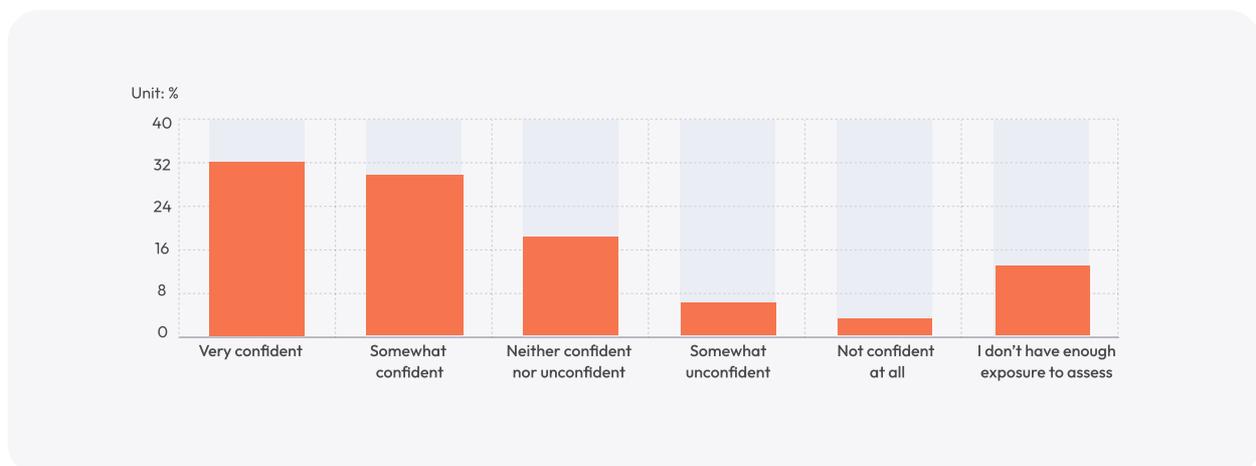


Top 3 Workplace Practices Impact Women's Success in Tech Roles

- 1** Remote-first or flexible-hour work policies | 33%
- 2** Transparent, skill-based promotion rubrics | 26%
- 3** Active sponsorship and advocacy for high-visibility projects | 26%

Level of Confidence on AI-Tool Fairness Across Genders

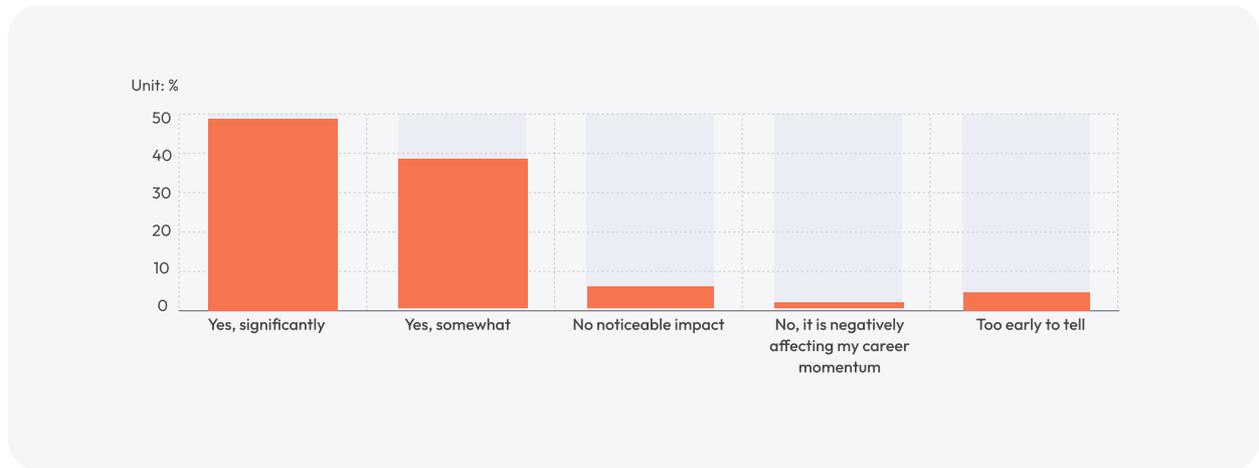
How confident are you that AI-supported tools used in software teams (e.g., performance reviews, task allocation, code assessment) treat developers fairly across genders?



62% of all respondents are confident in the gender fairness of AI-tools. Among women respondents, it comes down to 56%.

Have AI Skills Improved Career Momentum?

Do you feel using AI or developing AI-related skills is improving your career momentum today?

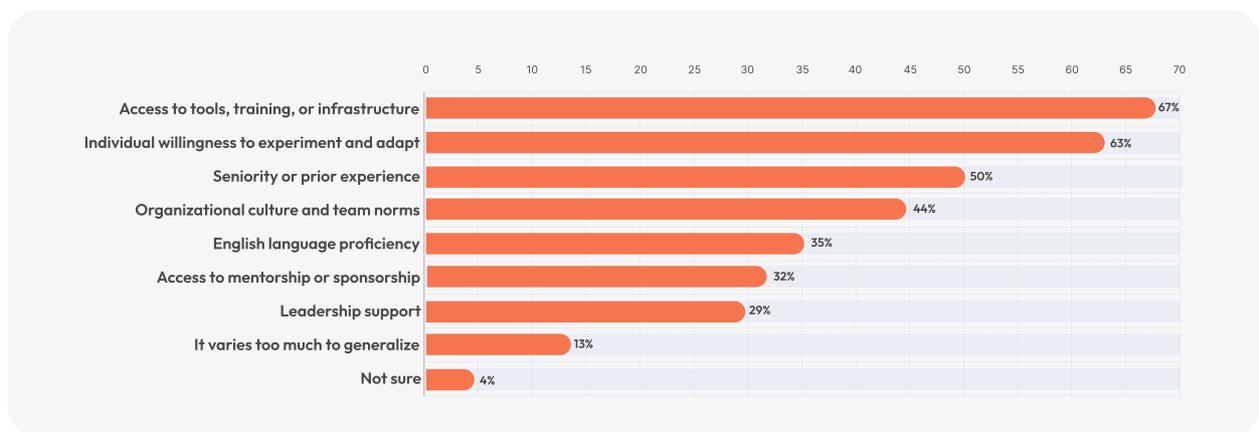


87% believe AI-related Skills has improved their career momentum.

Factors Influencing Who Benefits from AI

In your experience, which factors tend to influence who benefits from AI in software careers today?

(Select all that apply)

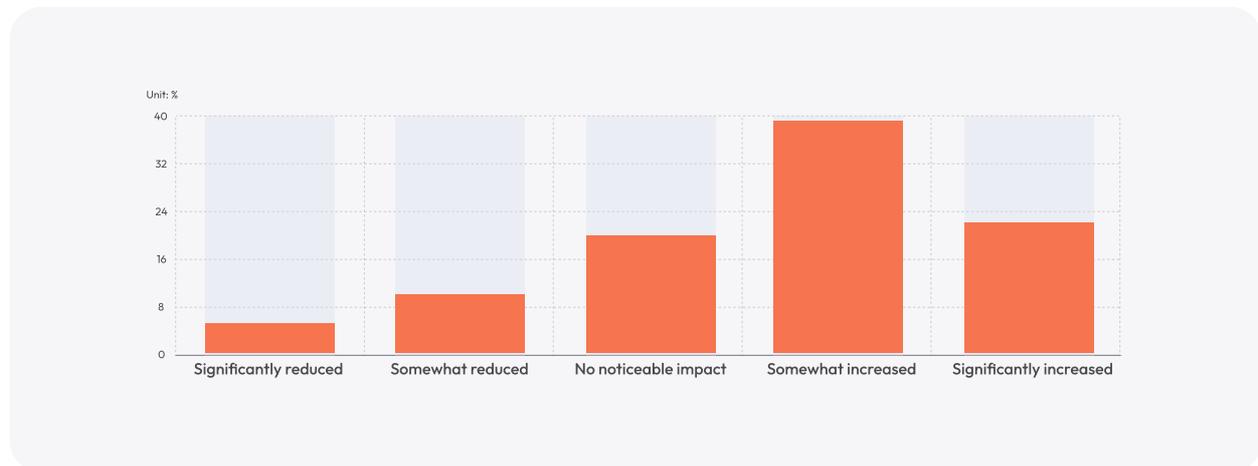


Top Factors influencing who benefits from AI

- 1** Access to tools, training, or infrastructure | 67%
- 2** Individual willingness to experiment and adapt | 63%
- 3** Seniority or prior experience | 50%

Has AI Increased Your Ability to Shape Your Career Path?

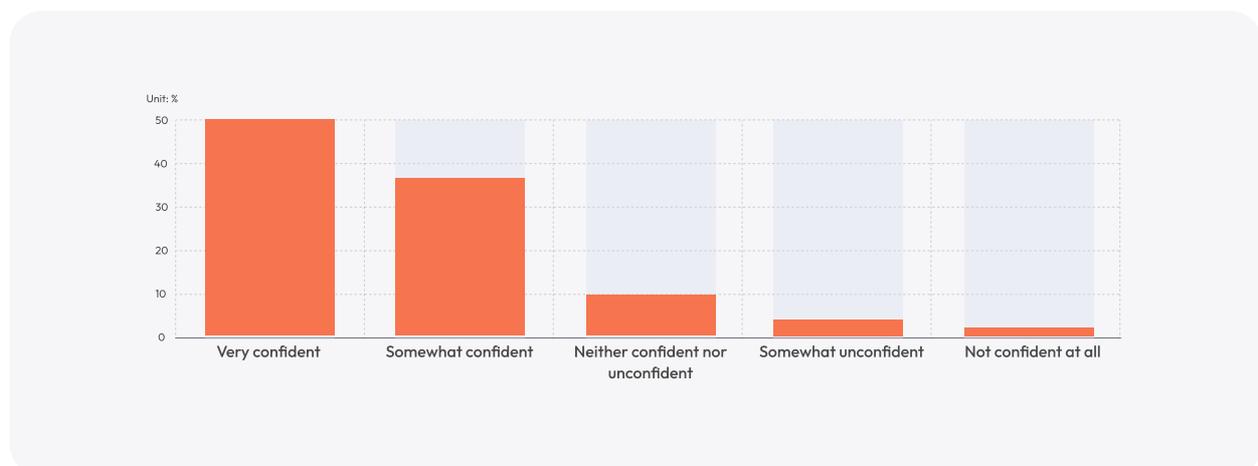
From your personal perspective, has AI increased or reduced your ability to manage and shape your career path?



63% believe AI has increased their ability to manage and share their career path. Among women, this goes up to 64%.

How Confident Are SE About Using AI Tools at Work?

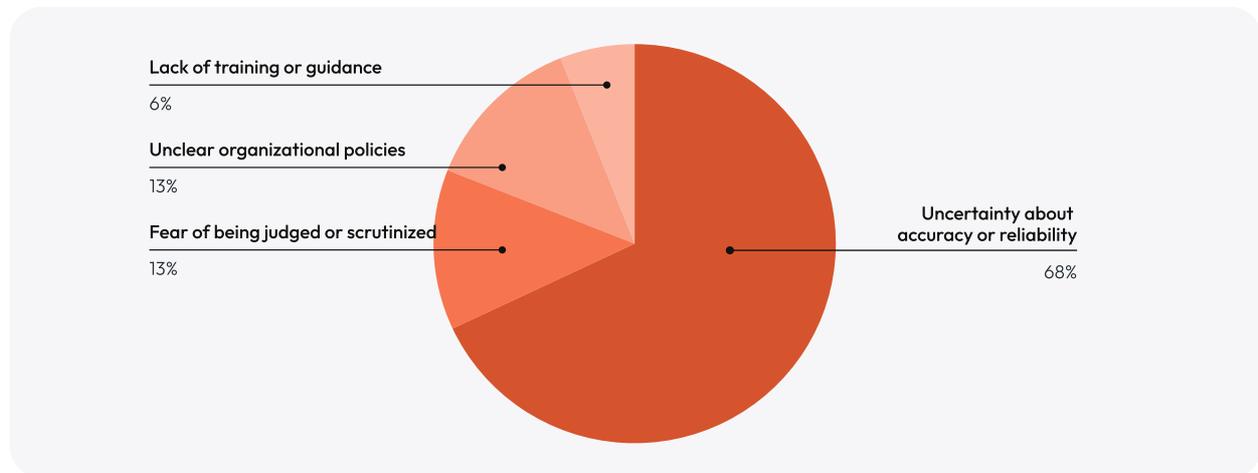
How confident do you personally feel about adopting and using AI tools in your role?



87% of respondents feel confident about adopting AI tools in their role.

Factors Limiting Confidence to Use AI Tool at Work

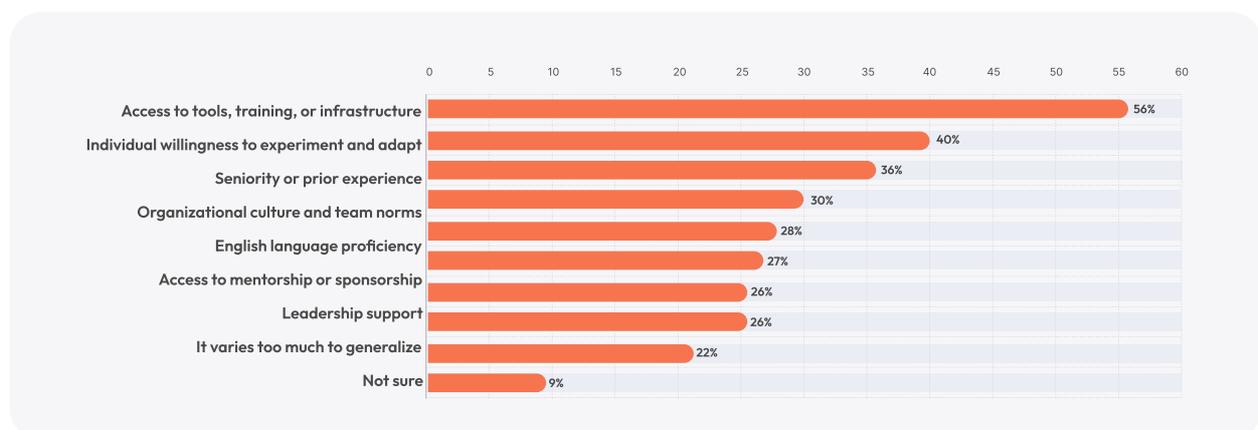
What most limits your confidence using AI tools at work?
(Select up to three)



From those who aren't confident, 68% attributes it to uncertainty about accuracy or reliability.

New Baseline Skills for 2026

Which “new baseline skill” do you feel is most real in 2026?
(Select top 3)



The Top Three Baseline Skills for 2026

- 1** Access to tools, training, or infrastructure | 56%
- 2** Individual willingness to experiment and adapt | 40%
- 3** Seniority or prior experience | 36%

Opportunities Perceived in the Job Market by Job Seekers

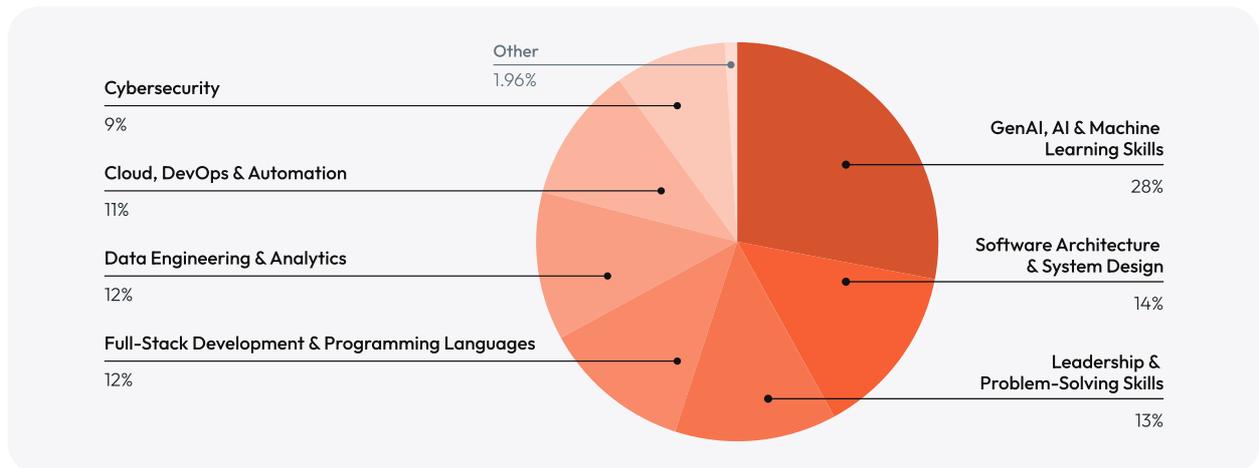
How do you currently perceive the tech job market for developers like you?
(For applicants only)



44% of job seekers believe the market is competitive but manageable.

Skill to Develop in the Next Quarter

What one skill would you most like to develop or improve in the next 3 months?



Top 3 Skills Developers Look to Improve in the Next Quarter

- 1 GenAI, AI & Machine Learning Skills | 28%
- 2 Software Architecture & System Design | 14%
- 3 Leadership & Problem-Solving Skills | 13%