

# LinkedIn France Gender Pay Equality Reporting

July 2018 - June 2019

In France, from 2020 it is compulsory for companies with more than 50 employees to measure and report their gender equality pay index annually. It is measured using a scoring system totalling 100 points, with four different indicators.

“This is the first year LinkedIn France has reached the threshold required to report on gender pay equality, whilst we meet the criteria required by French Law, we feel there is more we can and will do to address gender equality.”

**Fabienne Arata,  
LinkedIn France Country Manager**

## Our results

# 76/100



1.

The gender pay gap, calculated on **compensation**

2.

Gender pay equality in annual individual **salary increases and promotions**

## The measurements explained

There are 4 indicators that each company must measure on, as specified by DIRECCTE (for companies with employee numbers of 50-250)

Each of these indicators are given a number of points totalling 100.

3.

Payment of **salary increases to women returning from maternity leave**, provided that salary increases were awarded during their absence

4.

Whether employees from the under-represented gender are among the **10 most highly paid individuals**

## What does this mean for LinkedIn France?

We will continue to grow the diversity of our candidate slate in age, gender and race



We will continue to drive diversity in leadership positions



We remain committed to doing better and creating a more balanced organisation at all levels, with equal opportunities for the women and men at our company



## What are we doing to address gender equality

“We want to reach a balanced workforce at all levels, as we believe that diverse teams are more successful. As we build those teams we will always appoint the best candidate for the role. When we achieve our ambitions, including adding more women in senior leadership roles, then we will create gender equality. This will take time. To get us there, we are focused on removing the obstacles that some women face in the workplace and putting the right initiatives in place to help close the gaps.”

**Derval Blehein, HR Director, LinkedIn France**

### A gender pay aware recruitment process

Our gender pay aware recruitment process means that we aim to include female candidates in the shortlist for every job, have women interviewers present on the panel for every job and we no longer ask for prior salaries during the recruitment process.

### Women in Leadership programme

Our Women in Leadership programme is a management training course for women of high potential. It aims to address some of the issues that surround and prevent women getting to more senior level roles, in the last year we've expanded this programme to allow more women to benefit from it.

### Providing the right benefits

Our benefits are designed to support all our employees as individuals, whatever stage of life they may be at. Over the last few years we have introduced: increased maternity/paternity leave and pay, reimbursement towards childcare, eldercare and wellness, improved survivor benefit and bereavement leave, financial health seminars, fertility assistance and improved adoption assistance. These benefits are vital to ensuring our employees can have balance and thrive in their work and personal lives.

### Women at LinkedIn

One of our dedicated Employee Resource Groups, Women at LinkedIn, supports female employees who want to grow their careers by providing helpful workshops and celebrating women through a range of internal and external events.

“This first report is important in helping us to understand where we are and where we need to do more. To address the imbalance, we will continue to help prepare more women for leadership roles, and focus on improving the overall diversity of candidates for leadership roles.”

**Fabienne Arata,  
LinkedIn France Country Manager**