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

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Our results

1. Gender pay gap, calculated on compensation
2. Gender pay equality in annual individual salary increases and promotions
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?

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.

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.

We will continue to drive diversity in leadership positions.