UK Gender Pay Gap Data
April 2019

Mean Gender Pay Gap: The Mean Gender Pay Gap is 44% lower than the median gender pay gap, which is 37% lower. This means that on average, male employees earn more than female employees.

Median Gender Pay Gap: The median gender pay gap is 37% lower than the mean gender pay gap. This means that half of the male employees earn more than half of the female employees.

Equal Pay: Pay at LinkedIn is assessed two ways: the Pay Gap and the Bonus Gap. The Pay Gap measures the difference between the pay of male and female employees, while the Bonus Gap measures the difference between the bonus pay of male and female employees.

Pay Gap Information: Our gender pay gap has decreased by 4% between April 2018 and April 2019, which is a positive sign of progress. However, we know there is still work to be done to achieve equal pay.

Gender Pay Aware Recruitment Process: Our gender pay aware recruitment process means that we aim to include an equal number of female candidates in the shortlist for every job.

Supporting new parents: A gender pay aware recruitment process enables hiring managers to attract, develop and retain talent.

Female Male
Upper Mid 63% 51%
Top 69% 51%
Lower Mid 61% 49%
Upper Upper 81% 63%
Lower Lower 70% 50%
Quartile Quartile

Female Male
Upper Mid 29% 24%
Top 33% 24%
Lower Mid 21% 16%
Upper Upper 33% 24%
Lower Lower 24% 16%
Quartile Quartile

Women at LinkedIn: Women at LinkedIn are part of our balanced organisation and are supported through our gender pay aware recruitment process.

Equal opportunities: LinkedIn is committed to making the business an equal place of work.

LinkedIn UK Gender Pay Gap
April 2019

Mean Gender Pay Gap: 44%
Median Gender Pay Gap: 37%

Mean+Gender Pay Gap: For similar work and experience.
Median+Gender Pay Gap: For similar work and experience.

LinkedIn UK Gender Gender Bonus Gap
April 2019

Mean Gender Bonus Gap: 40%
Median Gender Bonus Gap: 44%

Mean+Gender Bonus Gap: Female and male employees who received a bonus/commission figures.
Median+Gender Bonus Gap: Female and male employees.

Supporting new parents: At LinkedIn, we are focused on tackling the barriers facing women and creating an environment that enables women to successfully return to work and continue to grow their careers at LinkedIn.

Supporting employees: Our benefits are designed to support all our employees, no matter their stage of life. We understand that balancing work and personal life is important, which is why we provide benefits such as flexible working, parental leave, and wellness assistance.

Women in Leadership: Women at LinkedIn are part of our balanced organisation and are supported through our gender pay aware recruitment process.

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