

LinkedIn France Equality Gender Reporting Pay

July 2019 - June 2020

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 second year LinkedIn France has reached the threshold required to report on gender pay equality, and whilst we have seen a promising increase in our overall score from last year, we feel there is more we can and will do to continue to address gender equality.”

Fabienne Arata,
LinkedIn France Country Manager

Our results

79/100



1

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

2

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

Score
39/40

Score
35/35

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.

* A French Government Department.

Score
0/15

Score
5/10

3

Payment of **salary increases to all 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**

** LinkedIn is a pay for performance organisation. We award salary increases based on performance, to all employees, regardless of their gender or leave status. This score is only achieved if all women received an increase, regardless of their performance.

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

“Over the past year we’ve maintained strong gender parity in our workforce overall. However it is our ambition to reach a gender balanced workforce at each level in the organisation. We believe that diverse teams are successful teams. We will achieve this ambition through a continued focus on gender balanced talent pipelines and continuing to invest in an environment of belonging through inclusive leadership and allyship.”

Derval Blehein, HR Director, LinkedIn France

Inclusive Recruiting

Our inclusive recruitment process means that we commit to ensuring female candidates in the shortlist for every job; have women interviewers on the interview 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 progressing to more senior level roles. In the last year we have experienced an improvement in the gender balance of our French team with an increase in the number of females in senior roles.

Providing the right benefits

Our benefits are designed to support all our employees as individuals, whatever stage of life they may be at, but they are also geared at attracting and retaining talent. Over the last few years we have introduced: increased maternity/paternity leave and pay, reimbursement towards childcare, eldercare or 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 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.

“Gender equality is one of our top priorities. This is our second report and it is helping us to build a better picture of where to continue to focus our equality efforts. We’re pleased to see our score has increased slightly since last year, but are conscious that we need to continue ensuring gender balance at all levels of our organisation and diversity overall for both candidates and employees.

Fabienne Arata,
LinkedIn France Country Manager