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 third year LinkedIn France has reported on gender pay equality, and whilst our overall score the past three years remains above the required threshold, we feel there is more we can and will do to continue to address gender equality."

Fabienne Arata, LinkedIn France Country Manager

Our results
77 /100

What do the numbers mean for LinkedIn France?

What are we doing to address Gender Equality?

"Our total scores the past three years indicate that we have gone above the required threshold, however we feel there is more we can do towards our ambition of creating a balanced organisation at all levels, with equal opportunities for the women and men at our company. We believe that diverse teams are successful teams. We will achieve this ambition through a continued focus on gender balanced talent pipelines, continuing to invest in growth and development and creating an environment of belonging through inclusive leadership and allyship."

Harpreet Arora, Sr. HR Business Partner, 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.

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 remains one of our top priorities. This is our third report and it is helping us to build a better picture of where to continue to focus our equality efforts. Our score continues to be above the threshold but we 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

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

1. The 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

Improvement Targets

**Weighted Gender Pay Gap**
- **Improvement target:** Improve trend by reducing the gap to less than 2%.

**% Increase in salary for women returning from maternity leave**
- **Improvement target:** While on Maternity Leave, ensure that each female employee benefits from the same performance-based assessment rewards process that occurs for all employees.

* A French Government Department.