

LinkedIn France Equality Gender Reporting Pay

July 2020 - June 2021

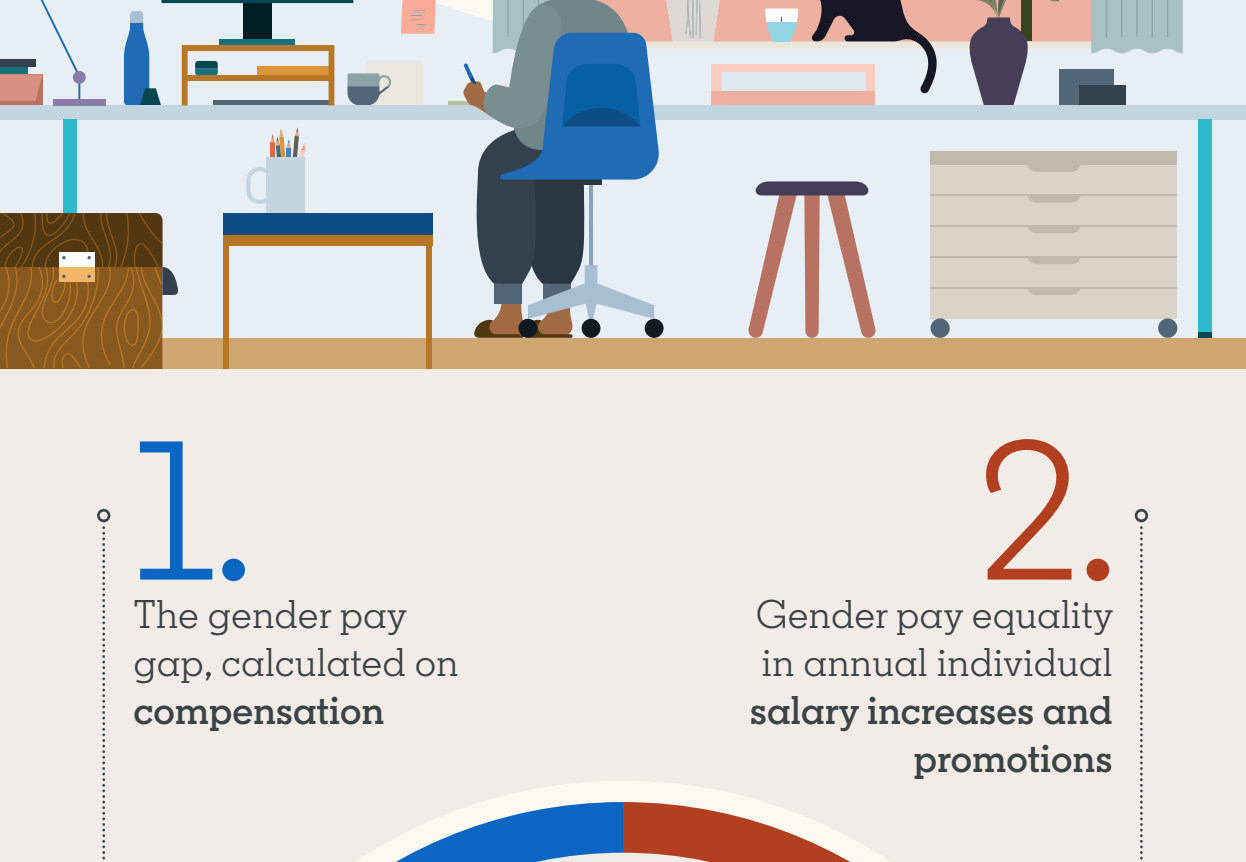
In France, from 2020 it is compulsory for companies with more than 50 employees to measure and report their gender equality pay index annually. It is measured using a scoring system totalling 100 points, with four different indicators.

“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



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 leaving, provided that maternity leave**, from maternity leave increases were awarded during their absence

4.

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

* A French Government Department.

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

“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.

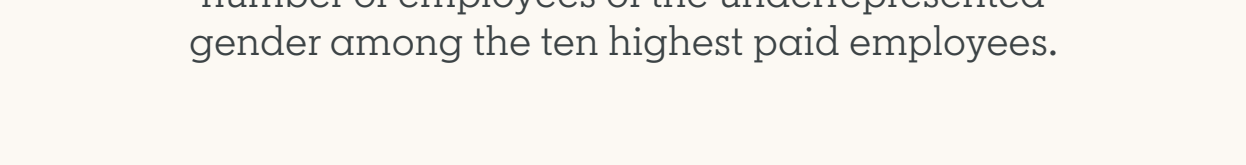
Women at LinkedIn

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

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.

Employees from the under-represented gender among the 10 most highly paid

Improvement target: Continue to increase the number of employees of the underrepresented gender among the ten highest paid employees.