The Gender Pay Gap is the difference between what men and women are paid for similar work and experience. It measures whether men and women are being paid equally for work of comparable value.

We remain committed to making LinkedIn a balanced organisation and ensuring equal opportunities for women and men across the workforce to reflect the same level of gender, ethnic, and cultural diversity that is representative of the company.

Our benefit offerings are designed to support all our employees as individuals, whatever stage of life they may be at, and they are also geared at attracting and retaining talent.

Our Women in Leadership programme is a management training course for women of high potential. It aims to address some of the issues that have been uncovered through our recent Gender Pay Gap data.

A key part of our approach to gender diversity is ensuring that we have balance in our recruitment and selection processes. By having women on the panel for interviews and in the shortlist for every job, we are striving to ensure that diversity is a factor in recruitment decisions. Our commitment to diversity and inclusion also extends to our approach to hiring consultants and partners, ensuring that we select companies with a commitment to Diversity, Inclusion and Belonging.

We are continuing to invest in training and other initiatives. We have increased our investment in Diversity, Inclusion and Belonging initiatives such as Women in Leadership. In the last year, we have expanded this programme to support more women. Our goal is to have an equal number of women as interviewers present on the panel for every job, and to refine our hiring strategies to ensure that we are reflecting the same level of gender, ethnic, and cultural diversity in our recruitment practices.

We are also focusing on creating a company-wide environment of belonging where everyone feels supported and valued, which is contributing towards our overall goal of being a diverse and inclusive workplace.

Our current gender pay gap data shows a slight increase in our overall gender pay gap since last year, which is contributing towards our overall goal of being a diverse and inclusive workplace.