



# LinkedIn France

## Equality Gender Reporting Pay

July 2021 - June 2022

In France, from 2019 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 fourth year LinkedIn France has reported on gender pay equality and we are heartened by the consistent increase in our score over this period.

At the same time, we are committed to further strengthen our actions to address gender equality and ensure diversity overall."

Fabienne Arata,  
LinkedIn France Country Manager

### Our results

# 81/100



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.

### 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

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

### Inclusive Recruiting

Our inclusive recruitment process means that we commit to ensuring female & diverse 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, adoption assistance, working parents coaching, hybrid and remote working options. 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. As we publish our fourth report, the findings add to the holistic view of gender equality at LinkedIn France. Our score continues to be above the threshold and we now have an equal number of women and men in the top 10 most highly paid employees, but we are conscious of clear spaces for opportunity to ensure gender balance and the steps that need to be taken to achieve the same, for both candidates and employees."

Fabienne Arata,  
LinkedIn France Country Manager