

LinkedIn France Equality Gender Reporting Pay

July 2022 - June 2023

In France, 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.

“We have now been reporting for a few years on gender pay equality in France, and we are pleased to see a considerable and consistent improvement in our score. This positive trend encourages us, and fuels our commitment to continue our efforts towards gender equality and fostering diversity overall, recognising this is a continual investment.”

Fabienne Arata,
LinkedIn France Country Manager

Our results

97/100

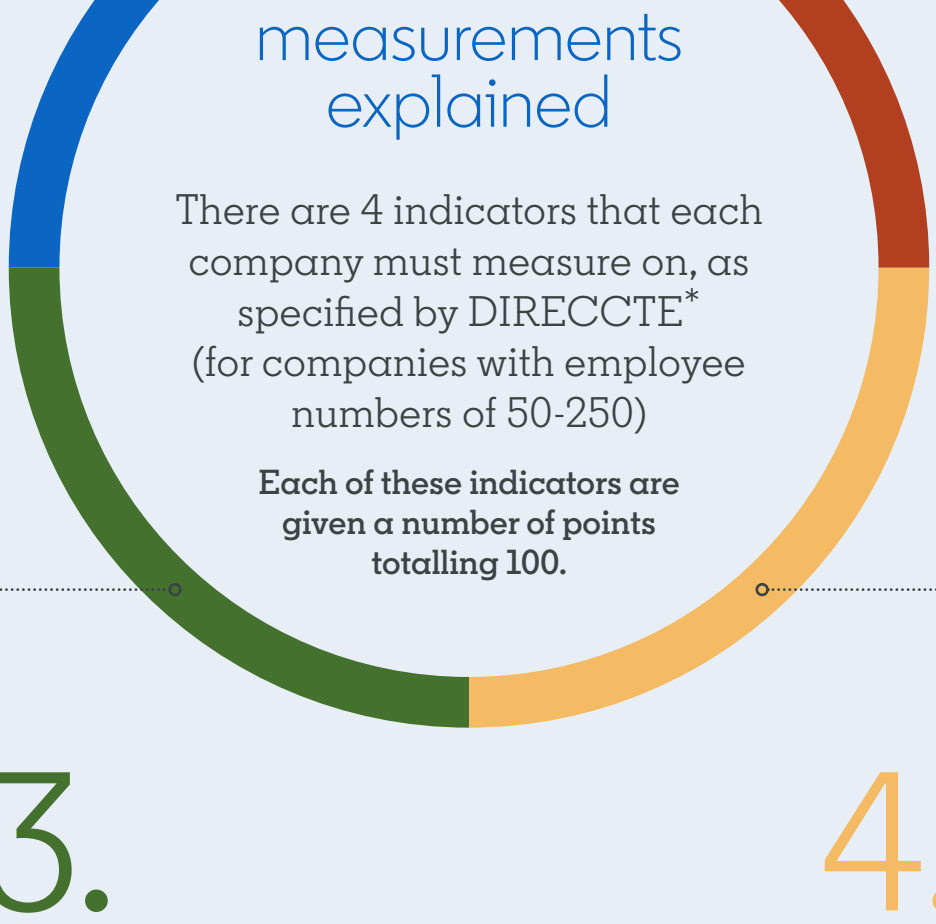


1.

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 returning from maternity leave, provided that salary increases were awarded during or after 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** (Illustration: A group of four diverse people in a meeting).
- We will continue to drive diversity in leadership positions** (Illustration: A woman in a wheelchair and a man sitting at a desk with a laptop).
- We remain committed to creating a more balanced organisation at all levels, with equal opportunities for the women and men at our company** (Illustration: A woman and a man shaking hands).

What are we doing to address Gender Equality

“It is truly heartening to observe that our total score has further increased, as we continue our multiyear efforts to reach parity across all levels of our business. This progress underscores our enduring commitment to gender equality, while reinforcing our dedication to establishing a diverse and inclusive organisation that offers equal opportunities to all.

At the same time, we acknowledge that as a relatively small company in France our gender pay metrics are susceptible to fluctuations. The addition or departure of a few individuals can impact our results from year to year. Therefore, it is crucial to continue our efforts to make sure we maintain our strong position.”

Amandine Bonnet,
HR Business Partner, LinkedIn France

A Gender Pay Aware Recruitment Process

Our Gender Pay Aware Recruitment Process means that we aim to include an equal number of women candidates in the shortlist for every job, have women interviewers present on the panel for every job, refine our pay bands to reduce the impact of negotiations on starting salaries, and we do not ask for prior salaries during the recruitment process.

Women in Leadership (WiN) programme and Steer

Our Women in Leadership Programme (WiN) is a management development programme for women of high potential. It aims to address some of the issues that may potentially surround and prevent women progressing to senior level roles, focus on overcoming self-limiting beliefs, networking, and each participant in WiN programme also receives an executive sponsor, and professional coaching.

We have increased our focus on retention and development of mid-career women, launching Steer - a Programme aimed at supporting our mid-career female talent to grow as leaders, and also the WiN pay it forward Programme in which WIN alumni share their learnings with our earlier in career female population.

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 female talent. Over the last few years we have introduced or improved: increased maternity/paternity leave and pay, reimbursement towards childcare, eldercare or wellness, fertility assistance, improved 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 a paramount focus for us. We are pleased to see our progress, as our scores have improved across all metrics and we continue to maintain our strong results in ensuring gender parity among the top 10 highest-paid employees. We are committed to our ongoing efforts in providing equal opportunities for our employees as well as an inclusive experience for everyone.”

Fabienne Arata,
LinkedIn France Country Manager