UK Gender Pay Gap Data

April 2022

"As we continue our multiyear efforts to reach parity across all levels of our business, we are seeing some improvements in narrowing our gender pay gap in the UK, specifically on our median pay and bonus gap, and across our pay quartiles. However, there is clearly a lot more still to do to bridge gap, especially within our sales roles. We are focused on providing programmes that support the growth of more women into leadership positions and removing any obstacles to career progression."

Ngaire Moyes,
LinkedIn UK Country Manager

Gender Pay vs Equal Pay

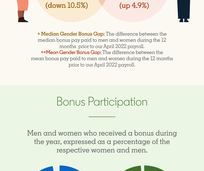
The Gender Pay Gap is not the same as Equal Pay. At LinkedIn we regularly review our full-time pay practices to ensure all our employees are paid fairly regardless of their gender.

Gender Pay Gap
Gender Pay Gap is the difference between what men and women are paid at all levels. This is measured by calculating the average earnings of men and women.

Equal Pay
Measures whether men and women are being paid equally for similar work and experience.

The Mean and Median explained

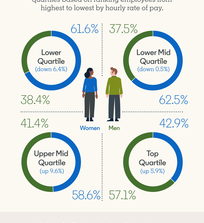
Mean refers to the sum of all the numbers divided by the amount of numbers in the set.



The **median** is the middle point, in which half the numbers are above the median and half are below.

Pay & Bonus

LinkedIn UK **Gender Pay Gap**



***Median Gender Pay Gap:** The difference between the median hourly pay for men and women in our April 2022 payroll.
****Mean Gender Pay Gap:** The difference between the mean hourly pay for men and women in our April 2022 payroll.

LinkedIn UK **Gender Bonus Gap**

***Median Gender Bonus Gap:** The difference between the median bonus pay paid to men and women during the 12 months prior to our April 2022 payroll.
****Mean Gender Bonus Gap:** The difference between the mean bonus pay paid to men and women during the 12 months prior to our April 2022 payroll.

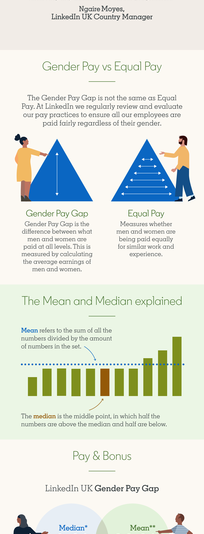
Bonus Participation

Men and women who received a bonus during the year, expressed as a percentage of the respective women and men.

Salary Quartiles

How our workforce is organised into evenly-sized quartiles based on ranking employees from highest to lowest by hourly rate of pay.

What's Behind the Numbers



What we are doing to close the Gender Pay Gap

"We have made really good progress in our gender diversity efforts since embarking on this journey. But we do recognise that we have more to do especially when it comes to our Gender Pay Gap. Our median pay gap has reduced since last year and when we look at the data for last few years, there is a declining trend. Our mean pay gap has increased since last year, primarily due to the low representation of women in commission earning sales roles at senior levels. To address the gap, our focus will be on managing the underrepresentation of women in senior sales roles and strengthening our efforts to help women grow their careers throughout the organisation. Additionally, we will continue to invest in training and supporting our hiring managers to attract, develop and retain strong diverse talent, as well as addressing the barriers facing under-represented groups within our workforce and creating an environment of belonging."

Harpreet Arora, Sr. HR Partner, LinkedIn UK

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, refer 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 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 getting to more senior level roles, in the last year we've expanded this programme to allow more women to benefit from it. We will focus on overcoming self-limiting beliefs by addressing areas of confidence, executive communication, networking, and intentional career management.

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, support for emergency child or elder care needs, 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 women who want to grow their careers by providing helpful workshops and celebrating women and their allies, through a range of internal and external events.

I confirm that LinkedIn has produced its Gender Pay Gap calculations in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and that the calculations are accurate at the time of publishing.

Ngaire Moyes,
LinkedIn UK Country Manager