LinkedIn France Equality Gender Reporting Pay

July 2023 - June 2024

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.

"As we continue to report on gender pay equality in France, LinkedIn's index remains above the required threshold. Following several consecutive years of improvement, we do see a decline in our gender index this year and our score fluctuations serve as a reminder of the importance of investing in the growth and development of our workforce to ensure we attract and retain the best talent across all aspects of our organisation."

Fabienne Arata,
LinkedIn France Country Manager

Our results

79/100

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're focused on continuing to attract the best and brightest talent that reflects the global workforce we serve as we work to achieve our vision of creating economic opportunity for every member of the global workforce. This includes expanding access to opportunity, including leadership positions, to everyone at LinkedIn.

What are we doing to address Gender Equality

"After several years of steady improvement, the recent drop in our gender pay equality index reflects the need to continue investing in the growth and development of our workforce to ensure we attract and retain the best talent here in France. As a relatively small company in France, our results can fluctuate year on year due to factors such as new hires, employee departures, or changes in grade or age group, which naturally impact year-to-year comparisons. Most importantly, a significant portion of our workforce is in sales roles, where the variable elements of their pay tend to influence and change our results."

Fabienne Arata,
LinkedIn France Country Manager

A Gender Pay Aware Recruitment Process for our French Workforce

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, and do not ask for prior salaries during the recruitment process.

Women in Leadership (WiN) programme and Steer

At LinkedIn, we want to empower all our employees to be more productive and successful in their careers. Our Women in Leadership Programme (WiN) is a management development programme for high potential employees, which focuses on overcoming self-limiting beliefs, networking, sponsorship and coaching. We also launched Steer, a global Programme supporting our mid-career talent to grow as leaders, as well as our 1:1 Coaching for All programme, to provide additional support to our employees in achieving business results and career goals in a rapidly changing environment.

Providing robust benefits

Our benefits are designed to support all our employees as individuals, at any stage of life. Over the last few years, we have introduced coaching for new parents, increased maternity/paternity leave and pay, enhanced family care and bereavement leave, reimbursement towards childcare and eldercare, and hybrid and remote working options. These benefits are vital to ensuring our employees can have balance in their work and personal lives.

Employee Resource Groups

LinkedIn has several Employee Resource Groups, which are employee-led community groups that aim to create spaces of belonging and support for group members and allies. One of our dedicated Employee Resource Groups, Women at LinkedIn, supports employees who want to grow their careers by providing helpful workshops and celebrating women through a range of internal and external events

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