LinkedIn

Ireland Gender Pay Gap Data

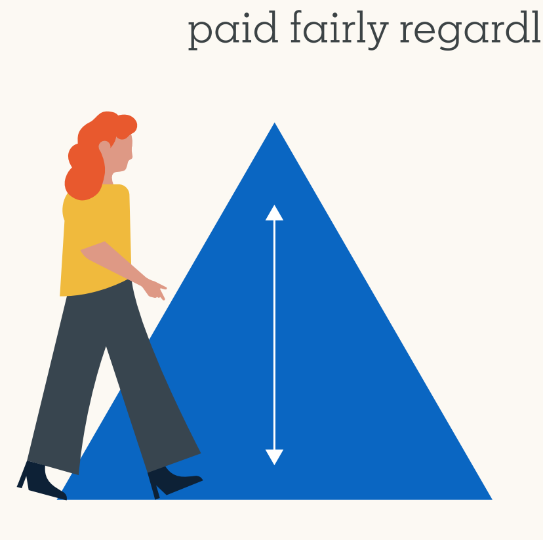
December 2024

"Whilst we are encouraged to see some progress this year, we are disappointed that a gender pay gap remains at LinkedIn Ireland. Our goal is to reach parity across all levels of our business to ensure equal opportunities for women and men. Until we reach that point, we will continue to closely examine the different factors that are contributing to our pay gap - including how we attract, hire and retain diverse talent to strengthen our company culture and build an inclusive environment for everyone."

Sue Duke,
LinkedIn Ireland Country Manager

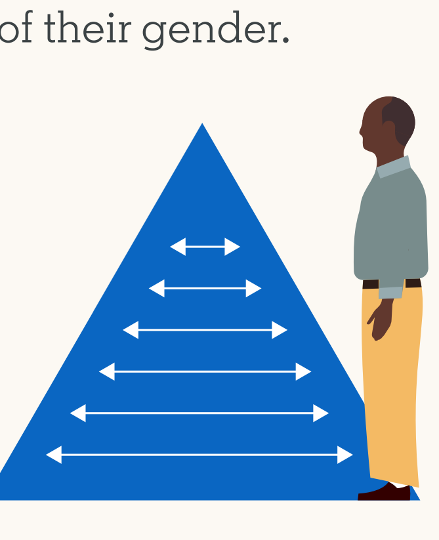
Gender Pay vs Equal Pay

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



Gender Pay Gap

The Gender Pay Gap is the difference between the average hourly earnings of men and women.

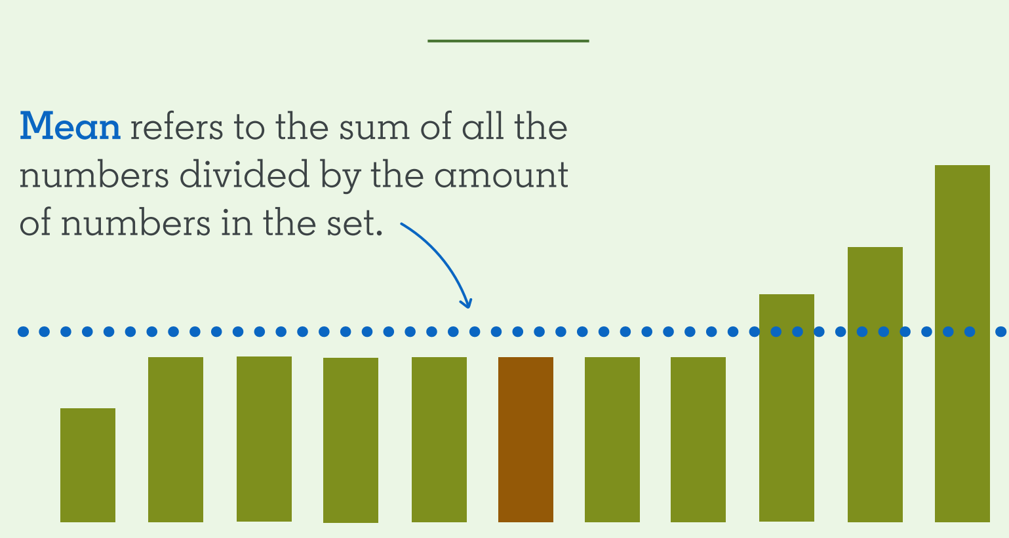


Equal Pay

Equal Pay is about paying women and men the same amount for doing the same job and this is a legal requirement.

The Mean and Median explained

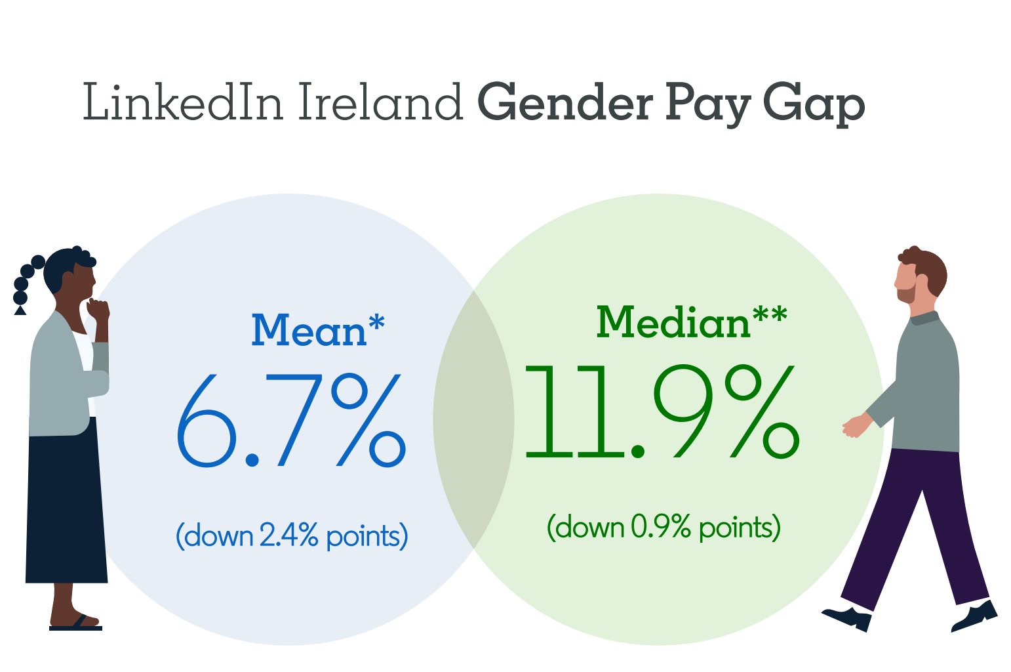
Mean refers to the sum of all the numbers divided by the amount of numbers in the set.



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

Pay & Bonus

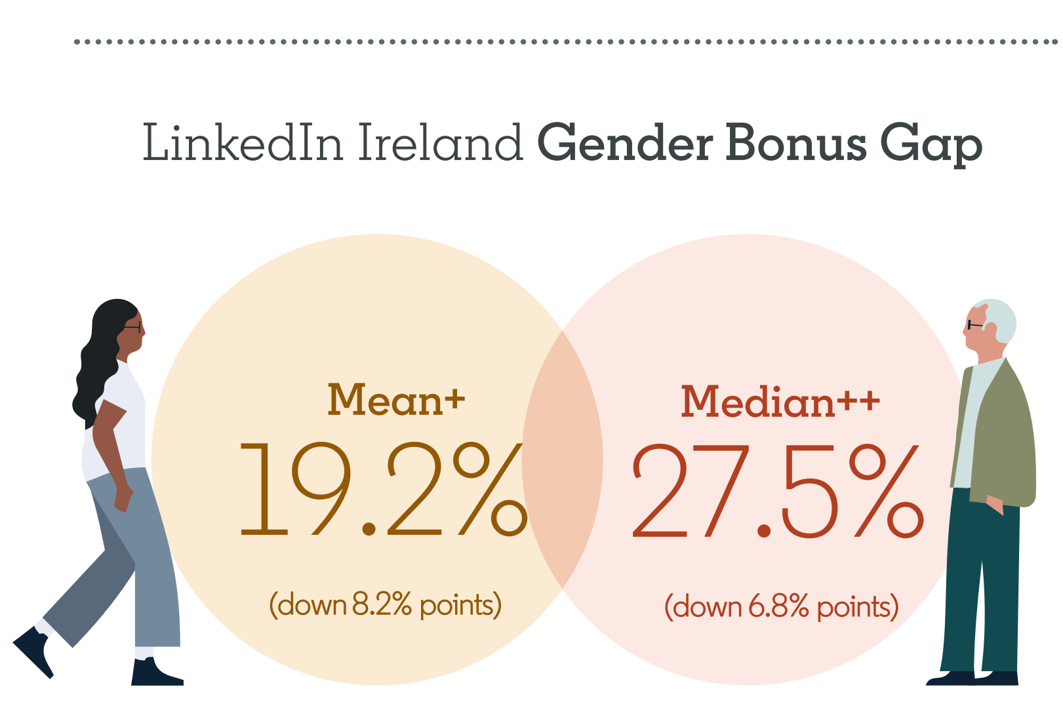
LinkedIn Ireland **Gender Pay Gap**



***Mean Gender Pay Gap:** The difference between the mean hourly pay for men and women from July 2023 to June 2024.

**** Median Gender Pay Gap:** The difference between the median hourly pay for men and women from July 2023 to June 2024.

LinkedIn Ireland Gender Bonus Gap

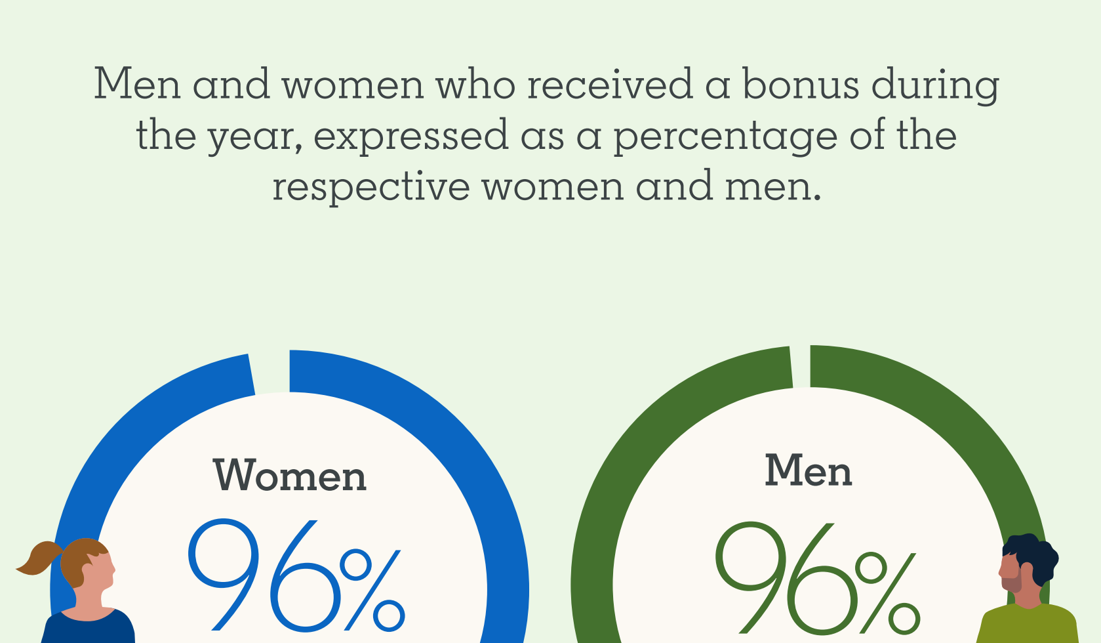


+Mean Gender Bonus Gap: The difference between the mean bonus pay paid to men and women from July 2023 to June 2024.

++ Median Gender Bonus Gap: The difference between the median bonus pay paid to men and women from July 2023 to June 2024.

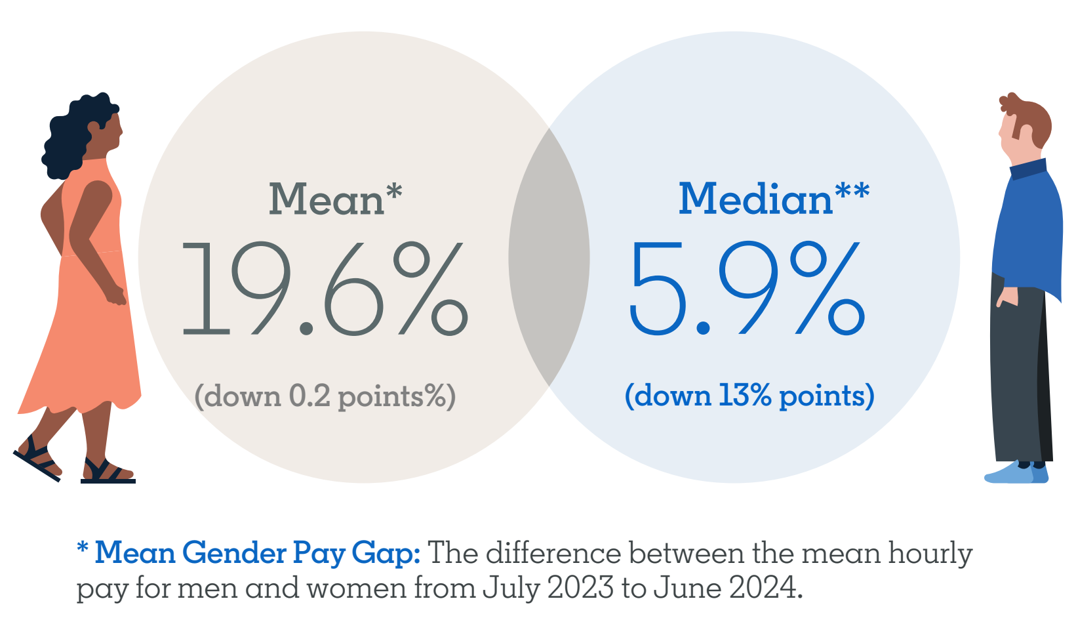
Bonus Participation

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

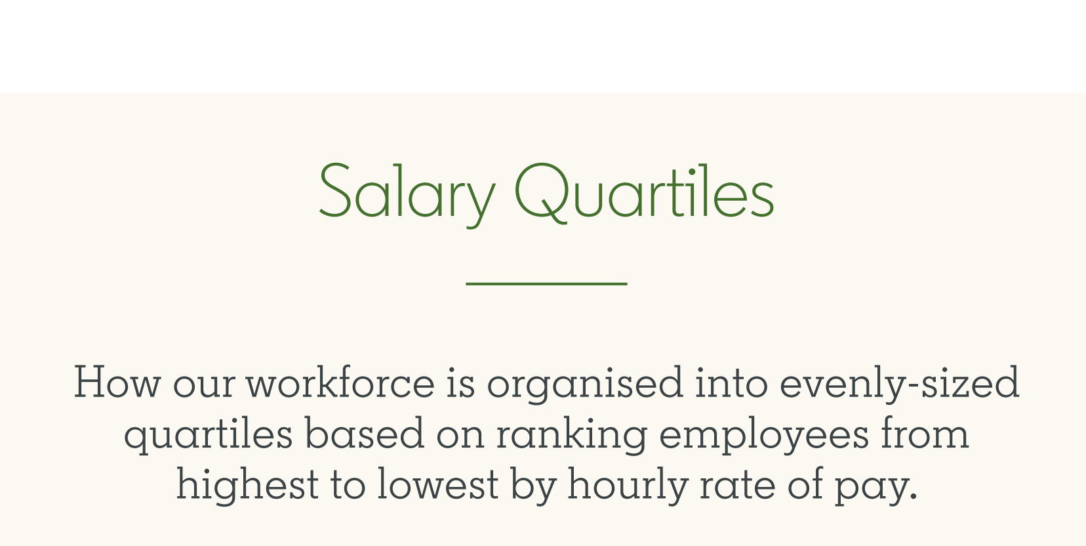


LinkedIn Ireland
Gender Benefit in Kind Gap

Men and women who received Benefit in Kind (BIK) during the year, expressed as a percentage of the respective women and men.



LinkedIn Ireland Pay Gap for Part-time and FTC Employees



*** Mean Gender Pay Gap:** The difference between the mean hourly pay for men and women from July 2023 to June 2024.

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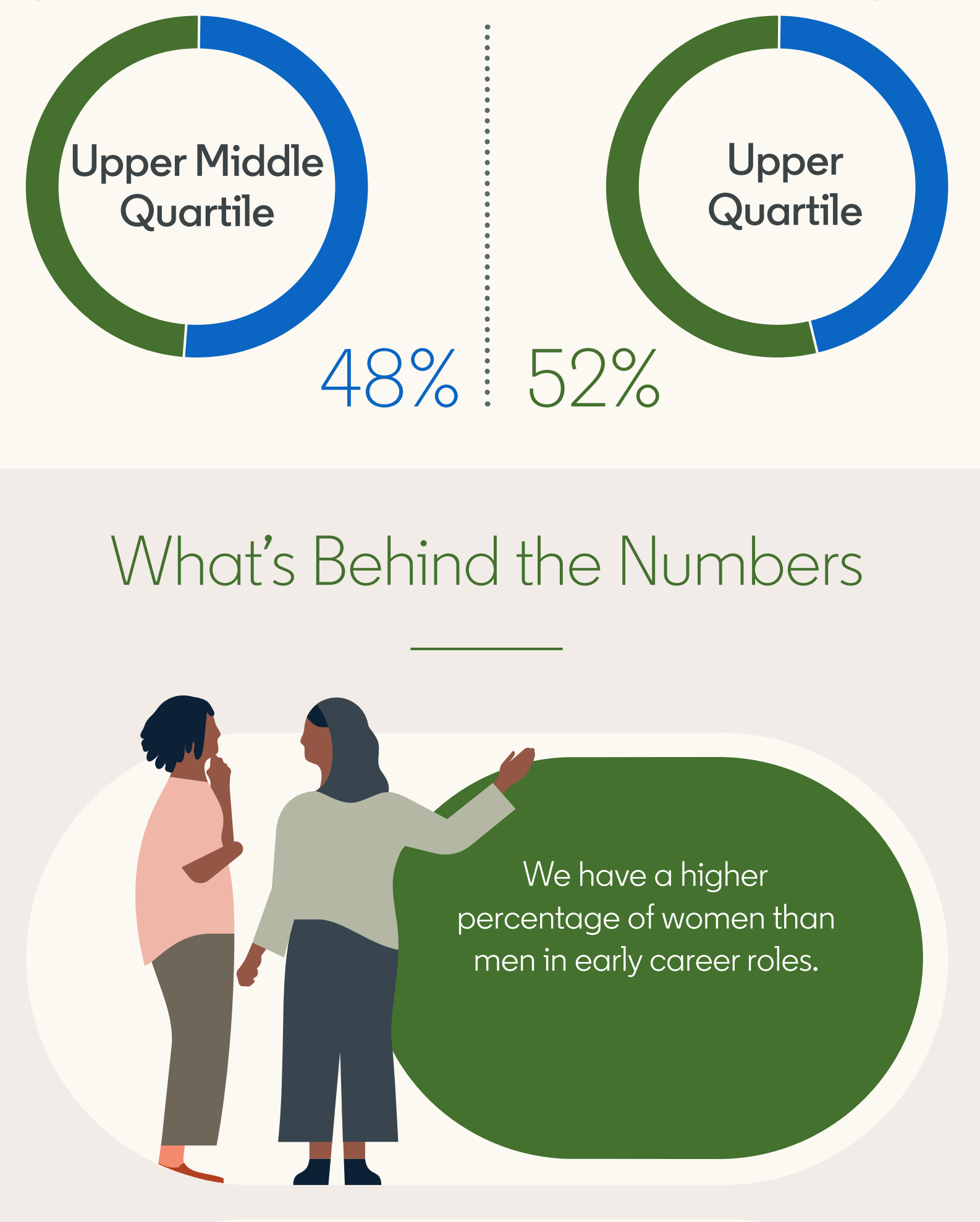
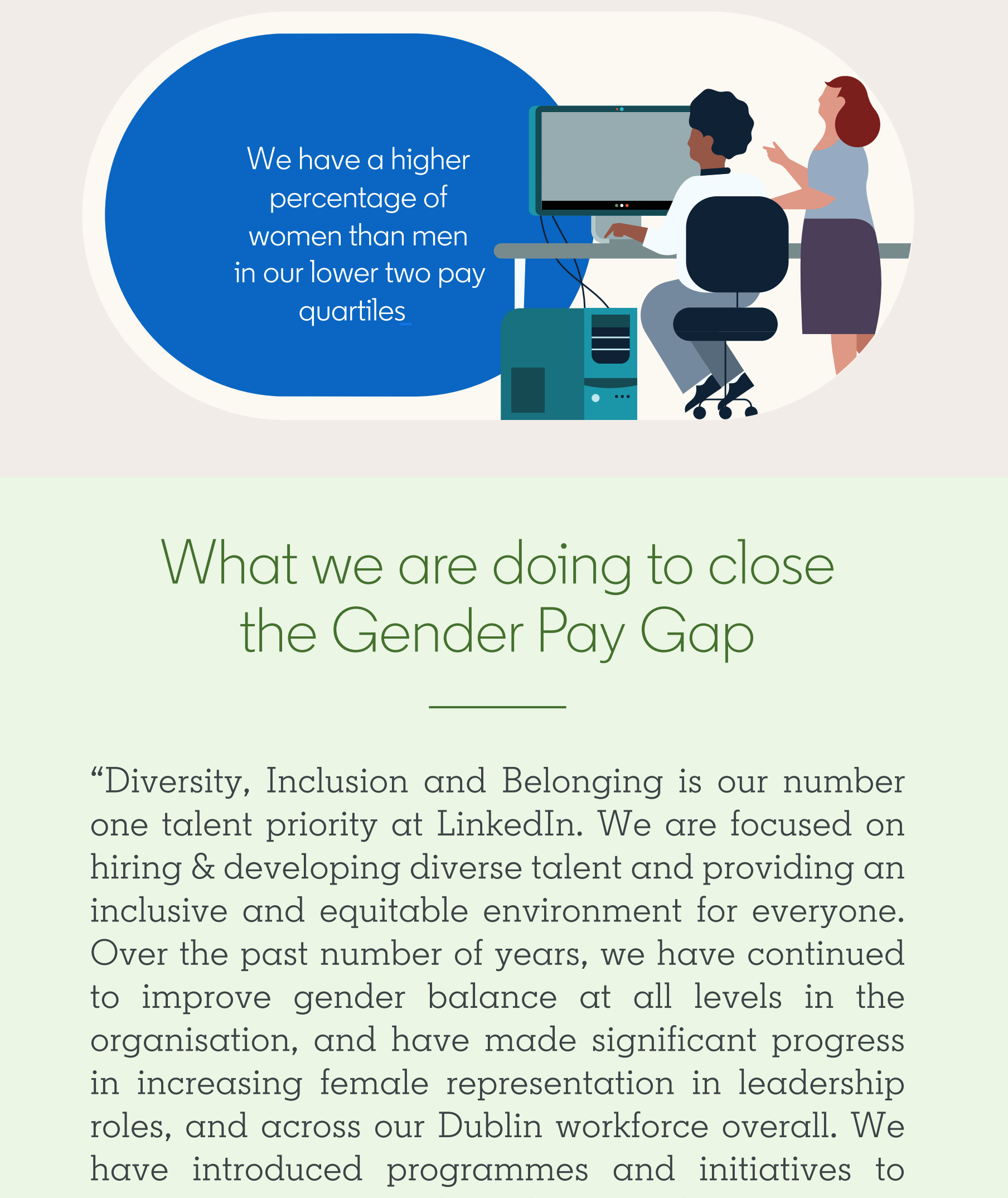
LinkedIn Ireland has no part-time employees and Fixed Term Contractors represent less than 1% of employees at the snapshot date.

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


We have a higher percentage of women than men in early career roles.
We have a higher percentage of women than men in our lower two pay quartiles

What we are doing to close the Gender Pay Gap

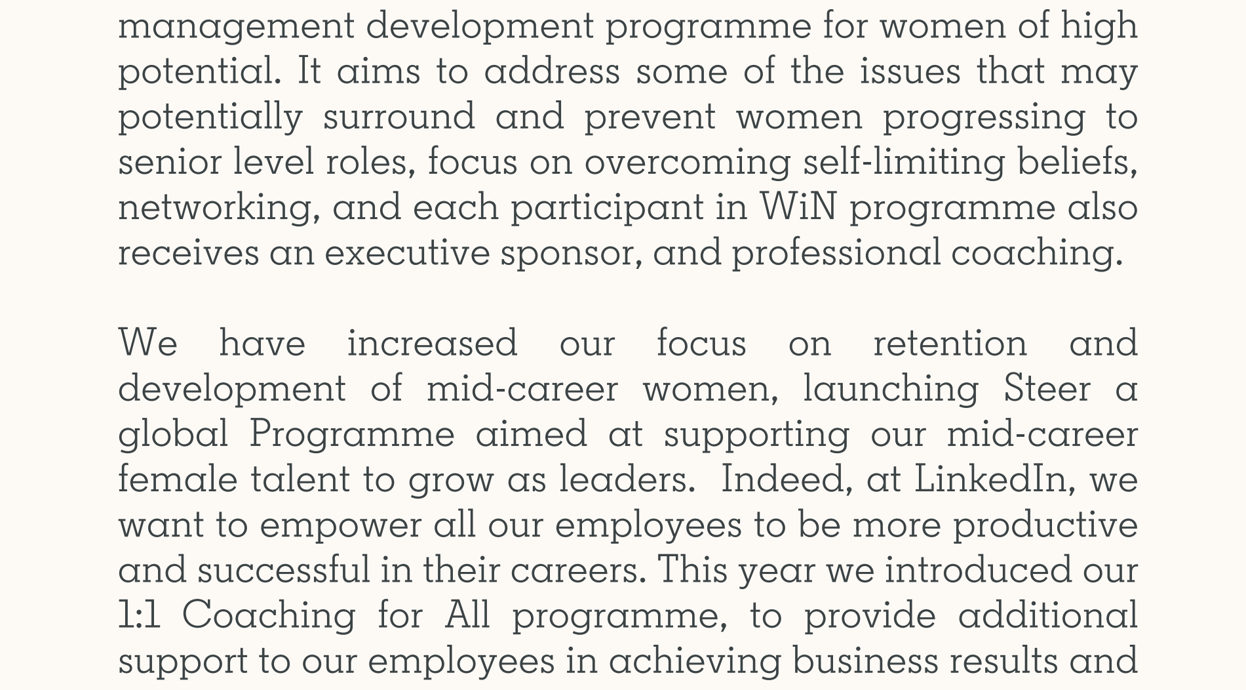
"Diversity, Inclusion and Belonging is our number one talent priority at LinkedIn. We are focused on hiring & developing diverse talent and providing an inclusive and equitable environment for everyone. Over the past number of years, we have continued to improve gender balance at all levels in the organisation, and have made significant progress in increasing female representation in leadership roles, and across our Dublin workforce overall. We have introduced programmes and initiatives to support women at work, and to grow their careers at LinkedIn.

While it is disappointing to see a gender pay gap, it does shine a light on where we can do more. In particular, the over-representation of female talent in our early career non-commission based roles.

We are committed to building a strong pipeline of female talent for future leadership and more senior roles. We will continue to invest in training, supporting, educating and empowering our managers to attract and hire diverse talent that is representative of our talent pool in Ireland, while also cultivating an environment of belonging where diverse talent thrives."

Derval Blehein, HR Leader,
LinkedIn Ireland

Some of the initiatives that are in place to promote diversity, inclusion, and belonging across the organisation include:



Women in Leadership Programme (WiN) 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 global Programme aimed at supporting our mid-career female talent to grow as leaders. Indeed, at LinkedIn, we want to empower all our employees to be more productive and successful in their careers. This year we introduced 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.

Our Employee Resource Groups

LinkedIn has several Employee Resource Groups or employee-led community groups, that aim to create spaces of belonging and support by connecting underrepresented employees. These groups in Ireland include 'Women at LinkedIn', which is an inclusive community of women and allies that empowers and inspires women to own and grow their careers, providing opportunities to develop via a range of external and internal workshops and events. In addition, LinkedIn has a 'Families at LinkedIn' Resource Group, with the mission to drive a sense of belonging for all families. Parents, caregivers and allies support each other by raising awareness about different experiences, providing learning and education opportunities and helpful resources. 'Wisdom at LinkedIn' is a community to support employees as they progress through the life stages, with a focus on creating multi-generational learning opportunities, embracing different learning styles, and supporting employees to manage their careers later in life. Over 50% of our LinkedIn Ireland employees are ERG members, with Women at LinkedIn and Families at LinkedIn attracting the highest membership.

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 designed to attract and retain female talent. Over the past number of years we have introduced coaching for new parents (particularly new mothers returning to work), support for emergency child or elder care needs, enhanced family care and bereavement leave, financial health seminars and clinics, fertility and adoption assistance and our health plans also now incorporate female specific and family focused health benefits. These benefits are vital to ensuring our employees can have balance in their work and personal lives.

Hybrid Working

At LinkedIn, we recognise that every individual and team works differently, so we have introduced hybrid working for all our employees, where we trust each other to do our best work where it works best for us and our teams. We are working hard to ensure that we provide an inclusive experience for everyone and are empowering individuals to have flexibility in how they get their work done, which we believe helps those with caring commitments to achieve the balance they need.

I confirm that LinkedIn has produced its Gender Pay Gap calculations in accordance with the requirements of The EMPLOYMENT EQUALITY ACT 1998 (SECTION 20A) (GENDER PAY GAP INFORMATION) REGULATIONS 2022 and that the calculations are accurate at the time of publishing.

Sue Duke,
LinkedIn Ireland Country Manager