What the numbers tell us

Mean Gender Pay Gap: 54% Men
Mean Gender Bonus Gap: 48% Men
Median Gender Pay Gap: 43% Men
Median Gender Bonus Gap: 32% Men

Gender Pay Gap calculations in accordance with the requirements of Regulations 2017 and that the calculations are accurate

What we are doing to eradicate the Gender Pay Gap

• We no longer ask for prior salaries during recruitment
• We aim to include women candidates in the shortlist for every job
• We have a balanced workforce
• We aim to have women interviewers present on the panel for every job
• We have refined our pay bands to reduce impact of negotiations on starting salary
• We have introduced programmes that identify and support our existing female talent, to create a better internal pipeline of senior women.
• We have moved to a more even distribution of employees at all levels

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.

LinkedIn has a gender pay gap in the UK as we have more men in senior sales roles than women. We are disappointed in these results; we need to work and grow towards being better. Our goal is to have a balanced organisation at all levels and to create equal career opportunities for the women and men at our company.

We are currently working to improve the gender balance of roles played in the workplace and at home.

% of men and women for the UK workforce structure.

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.

Across all employees, mean earnings were 54% higher for men, with a median bonus pay gap of 48% for men. However, we also have a median gender pay gap of 43%.

Women in Leadership Programme
Women in Leadership is a new programme that will give employees of all genders access to become more effective leaders.

Unconscious Bias Training
All senior managers undertook unconscious bias training in 2016.

We are not where we want to be, but we are focused on solving this issue. We have made changes to our hiring practices to bring more women into the business as well as senior women into the business as well as senior women.

For several years now we have been running management training programmes for women of high potential. This course addresses some of the issues that surround and prevent women getting to more senior level roles and we aim to increase our employee participation in it in the future.

A Gender Pay Aware Recruitment Process
We believe that asking for prior salary is discriminatory, so we are no longer asking for prior salary during recruitment. We aim to have women interviewers present on the panel for every interview.

To reduce our gender bonus gap, we are focused on solving this issue. We have made changes to our hiring practices to bring more women into the business and support our existing female talent.

A Gender Pay vs Equal Pay
Gender Pay is the difference in earnings between men and women employees. Equal Pay is the payment made to men and women employees for doing similar work on equal terms.

Our goal is to have a balanced organisation at all levels and to create equal career opportunities for the women and men at our company.