

# UK Gender Pay Gap Data

April 2018

“LinkedIn’s Mean Gender Pay Gap did not change significantly between April 2017 and April 2018. However, we did see some widening of our Median Gender Pay Gap and our Mean Gender Bonus Gap.

This is not where we want to be. We remain committed to doing better and creating a more balanced organisation at all levels, with equal opportunities for the women and men at our company.

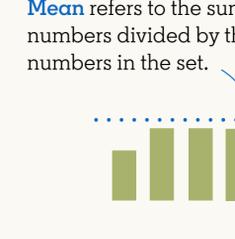
The results of our multi-year efforts are starting to show in 2019. Our overall gender split is 51% women and 49% men.”

**Josh Graff, LinkedIn UK Country Manager**

## Gender Pay vs Equal Pay

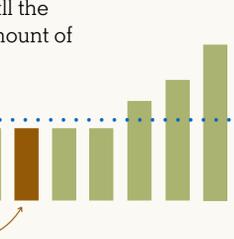
The Gender Pay Gap is not the same as Equal Pay.

At LinkedIn we regularly review and evaluate our 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 male and female employees are paid at all levels. This is measured by calculating the average earnings of male and female employees.



### Equal Pay

Measures whether male and female employees 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



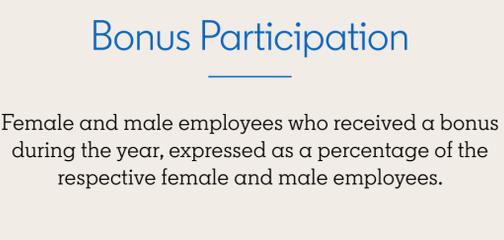
### LinkedIn UK Gender Pay Gap

Mean\* 28%

Median\*\* 25%

\* **Mean Gender Pay Gap:** The difference between the mean hourly pay for male and female employees in our April 2018 payroll.

\*\* **Median Gender Pay Gap:** The difference between the median hourly pay for male and female employees in our April 2018 payroll.



### LinkedIn UK Gender Bonus Gap

Mean† 50%

Median†† 51%

† **Mean Gender Bonus Gap:** The difference between the mean bonus pay paid to male and female employees during the 12 months prior to our April 2018 payroll.

†† **Median Gender Bonus Gap:** The difference between the median bonus pay paid to male and female employees during the 12 months prior to our April 2018 payroll.

## Bonus Participation

Female and male employees who received a bonus during the year, expressed as a percentage of the respective female and male employees.



98%

100%

Female

Male

33%

67%

Lower Quartile

40%

Lower Mid Quartile

60%

55%

Upper Mid Quartile

30%

Top Quartile

45%

70%

Female

Male

33%

67%

Lower Quartile

40%

Lower Mid Quartile

60%

55%

Upper Mid Quartile

30%

Top Quartile

45%

70%

Female

Male

This report is a snapshot of the gender pay gap in April 2018, since then our **Gender Aware Recruitment Policy** has made an impact and we've increased the share of our senior roles held by women.

We're a small company in the UK and a few new people joining, or a few departures could change the results each year.

We have more men than women in senior sales roles, and more men than women in roles where commissions are earned. After a successful year, this led to some widening of our bonus gap.

We hired more women in early-in-career, non-sales roles, than left. Which means that this part of our workforce had a stronger female majority and has led to some widening of the Median Gender Pay Gap.

## What we are Doing to Close the Gender Pay Gap

“We want to reach a balanced workforce at all levels, as we believe that diverse teams are more successful. As we build those teams we’ll always appoint the best candidate for the role. When we achieve our aims, including adding more women in senior sales roles, then we will close our Gender Pay Gap.

This will take time. To get us there we are focused on removing the obstacles that some women face in the workplace and putting the right initiatives in place to help close the gap. While our 2018 data doesn’t yet show it, we’ve made progress in the last year and need to continue our focus on balance at all levels of the organisation.”

**Bridget Gisby, HR Director, LinkedIn UK**

### A Gender Pay Aware Recruitment Process

Our Gender Pay Aware Recruitment Process means that we aim to include female 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 no longer 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.

### 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 year we have introduced: increased maternity/paternity leave and pay, support for emergency child or elder care needs, improved survivor benefit and bereavement leave, financial health seminars, fertility assistance and improved adoption assistance. 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.

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.

**Josh Graff, LinkedIn UK Country Manager**