



airbnb

2023

Company Profile



Airbnb, an online marketplace for vacation rentals and various tourism activities, has been ranked as a **PACESETTER** based on the criteria used for the Women's Power and Influence Index. Every year since 2015, Airbnb has conducted a pay equity analysis to adjust the pay gap in the organization. Airbnb also offers gender specific mentoring and recruitment efforts, and by 2025 hopes that 50% of its employees will be women. Airbnb offers childcare benefits, caregiver paid time off (PTO), as well as harassment and discrimination training. To better engage the community and promote inclusivity, Airbnb funds a community support team that works to address any issues that might arise. Based on the most recent equal employment opportunity (EEO) data, 39.9% of Airbnb's executives are women and 43.4% of the workforce is female. We could not find any information regarding Airbnb's health benefits or the existence of professional development programs.

Workforce Profile



Binary scores are calculated as 1, 0.5, or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0.5 indicates partial information for this criterion was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

Compensation

Pay Gap

Pay Gap Score

1

Existence of policy to address the gender pay gap

"Prioritizing equal pay for equal work for all: we have conducted a pay equity analysis annually since 2015 to examine and adjust pay gaps."

Ref: Airbnb Best Companies for Women

Career Growth

Professional Development

Professional Development Score

0

Existence of professional development programs geared towards female employees

Information related to this criterion could not be found.

Mentorship

Mentorship Score

1

Existence of formal mentoring programs to facilitate advancement of careers of female employees

"Reinvigorating our mentorship and sponsorship programs to help grow and retain underrepresented talent."

Ref: Airbnb Best Companies for Women

Recruitment Efforts

Recruitment Efforts Score

1

Written commitment to attracting women to open positions

"Setting long-term representation goals: we have committed that by the end of 2025, at every level, 50 percent of our global employees who identify in the gender binary will be women."

Ref: Airbnb Best Companies for Women

Work-Life Balance

Childcare Benefits

Childcare Benefits
Score
1

Existence of childcare subsidies and support

"Parental Leave: Up to 10 weeks of paid leave to bond with newborns or a child placed for foster care or adoption."

Ref: Airbnb Paid Leave

Caregiver Paid Time Off (PTO)

Caregiver PTO Score
1

Availability of paid caregiver leave in excess of government mandates

"Caregiver Leave: Up to 6 weeks of paid time off to care for a family member with a serious health condition."

Ref: Airbnb Paid Leave

Health Benefits

Health Benefits Score
0

Existence of female oriented health benefits

Information related to this criterion could not be found.

External Stakeholder

Community Engagement

Community
Engagement Score
1

Organizational support of initiatives that drive gender equality and women's empowerment in the community

"We know that Community Support is an essential part of your experience with Airbnb. You might remember one of my Host Updates last year when Tara Bunch, Airbnb's Global Head of Operations, joined me to share more about the work she and her team do to help strengthen our Community Support team."

Ref: Airbnb Community Support

Inclusive Culture

Gender Equality Program

Gender Equality Program Score

Additional Programs that promote gender equality within the industry or the company

1

"We practice and promote equal opportunity in every employment-related activity and at every Airbnb location. We make employment-related decisions only on the basis of individual ability, performance, experience and business requirements."

Ref: Page 7, Code of Ethics

Harassment Policy

Harassment Policy Score

Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence

1

"Harassment, discrimination and bullying are incompatible with our values and are not tolerated."

Ref: Page 7, Code of Ethics

Harassment and Discrimination Training

Harassment & Discrimination Training Score

Existence of policies mandating discrimination and sexual harassment training

1

"We offer several mandatory trainings on topics including harassment, discrimination and others. All employees globally are required to complete harassment prevention training."

Ref: Page 8, Code of Ethics