

ebay

2022

Company Profile

Women's Power & Influence Index (1.0)

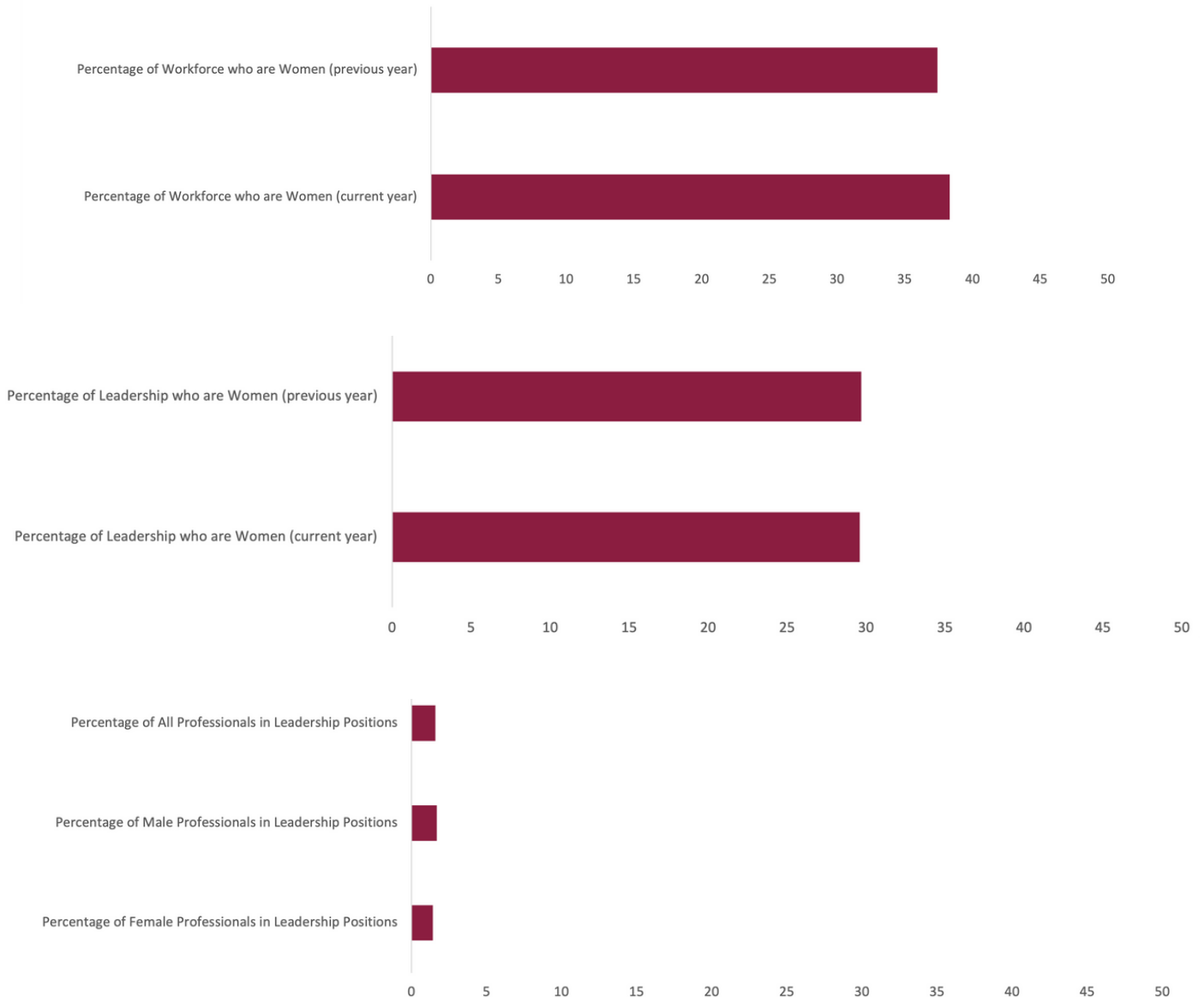
ASU The Difference
Engine

Arizona State University



eBay, an online commerce corporation, has been ranked as a **LATE BLOOMER** based on the criteria used for the Women's Power and Influence Index. eBay has achieved pay equity for total compensation, including salary, bonus, and annual stock award value, for the previous five years. In terms of professional development, eBay has a Women at eBay program led by both women and men to further the company's diversity and inclusion goals. Based on eBay's most recent Equal Employment Opportunity (EEO) data, 30% of executives are women and 38% of the total workforce is female. We could not find any information on gender-specific mentorship opportunities, recruitment efforts, discrimination and harassment training, community engagement, paid time off, childcare services, and benefits.

Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category 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

"We are committed to pay parity and completed a global study of our gender pay equity for the fifth consecutive year. In the U.S., we maintained pay parity for women at 100.0% of men's total compensation, including salary, bonus and annual stock award value."

Ref: Pg 7, Diversity, Equity & Inclusion

Career Growth

Professional Development

Professional Development Score

1

Existence of professional development programs geared towards female employees

"Women at eBay is a community-led by women and men at eBay to advance gender diversity and inclusion at eBay."

Ref: Pg 4, Diversity, Equity & Inclusion

Mentorship

Mentorship Score

0

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

Information related to this criterion could not be found.

Recruitment Efforts

Recruitment Efforts Score

0

Written commitment to attracting women to open positions

Information related to this criterion could not be found.

Work-Life Balance

Childcare Benefits

Existence of childcare subsidies and support

Information related to this criterion could not be found.

**Childcare Benefits
Score**
0

Caregiver Paid Time Off (PTO)

Availability of paid caregiver leave in excess of government mandates

Information related to this criterion could not be found.

Caregiver PTO Score
0

Health Benefits

Existence of female oriented health benefits

Information related to this criterion could not be found.

Health Benefits Score
0

External Stakeholder

Community Engagement

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

Information related to this criterion could not be found.

**Community
Engagement Score**
0

Inclusive Culture

Gender Equality Program

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

Information related to this criterion could not be found.

**Gender Equality
Program Score**
0

Harassment Policy

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

"We strive to create a work environment free of discrimination and harassment. We don't tolerate bullying, abuse or any behavior that creates a hostile work environment. No matter what form harassment takes—whether physical, sexual, verbal or non-verbal, in person, via email, text or tweet, over the phone or on the Internet—it is unacceptable."

Ref: Code of Conduct

Harassment Policy Score

1

Harassment and Discrimination Training

Existence of policies mandating discrimination and sexual harassment training

Information related to this criterion could not be found.

Harassment & Discrimination Training Score

0