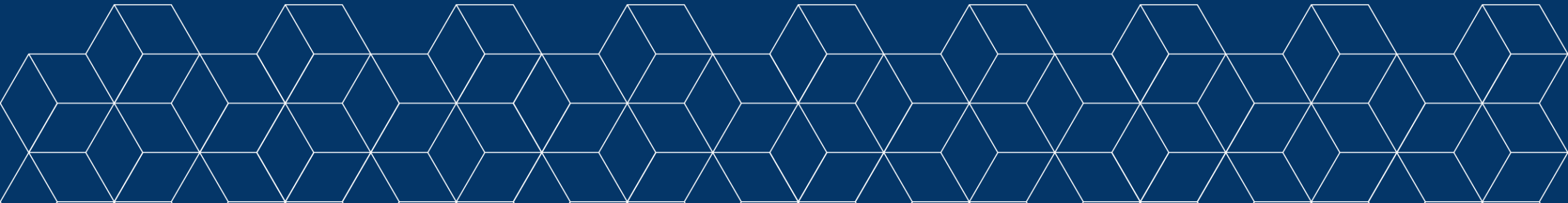


IS THERE GENDER PAY GAP?

THE CHALLENGE OF ADMINISTRATIVE DATA SOURCES IN ITALY -
BIENNIAL REPORTS ON THE SITUATION OF MALE AND FEMALE STAFF

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THE ROLE OF BIENNIAL REPORTS ON THE SITUATION OF MALE AND FEMALE STAFF...

- The first case in which the issue of gender pay gaps is analyzed not with sample data, but with **administrative data**
- The data is provided by companies with over 50 employees fulfilling a regulatory obligation. They are certified administrative data, provided according to a scheme attached to the decree



WHICH KIND OF INFORMATION ARE REQUIRED....

- General information about the company
- General information on the total number of employees by gender and by type of professional category contract and level of classification
- promotions in the year and hiring
- Incomings and outgoings, transformation of contracts
- Initial salary (gross annual) by professional category and by level of employment by gender (with reference to National and sectoral contract Level)
- GROSS ANNUAL SALARY AMOUNT of which additional salary components, overtime, superminimum wages, productivity bonuses and others
- NEW section General information on selection processes and tools, recruitment, access to professional and managerial qualifications, work life balance policies.



A BROADER PERSPECTIVE FOR ANALYZING SALARIES...

- Administrative data can be linked to all the information about the firm
- We can analyze the presence and role and od horizontal and vertical segregation, the level of mobility of the staff, the composition of the staff by qualification and so on...
- The salary from gender perspective, can be considered as a part - and also as a result - of firm organisation
- Data gathered by some key variables can also give a broader view of the issues of gender pay gap at national and local level



SEARCHING FOR «WHERE» GENDER PAY GAP STARTS....

- Of particular interest is the section of the questionnaire that allows us to analyze additional salary, the variable part of the salary
- the basic pay is the same for everyone, men and women as a rule, but the variable part the salary depends on the extra hours worked, on the productivity bonuses decided by the company (which very often reward presence in the workplace, or the availability to travel or business trips), the benefits and so on...
- all these components, although contractually foreseen, are potentially discriminatory, because they consider "neutral" a way of working and time management that is typically male



WHAT WE ARE WORKING FOR....

- So, in cooperation with Ministry of Labour, we are working on a national report on the results of questionnaire
- On the other hand we are studying a gender pay gap indicator, based on administrative data, that can show not only the distance between male and female in the labour market, but can put in evidence all the variables that allow the gap grow up at firm's level and show where and why the gap is born.



FIRST RESULTS AT A GLANCE...

- At a national level, there are 26.339 responding employers, a coverage of 97.1% of the pool of potentially obliged.
- the 1-50 class accounts for 7% of the total
- the 51-99 class has the largest share with 48% of the total, followed by the 100-249 class for 30% and finally the over 250 employees for 15%.

All the results will be presented on Equal pay day on 15th of November 2023





THANKS FOR YOUR ATTENTION

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