

AUTOMOTIVE

Ferrari receives equal salary certification for pay parity between men and women

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Women are paid the same as men in Ferrari for performing the same job. Image courtesy of Ferrari

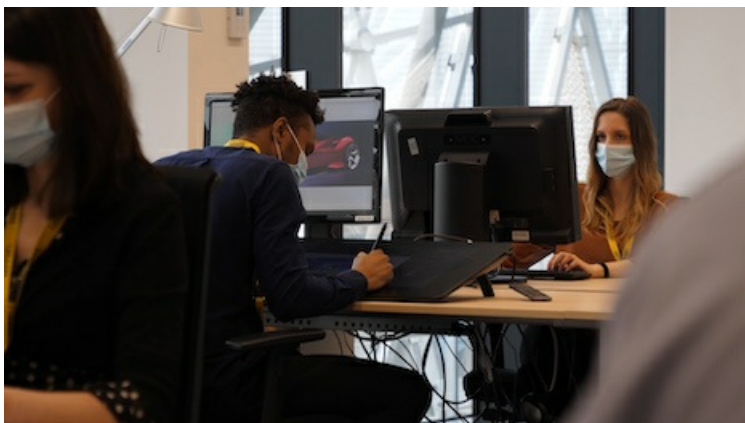
By LUXURY DAILY NEWS SERVICE

Italian automaker Ferrari has been given the equal salary certificate for offering equal pay to men and women with the same qualifications and positions in the company.

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Swiss-based Equal Salary Foundation awarded the certification after an eight-month-long comprehensive study by auditor PricewaterhouseCoopers, using a methodology recognized by the European Commission. Ferrari is the first Italian company to receive this specific certification.

"We are all proud to receive this certification, which represents an important milestone in our ongoing journey to continuously improve our standing and actions with regard to a diverse and inclusive work environment," Ferrari CEO Louis Camilleri said in a statement from Maranello, Italy.



Ferrari is the first Italian company to receive the equal salary certification from the Swiss-based Equal Salary Foundation. Image courtesy of Ferrari

Pays off

The certification process comprised a statistical analysis of compensation levels that showed **Ferrari** is one of the few European companies to eliminate the gender pay gap.

Additionally, Ferrari's management and human resources development policies were analyzed and surveyed.

Ferrari employees were asked to complete anonymous surveys and participate in one-to-one interviews and focus groups to discuss their perception of the company's culture and commitment to inclusion and diversity.

The equal salary certification is another feather in the cap for Ferrari as it offers more opportunities for women to play key roles within the company.

From 2016 to 2019, Ferrari's women employees increased from 11.5 percent to 14 percent of the 4,285-strong workforce, as of the end of last year. More women have risen through the ranks in that time frame.

"Equality of treatment and opportunity is not simply about the essential principle of equity," Mr. Camielleri said. "It is a fundamental pillar to attract, retain and develop the finest talents to foster innovation and our long-term growth."

Le Grand Rendez-Vous: The official film from Ferrari

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