

# THE GENDER PAY GAP AS AN INDICATOR OF GENDER INEQUALITIES IN THE LABOUR MARKET. A PROPOSAL OF ANALYSIS OF SECTORIAL DYNAMICS

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## ABSTRACT

Studies on the gender pay gap have often focused on measuring the differences in the individual characteristics of men and women (training, seniority, working time) in order to quantify the explained and unexplained part of such discrepancy, in a way that relegates gender to a sort of “residual” (Baudelot, 1995). Against this type of analysis, the paper advocates the need to approach the gender pay gap as an indicator of gender inequalities in the labour market, without ignoring what happens outside of it. Taking the gender division of labour as a framework, inequalities in working time and occupational segregation emerge as key dimensions of analysis. The consolidation of a family model based on the consideration of women’s wages as component wages has given shape to an undervaluation of the work performed by women, both inside and outside the household. An undervaluation that is embedded in a pattern of segregation across occupations and sectors of activity in the labour market.

Whereas these factors have been identified extensively in the literature, less attention has been paid to its translation into specific sectorial and organizational contexts. The paper advocates, thus, the relevance of analysing to what extent the (under)valuation of the work performed by women, and its translation in the construction of professional categories, responds to different logics depending on the activity sector; in what sense that is related to different forms of work organization and workforce management; in what way certain organizational structures and cultures foster different mechanisms of occupational segregation and thus pay hierarchies; and how these issues are perceived by social agents and addressed in collective bargaining. In particular, the paper focuses on how different structures of collective bargaining may contribute to reinforce or mitigate the gender pay gap. With this aim, at the methodological level the construction of a typology of sectors is envisaged, in order to conduct case studies in representative companies on its basis.



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