

Work and inequality: The dynamics of growing inequality and the search for responses

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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Quit Centre d'Estudis Sociològics
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A FORM OF INEQUALITY THAT PERSISTS

- ❖ Unadjusted gender pay gap (EU)- Average gross hourly earnings: 16,1% (UE-28, 2014) / 13,3% (Spain,2014)
- ❖ Annual average gross earnings: 23,3% (2014, Spain)
- ❖ Wide variability: inter/intra countries, sectors, occupations, etc.
- ❖ Changing boundaries of inequalities (Maruani et al., 1998)
- ❖ Moving goalposts (Rubery & Grimshaw, 2014)

Beyond different social profiles of women, is it possible to identify productive and organizational contexts more or less prone to the gender pay gap?

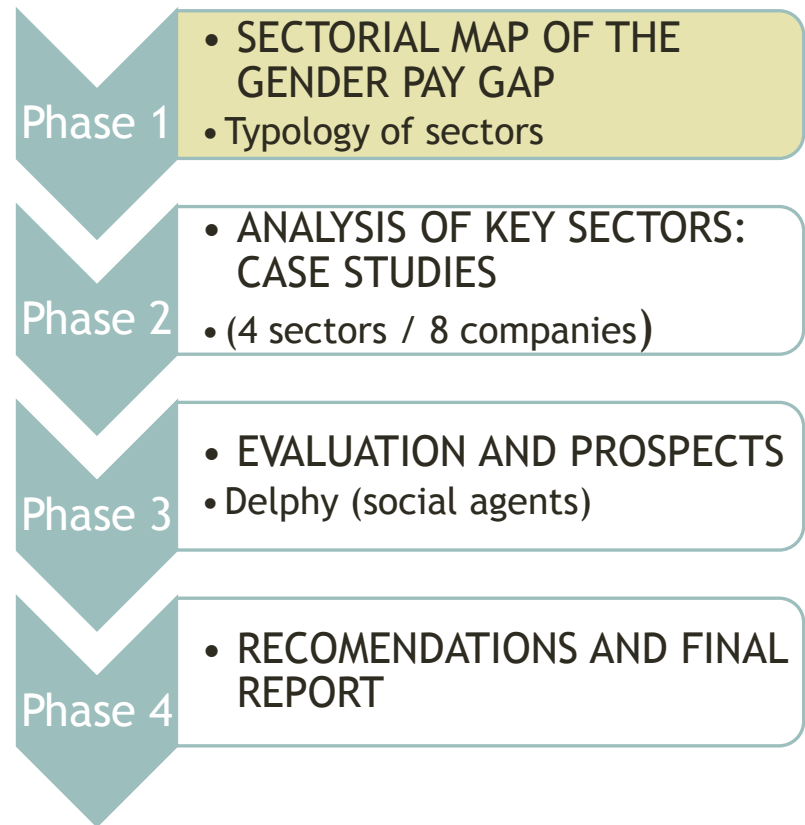
THE BRIDGES PROJECT: WORK IN PROGRESS

Main aims

- 1) Map the gender pay gap at the sectorial level
- 2) Analyse the influence of organizational contexts and cultures
- 3) Analyse the role of collective imaginaries of employers and employees in the valuing and remuneration of female employment
- 4) Propose specific measures aimed at achieving equal pay in companies

<http://pagines.uab.cat/brechasalarial/>

Phases



THEORETICAL AND METHODOLOGICAL ISSUES (A)

✓ How to conceptualize it?

- ✓ Wide diversity of approaches and intervening factors (Rubery & Grimshaw, 2014; Plantenga & Remery, 2006)
- ✓ Wages as a social construct (Daune-Richards, 2000, England, 2002, Grondlund & Magnusson, 2014)
- ✓ Multiple factors in interaction (Rubery et al. 1997): Productive structure, institutional, social, cultural, at macro, meso and micro level

✓ How to approach it?

- ✓ Decomposition versus complexity (Grondlund & Magnusson, 2014, Grimshaw & Rubery, 2002)
- ✓ Individual versus... Sectors?

✓ How to measure it?

- ✓ Data source: Structure of Earnings Survey, pros and cons
- ✓ Average gross monthly/annual earnings versus hourly earnings?
- ✓ A single measure or different measures?

THEORETICAL AND METHODOLOGICAL ISSUES (B)

Conceptualization

- Multidimensional:
 - a) Productive structure - labour force composition
 - b) Gender relations
 - c) Employment relations

Analysis

- GPG structure and key institutional and organizational characteristics of sectors
- Clusters as a basis for the selection of sectors for case studies

Measurement

- Differences in average monthly gross earnings
- Wage components (total, base salary and special payments)

THE SECTOR OF ACTIVITY: A SUITABLE SCENARIO?

Gender: more than a residue (Baudelot, 1995)

Payment structures (Rubery et. al. 1997)

Regulation/ Collective Bargaining

Field of
intervention: gender
equality policies

Homogenous base for case studies
Exploring similarities and differences:
(Grimshaw, Rubery, 2002)

Multimethod
approach

GENDER PAY GAP BY WAGE COMPONENTS (SPAIN, 2010)

	WOMEN	MEN	GENDER PAY GAP
Base salary	1.094,20 €	1.351,91 €	-19,06%
Salary bonus (extra pay)	31,90 €	52,27 €	-38,98%
Earnings related to overtime	5,86 €	18,47 €	-68,25%
Special payments	459,90 €	731,51 €	-37,13%
Special payments for shift work	25,33 €	43,19 €	-41,34%
Gross average monthly earnings (total)	1591,87 €	2154,18 €	-26,10%
Gross hourly earnings	10,57 €	13,37 €	-20,88%
<i>Average number of working hours in the month of October</i>	<i>149,24</i>	<i>163,28</i>	<i>-8,60</i>

Source: Own calculations based on SES 2010 data.

CLUSTER ANALYSIS (IN PROGRESS) (A)

Construction

- GPG by wage components:
 - GPG on gross monthly earnings (total)
 - GPG on monthly base salary
 - GPG on special payments
- Weight of wage components over total earnings :
 - Weight of base salary over total earnings in activity sector
 - Weight of special payments over total earnings in activity sector
- Percentage of women

Characterization

- Company size
- Public/private control of the company
- Type of regulation (centralization of collective bargaining)
- Part-time employment
- Stable/temporal employment

CLUSTER ANALYSIS (PRELIMINARY FINDINGS) (B)

- 1 GPG below average**, both in base salary and special payments
Largest weight of base salary over earnings/lowest feminization
Small companies/private sector/sectorial bargaining below national/ 7% part-time
Graphic arts, Construction, Manufacturing of computer, electronic and optical products, Manufacturing of wood, Manufacturing of paper, Extractive industries and Transport
- 2 Largest GPG**, particularly in special payments/Most feminized
Big companies in private sector, >10% workers in public companies/ National collective bargaining, below and others types of regulation/Largest share of part-time (23,8%)
Administrative and auxiliary activities, Finance and insurance activities, Real state activities, Professional, scientific and technical activities, Human health and social work activities, Retail, Accommodation and food service activities, Food and tobacco industry, Manufacturing of clothes and other services
- 3 2nd lowest GPG**, particularly in base salary/% women below average
Medium companies private sector, company or below collective bargaining/8% part-time
Wholesale, Manufacture of coke and refine petroleum products, Manufacturing of other non metallic mineral products, Manufacturing of motor vehicles, Metallurgy, Water supply and Energy supply
- 4 2nd largest GPG**, particularly in base salary/40% women
Medium & small companies, company bargaining (& national sectorial)/16% part-time
Arts, entertainment and recreation, Postal and courier activities, Publishing
- 5 Lowest GPG**, both in base salary and special payments/2nd most feminized sector
Big public companies (>80%)/Other types of regulation and companies/groups of companies/ 17,2% part-time
Public administration and defence. Compulsory Social Security, Education.

DISCUSSION

Pros

- ❖ Different behaviour of wage components
- ❖ Key role of public sector
- ❖ Interactions
 - Feminization – public/private control and part-time
- ❖ Constellations of sectors
 - Work organization, Labour force management and organizational cultures

But...

- ❖ Aggregate data (small N)
- ❖ Feminization, wage components and GPG structure → little discriminating role of other factors

After all:

- ❖ Identification of certain internally homogenous-externally heterogeneous groups
- ❖ Productive, organizational and regulation contexts → beyond segregation and GPG
- ❖ “Blurry boundaries” → qualitative approach

✓ Work in progress
✓ A different look through activity sectors

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Thanks for your attention!

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