GENDER PAY GAP AND EMPLOYERS’ POLICIES. A SECTORAL APPROACH IN THE SPANISH ECONOMY

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Universitat de València

37TH IWPLMS, BARCELONA JULY 2016
## Gender pay gap

<table>
<thead>
<tr>
<th></th>
<th>Spain</th>
<th>EU-28</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hourly earnings</td>
<td>Annual earnings</td>
</tr>
<tr>
<td>2010</td>
<td>16,2</td>
<td>22,5</td>
</tr>
<tr>
<td>2014</td>
<td>18,8</td>
<td>30,2</td>
</tr>
</tbody>
</table>

- Persistent problem everywhere
- Increasing in the last years
- Measurement problems (with indicator, wage level, gender pay gap, etc.)
- Several explanations (from supply side and demand side) and theoretical frameworks
- Diversity of situations by age, ethnicity, territories and sectors
TARGETS:
To analyse the gender pay gap taking into account the characteristics of the productive structure and the labour management practices.

SOURCES:
The study is based on quantitative analysis using data from:
- Labour Force Survey (LFS)
- Quadrennial Wage Structure Survey (last published in 2010) (EES)
- Survey on Innovation in Companies (EIE)
- Survey of Quality of Life at Work (ECVT)

This work has been carried out in the context of the research project "Wage gap and care gap. Two factors of gender inequality", reference number 105/2014, financed by the Spanish Institute of Women and Equal Opportunities.
Gender pay gap and sectoral activity (Spain 2010)
Structural aspects of labour demand

**Structural elements (restrictions)**

- **Product market characteristics**
  (stability, product characteristics, Price, competitiveness, etc.)
- **Macroeconomic situation**

**Productive structure**
- Sector, sectoral competitiveness
- Firm size
- Network position

**Institutional framework**
- (labour law, unions action)

**Management strategies**

- **Technology options (K/L)**
- **Productivity, ULC**
- **Competitiveness strategy**
  ULC, R&D&i, quality, etc.
- **Labour force management practices**
  (flexibility, control, wages, availability)
- **Segmentation**
- **Management culture**
Structural aspects of labour demand

**Structural elements (restrictions)**
- Product market characteristics (stability, product characteristics, Price, competitiveness, etc.)
- Macroeconomic situation
- Productive structure
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  - Firm size
  - Network position
- Institutional framework (labour law, unions action)

**Management strategies**
- Technology options (K/L)
- Productivity, ULC
- Competitiveness strategy
  - ULC, R&D&i, quality, etc.
- Labour force management practices (flexibility, control, wages, availability)
- Segmentation
- Management culture

Public/private ownership
<table>
<thead>
<tr>
<th>Area</th>
<th>Variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment conditions</td>
<td><strong>WORKING TIME:</strong>&lt;br&gt;-Permanent/ Fix term contract&lt;br&gt;-Full time, part time&lt;br&gt;-Job license (maternity leaving, care, etc.)&lt;br&gt;&lt;br&gt;<strong>SALARY SUPLEMENTS</strong>&lt;br&gt;-Productivity&lt;br&gt;-working shifts&lt;br&gt;-Dangerous surplus&lt;br&gt;-Antiquity in the firm&lt;br&gt;-Weekend and special shifts&lt;br&gt;Internal labour market</td>
</tr>
<tr>
<td>SECTOR ORGANIZATION</td>
<td>Sectoral specialization&lt;br&gt;Gender presence at sector level, gender stereotypes&lt;br&gt;Added value chain position&lt;br&gt;Professional carrier at sector level</td>
</tr>
<tr>
<td>IIRR MODEL</td>
<td>Occupational structure. Gender and occupational stereotypes&lt;br&gt;Social actors and strategies&lt;br&gt;Union presence</td>
</tr>
</tbody>
</table>
Some variables analysed related with labour management practices

Fix-term, permanent contracts
No clear correlation with gender pay gap

Full time, part time
Significant relationship but high diversity

%Female employment
High level female employment (>40%) $\rightarrow$ high gender pay gap

Technological complexity

high technological complexity $\rightarrow$ higher wages

But there is not correlation with gender pay gap. Diversity of situations. It depends more on management practices that define differentially working conditions

Business size

Bigger business size is associated with higher wage levels that, in turn, are associated with an increase in the wage gap in terms of hourly wages

Presence and union activity in the company

Existence of collective agreement and workforce representatives $\rightarrow$ lower gender pay gap

Public or private enterprise

Wage conditions are better in public owned companies. But greater public sector presence in a sectoral activity is not synonymous of lower gender pay gap
Two sectoral activities

Accommodation and food service activities
• Gender pay gap:
  • Annual 24,1% (average 22,5%)
  • Hourly 14,2% (average 15,5%)
• Female employment 55%
• Low wage sector
• Tertiary activity related with leisure and tourism. Low technological and organisational complexity

Professional, scientific and technical activities
• Gender pay gap:
  • Annual 30,5% (average 22,5%)
  • Hourly 26,7% (average 15,5%)
• Female employment 55%
• High wage sector
• Firms services, higher level of technological and organisational complexity

We focus on occupational structure, working time, labour contract
Accommodation. Employees by occupation (%) and wages (€)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wage annual</th>
<th>Wage hour</th>
<th>Gender pay gap annual</th>
<th>Gender pay gap hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service and sales workers</td>
<td>13760,44</td>
<td>7,95</td>
<td>23,2</td>
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<tr>
<td>Elementary occupations</td>
<td>12658,11</td>
<td>7,23</td>
<td>7,1</td>
<td>2,3</td>
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<tr>
<td>Total</td>
<td>14629,55</td>
<td>8,19</td>
<td>24,1</td>
<td>14,2</td>
</tr>
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</table>

Professional, scientific and technical activities. Employees by occupation (%) and wages (€)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wage annual</th>
<th>Wage hour</th>
<th>Gender pay gap annual</th>
<th>Gender pay gap hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers</td>
<td>62409,03</td>
<td>25,96</td>
<td>21,2</td>
<td>18,7</td>
</tr>
<tr>
<td>Professionals</td>
<td>32238,78</td>
<td>14,63</td>
<td>21,8</td>
<td>22,1</td>
</tr>
<tr>
<td>Technicians and associate professionals</td>
<td>24004,33</td>
<td>11,07</td>
<td>18,8</td>
<td>16,1</td>
</tr>
<tr>
<td>Clerical support workers</td>
<td>15891,83</td>
<td>7,89</td>
<td>18,1</td>
<td>12,9</td>
</tr>
<tr>
<td>Elementary occupations</td>
<td>9798,38</td>
<td>7,15</td>
<td>42,3</td>
<td>12,6</td>
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<tr>
<td>Total</td>
<td>25530,95</td>
<td>11,81</td>
<td>30,5</td>
<td>26,7</td>
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</table>
### Accommodation and food service activities.

<table>
<thead>
<tr>
<th>Employees by sex and occupation</th>
<th>Employees by occupation</th>
<th>% female employment</th>
<th>Wage</th>
<th>gender pay gap (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
<td>annual</td>
</tr>
<tr>
<td>Managers</td>
<td>2.0</td>
<td>0.7</td>
<td>1.3</td>
<td>31.0</td>
</tr>
<tr>
<td>Professionals</td>
<td>0.6</td>
<td>0.5</td>
<td>0.6</td>
<td>53.4</td>
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<tr>
<td>Technicians and associate</td>
<td>5.9</td>
<td>2.9</td>
<td>4.2</td>
<td>38.2</td>
</tr>
<tr>
<td>professionals</td>
<td>4.8</td>
<td>5.3</td>
<td>5.1</td>
<td>57.8</td>
</tr>
<tr>
<td>Service and sales workers</td>
<td>67.2</td>
<td>57.7</td>
<td>61.9</td>
<td>51.9</td>
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<tr>
<td>Craft and related trades workers</td>
<td>3.3</td>
<td>0.1</td>
<td>1.5</td>
<td>3.2</td>
</tr>
<tr>
<td>Plant and machine operators</td>
<td>2.9</td>
<td>0.1</td>
<td>1.3</td>
<td>2.8</td>
</tr>
<tr>
<td>and assemblers</td>
<td>12.9</td>
<td>32.6</td>
<td>23.9</td>
<td>76.0</td>
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<tr>
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<td>100.0</td>
<td>100.0</td>
<td>55.6</td>
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<td>annual</td>
</tr>
<tr>
<td>Managers</td>
<td>5.7</td>
<td>2.5</td>
<td>4.0</td>
<td>35.1</td>
</tr>
<tr>
<td>Professionals</td>
<td>38.4</td>
<td>29.5</td>
<td>33.6</td>
<td>48.2</td>
</tr>
<tr>
<td>Technicians and associate</td>
<td>31.7</td>
<td>26.8</td>
<td>29.0</td>
<td>50.5</td>
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<td>0.9</td>
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<td>2.6</td>
<td>4.0</td>
<td>3.4</td>
<td>65.1</td>
</tr>
<tr>
<td>Total</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
<td>54.8</td>
</tr>
</tbody>
</table>

**Fuente:** Own calculation from Wage Structure Survey 2010 (INE)
### Working time

![Bar chart showing working time for male and female in Hospitality and Professional...]

### Accommodation and food service activities

<table>
<thead>
<tr>
<th></th>
<th>% Female employment</th>
<th>Wage (€)</th>
<th>Gender pay gap (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Annual</td>
<td>Hour</td>
</tr>
<tr>
<td>Full time</td>
<td>47,9</td>
<td>18.220,76</td>
<td>8,24</td>
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<tr>
<td>Part time</td>
<td>67,0</td>
<td>9.379,00</td>
<td>8,12</td>
</tr>
<tr>
<td>Total</td>
<td>55,6</td>
<td>14.629,55</td>
<td>8,19</td>
</tr>
</tbody>
</table>

### Professional, scientific and technical activities

<table>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Annual</td>
<td>Hour</td>
</tr>
<tr>
<td>Full time</td>
<td>50,7</td>
<td>28.451,46</td>
<td>12,28</td>
</tr>
<tr>
<td>Part time</td>
<td>74,4</td>
<td>11.708,91</td>
<td>9,62</td>
</tr>
<tr>
<td>Total</td>
<td>54,8</td>
<td>25.530,95</td>
<td>11,81</td>
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</tbody>
</table>
## Accommodation and food service activities

<table>
<thead>
<tr>
<th>% Female employees</th>
<th>Gender pay gap (en %)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Annual</td>
</tr>
<tr>
<td>Permanent</td>
<td>54,8</td>
<td>24,4</td>
</tr>
<tr>
<td>Fix term</td>
<td>58,5</td>
<td>19,2</td>
</tr>
<tr>
<td>Total</td>
<td>55,6</td>
<td>24,1</td>
</tr>
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## Professional, scientific and technical activities

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<td>32,3</td>
</tr>
<tr>
<td>Fix term</td>
<td>53,8</td>
<td>19,7</td>
</tr>
<tr>
<td>Total</td>
<td>54,8</td>
<td>30,5</td>
</tr>
</tbody>
</table>
## Asalariados y salarios según sexo y tipo de jornada (año 2010)

### Hostelería

<table>
<thead>
<tr>
<th></th>
<th>Distribución empleo según jornada (%)</th>
<th>Feminización</th>
<th>Salario (media en €)</th>
<th>Brecha género (en %)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hombre</td>
<td>Mujer</td>
<td>Total</td>
<td>(% mujer/total)</td>
</tr>
<tr>
<td>Jornada completa</td>
<td>69,8</td>
<td>51,1</td>
<td>59,4</td>
<td>47,9</td>
</tr>
<tr>
<td>Jornada parcial</td>
<td>30,2</td>
<td>48,9</td>
<td>40,6</td>
<td>67,0</td>
</tr>
<tr>
<td>Total</td>
<td>100,0</td>
<td>100,0</td>
<td>100,0</td>
<td>55,6</td>
</tr>
</tbody>
</table>

### Actividades profesionales, científicas y técnicas

<table>
<thead>
<tr>
<th></th>
<th>Distribución empleo según jornada (%)</th>
<th>Feminización</th>
<th>Salario (media en €)</th>
<th>Brecha género (en %)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hombre</td>
<td>Mujer</td>
<td>Total</td>
<td>(% mujer/total)</td>
</tr>
<tr>
<td>Jornada completa</td>
<td>90,1</td>
<td>76,3</td>
<td>82,6</td>
<td>50,7</td>
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<tr>
<td>Jornada parcial</td>
<td>9,9</td>
<td>23,7</td>
<td>17,4</td>
<td>74,4</td>
</tr>
<tr>
<td>Total</td>
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<td>100,0</td>
<td>100,0</td>
<td>54,8</td>
</tr>
</tbody>
</table>

Fuente: Elaboración propia a partir de microdatos de la Encuesta de Estructura Salarial 2010 (INE)
### Asalariados y salarios según sexo y tipo de contrato (año 2010)

#### Hostelería

<table>
<thead>
<tr>
<th>Instituto</th>
<th>Distribución empleo por contrato (%)</th>
<th>Salario año (media €)</th>
<th>Salario hora (media €)</th>
<th>Brecha género (en %)</th>
<th>Salario año</th>
<th>Salario hora</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hombre</td>
<td>Mujer</td>
<td>Total</td>
<td>Hombre</td>
<td>Mujer</td>
<td>Hombre</td>
</tr>
<tr>
<td>Contrato indefinido</td>
<td>78,2</td>
<td>75,5</td>
<td>76,7</td>
<td>17.996,2</td>
<td>13.596,5</td>
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<tr>
<td>Contrato temporal</td>
<td>21,8</td>
<td>24,5</td>
<td>23,3</td>
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<td>10.450,0</td>
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<tr>
<td>Total</td>
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<td>100,0</td>
<td>100,0</td>
<td>16.891,7</td>
<td>12.825,5</td>
<td>8,9</td>
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</tbody>
</table>

Fuente: Elaboración propia a partir de microdatos de la Encuesta de Estructura Salarial 2010 (INE)

#### Actividades profesionales, científicas y técnicas

<table>
<thead>
<tr>
<th>Instituto</th>
<th>Distribución empleo por contrato (%)</th>
<th>Salario año (media €)</th>
<th>Salario hora (media €)</th>
<th>Brecha género (en %)</th>
<th>Salario año</th>
<th>Salario hora</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hombre</td>
<td>Mujer</td>
<td>Total</td>
<td>Hombre</td>
<td>Mujer</td>
<td>Hombre</td>
</tr>
<tr>
<td>Contrato indefinido</td>
<td>80,2</td>
<td>80,9</td>
<td>80,6</td>
<td>33.237,4</td>
<td>22.512,6</td>
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</tr>
<tr>
<td>Contrato temporal</td>
<td>19,8</td>
<td>19,1</td>
<td>19,4</td>
<td>20.172,5</td>
<td>16.198,8</td>
<td>10,3</td>
</tr>
<tr>
<td>Total</td>
<td>100,0</td>
<td>100,0</td>
<td>100,0</td>
<td>30.648,8</td>
<td>21.309,7</td>
<td>13,8</td>
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</tbody>
</table>
ACCOMODATION AND FOOD SERVICE ACTIVITIES
• Women presence in the job places less specialized is higher → gender pay gap related with occupational segregation of women into lower paid occupations
• Unequal wage policy against women evident in those occupations with higher professional level.

PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES
• Significant female presence in jobs classifies as "accounting, administrative and clerical employees”.
• Gender bias appears when we observe that the existing feminization in professional, scientific and technical activities is higher in the lower professional levels and wage recognition.
ANOVA and Regression models show that there are different patterns in wage determination by sector and gender.

We found parallel models of wage determination by gender in each sector, and these models are an specific combination of variables than can not be isolated.

Wages by gender and sector are determined by a combination of variables that are “used” in a different way by employers in order to “control” wages.
Accommodation and food service activities

ANNUAL WAGE MALE = 8.513,5 + 7.676,6*FULLTIME + 28.140,3*OCUP1 + 19.746,2*OCUP2 + 12.563,1*OCUP3 + 6.093,8*OCUP4 + 1.765,1*OCUP5 + 4.671,7*OCUP7 – 1.695,9*OCUP8
R² = 0,478

ANNUAL WAGE FEMALE = 8.588,1 + 7.307,9*FULLTIME + 19.907,8*OCUP1 + 9.229,2*OCUP2 + 5.144,9*OCUP3 + 2.962,3*OCUP4 + 3,4*OCUP5 - 483,7*OCUP7 – 497,5*OCUP8
R² = 0,473

Professional, scientific and technical activities

ANNUAL WAGE MALE = 3.746,3 + 15.509,561*FULLTIME + 48.685,0*OCUP1 + 17.846,511*OCUP2 + 8.622,4*OCUP3 + 2.371,3*OCUP4 + 406,7*OCUP5 + 3.584,3*OCUP7 + 3.973,2*OCUP8
R² = 0,325

ANNUAL WAGE FEMALE = 5.038,5 + 9.340,1*FULLTIME + 39.474,3*OCUP1 + 14.915,7*OCUP2 + 9.008,7*OCUP3 + 3.635,0*OCUP4 + 2.103,7*OCUP5 + 3.583,8*OCUP7 +3.162,3*OCUP8
R² = 0,394
<table>
<thead>
<tr>
<th></th>
<th>Actividades Profesionales</th>
<th></th>
<th>Hostelería</th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hombres</td>
<td>Mujeres</td>
<td>Diferencia</td>
<td>Hombres</td>
<td>Mujeres</td>
<td>Diferencia</td>
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<tr>
<td><strong>Modelo corregido</strong></td>
<td>0,398</td>
<td>0,475</td>
<td>-0,077</td>
<td>0,564</td>
<td>0,553</td>
<td>0,011</td>
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<tr>
<td><strong>Interceptación</strong></td>
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<td>0,045</td>
<td>0,441</td>
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<td>0,274</td>
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<tr>
<td><strong>TIPOCON</strong></td>
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<td>0,000</td>
<td>0,001</td>
<td>0,012</td>
<td>0,001</td>
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<td><strong>OCUPACION</strong></td>
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<td>0,108</td>
<td>-0,029</td>
<td>0,241</td>
<td>0,119</td>
<td>0,122</td>
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TIPOCON, actividades profesionales, mujeres: no significativo
ESTRATNOU, hostelería, mujeres: no significativo
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| R² | 0,394 | 0,468 | 0,547 | 0,543 |   |   |   |   |</p>
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<tr>
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\(^a\) SEXO = Hombre

b. R al cuadrado = 0,478 (R al cuadrado ajustada = 0,478)

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\(^a\) SEXO = Mujer

b. R al cuadrado = 0,474 (R al cuadrado ajustada = 0,474)
SOME CONCLUSIONS

a) Employers’ labour management practices have an important incidence on wage level and gender pay gap

b) There are significant differences between sectors

c) The dynamics and mechanism explaining how wages are fixed are different between men and women. It seems that there are tow parallel (and isolated?) models

d) To explain gender pay gap is to explain wage policy