

The gender pay gap An analysis of sectorial dynamics

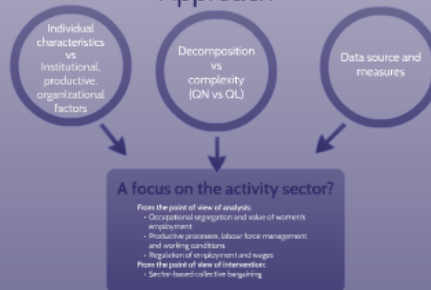
Núria Sánchez Mira
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38th ANNUAL CONFERENCE OF THE INTERNATIONAL
WORKING PARTY ON LABOUR MARKET SEGMENTATION
Inclusive and exclusive labour markets in times of inequality
and uncertainty

St: Employers as Architects of inequality - Gender and
Labour Market Segmentation
Manchester, 14th of August 2017



Approach



[To what extent different constellations of factors may be interacting in shaping diverse expressions of the GPG in various contexts?]

Case studies of selected activity sectors

Key characteristics of selected sectors				Fieldwork		Main preliminary findings			
Health	Education	Manufacturing	Construction	Health	Education	Health	Education	Manufacturing	Construction
...

Final remarks

A focus on activity sectors, a valid approach?

- Factors shaping the GPG vary across contexts, relevance and interaction
- Draws attention to work organization, labour force management strategies, working conditions

But...

- The limitations of a quantitative approach
- The definition of activity sector as unit of analysis

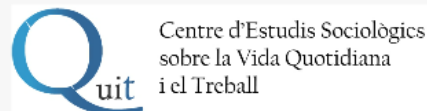
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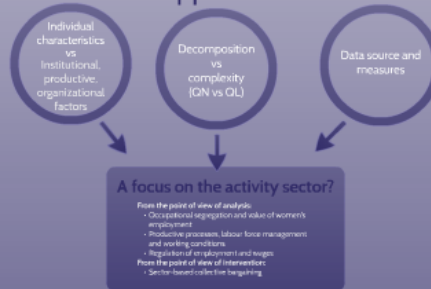
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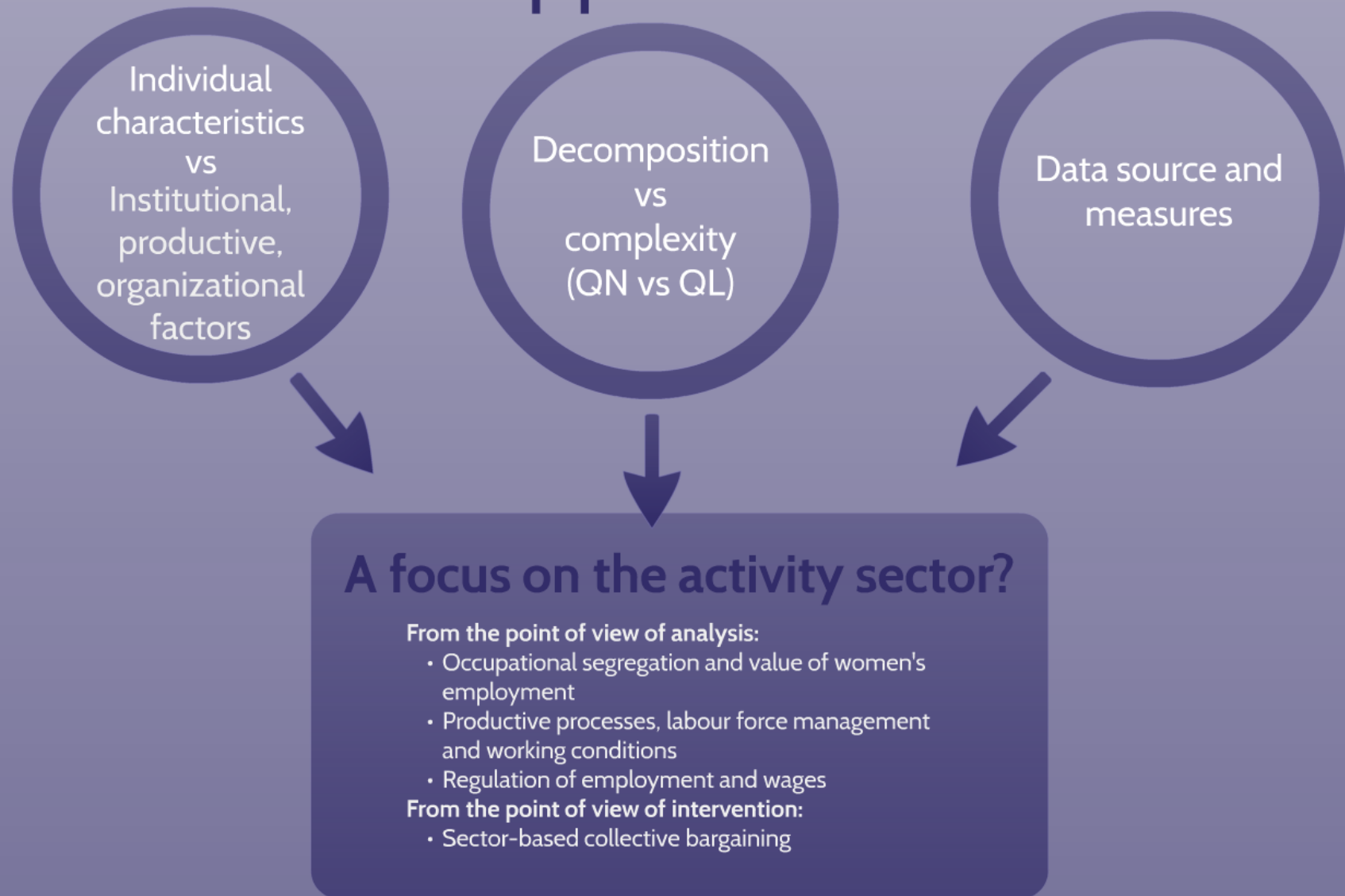
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A focus on the activity sector?

From the point of view of analysis:

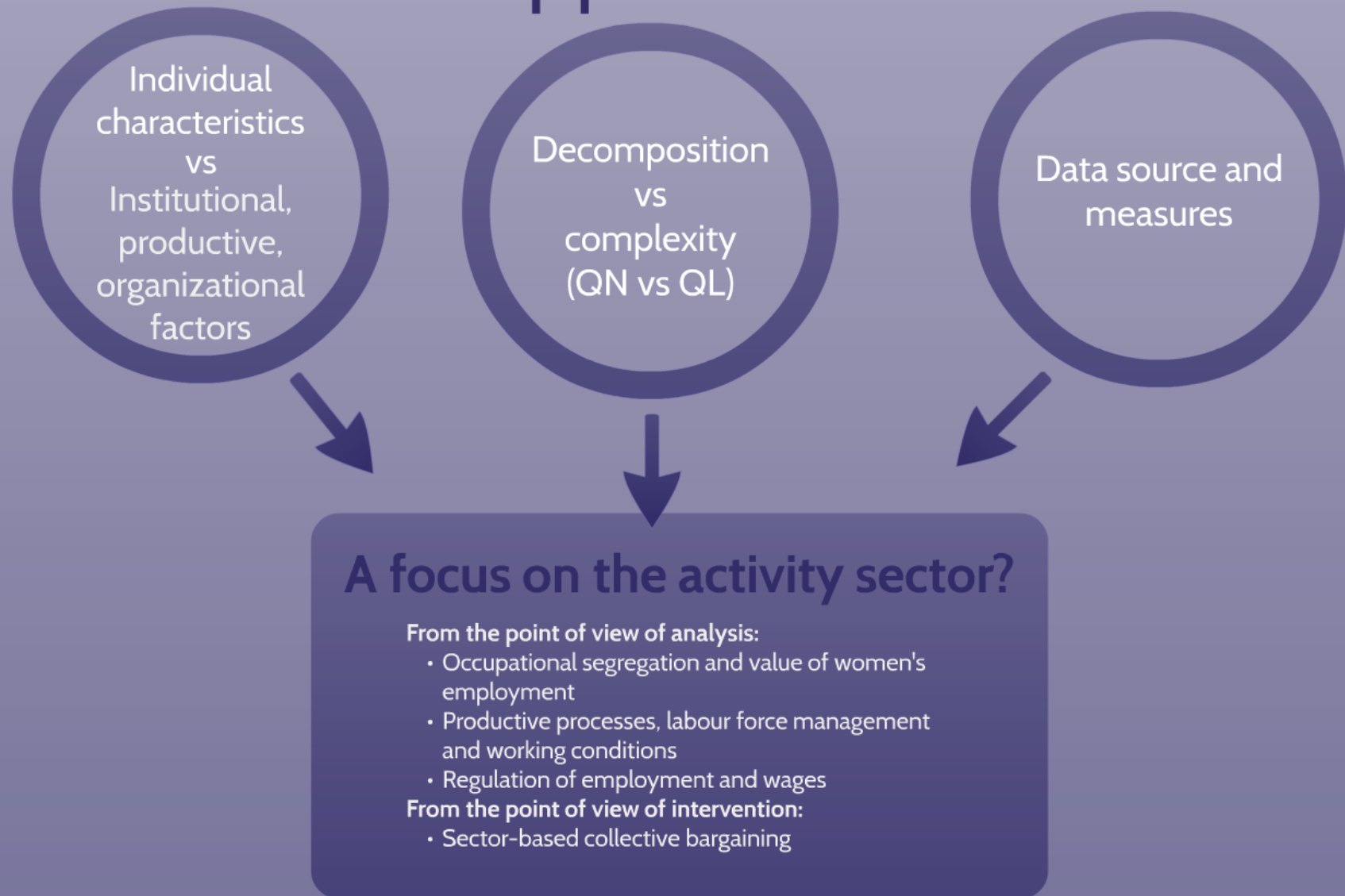
- Occupational segregation and value of women's employment
- Productive processes, labour force management and working conditions
- Regulation of employment and wages

From the point of view of intervention:

- Sector-based collective bargaining

different constellations of factors may l

Approach



[To what extent different constellations of factors may be interacting in shaping diverse expressions of the GPG in various contexts?]

Case studies of selected activity sectors

Key characteristics of selected sectors

ACTIVITY SECTORS	AVERAGE WAGE Monthly Earnings)	GENDER PAY GAP Average Monthly Wage and Special Payments		% WOMEN	PART TIME EMPLOYMENT	TEMPORARY EMPLOYMENT
CHEMICAL AND INSURING ACT.						
1.1.) Manufacture of chemicals	2284,69€ (2019/2020, 2019/2020 W)	15,01%, 36,03%		30,11%	7,70% (3,48% W, 12,86% W)	8,73% (9,50% W, 6,74% W)
1.2.) Manufacture of pharmaceutical	2992,93€ (2019/2020, 2019/2020 W)	10,04%, 30,68%		48,33%	6,11% (2,36% W, 6,10% W)	6,84% (2,86% W, 5,72% W)
1.3.) Manufacture of rubber and plastic	2031,84€ (2019/2020, 2019/2020 W)	22,39%, 35,93%		19,71%	7,49% (3,34% W, 16,47% W)	13,11% (11,30% W, 15,35% W)
FINANCIAL AND INSURING ACT.						
2.1.) Financial services	3222,87€ (2019/2020, 2019/2020 W)	13,03%, 28,72%		49,32%	2,68% (1,61% W, 3,00% W)	1,90% (1,04% W, 3,10% W)
2.2.) Auxiliary services	1818,77€ (2019/2020, 2019/2020 W)	36,04%, 34,98%		67,93%	25,34% (11,12% W, 33,06% W)	5,20% (5,20% W, 10,20% W)
CARE SERVICES						
3.1.) Residential care	1209,22€ (2019/2020, 2019/2020 W)	14,41%, 45,07%		85,14%	35,62% (21,48% W, 26,80% W)	12,24% (15,60% W, 17,42% W)
3.2.) Domiciliary care	1119,67€ (2019/2020, 2019/2020 W)	27,32%, 59,07%		74,03%	46,20% (28,70% W, 54,15% W)	32,9% (34,67% W, 31,03% W)

Fieldwork

	1) Chemical industry 1.1.) Manufacture of chemicals 1.2.) Manufacture of pharmaceutical 1.3.) Manuf. of rubber & plastic	2) Financial and insuring activities 2.1.) Financial Services 2.2.) Auxiliary activities	3) Care Services 3.1.) Residential care 3.2.) Domiciliary care
National level	Revision of collective agreements Interviews with key informants and collective agreement negotiators	Revision of collective agreements Interviews with key informants and collective agreement negotiators	Revision of collective agreements Interviews with key informants and collective agreement negotiators
Regional level	Interviews with key informants	Interviews with key informants Focus groups with employees	Revision of collective agreements Interviews with key informants Focus groups with employees
Company level	Interviews with worker's representatives and human resources managers	Interviews with worker's representatives (and human resources managers) Analysis of gender equality plans	Interviews with worker's representatives (and human resources managers)

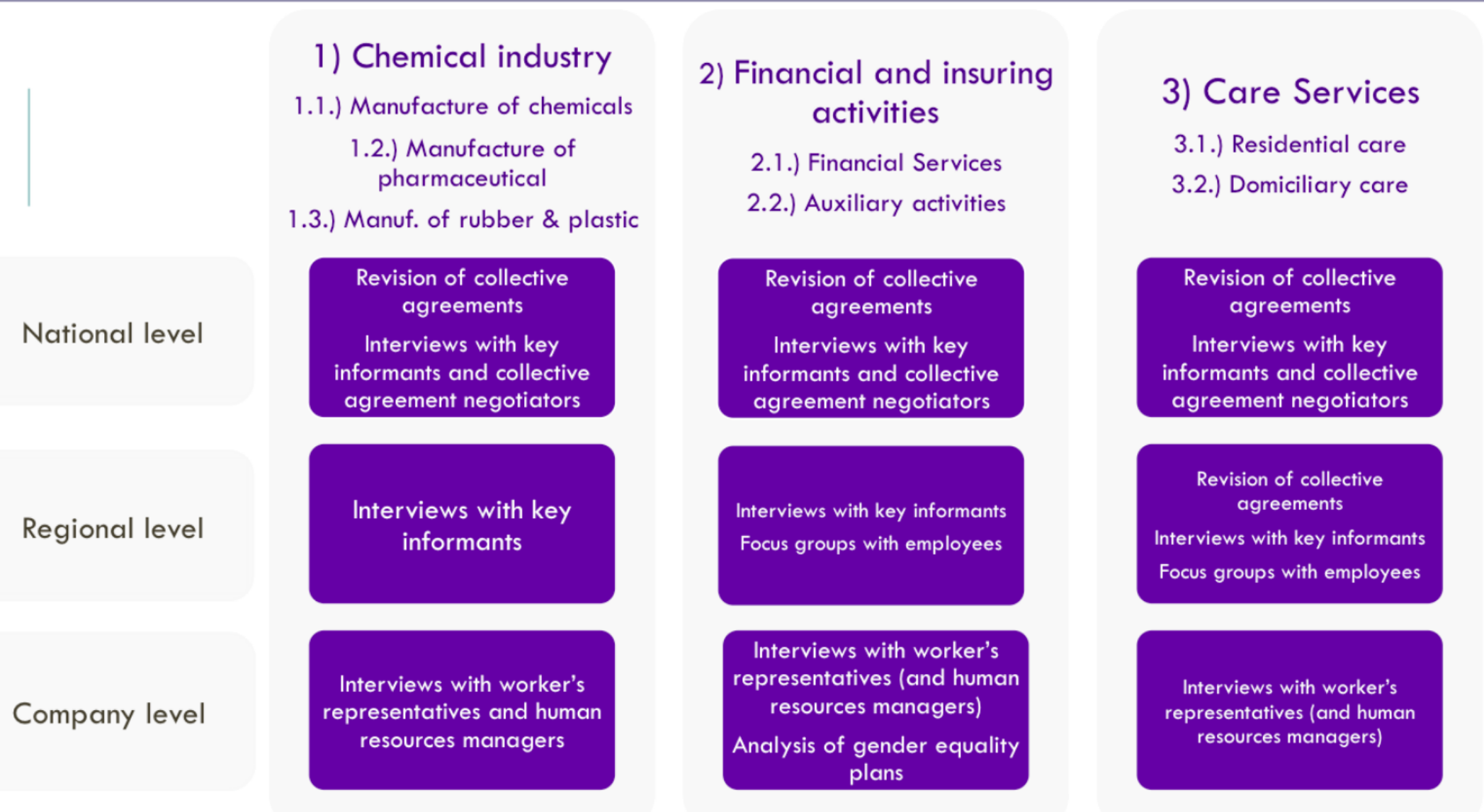
Main preliminary findings

	1) Chemical industry	2) Financial services	3) Care Services
Key ideas	Horizontal and vertical segregation Discrimination in bonuses and special payments	Vertical segregation Working time (presentations) Performance-based pay systems	Low wages rather than GPG Pay more among managers and technical personnel Value of profession
Collective bargaining	National framework agreements & pacts in company level Strong negotiating social agents Disaster agreements - industry	National framework agreements But... none for discrimination Strong negotiating social agents Pacts at company level	Fragmentation of collective bargaining and social agents Isolated
Professional classification / Segregation / Promotions	Detailed definition of professional groups - but perceived issues and promotion Lack of transparency - Discrimination in promotions - barriers of entry	One professional group with different pay levels Lack of transparency - Discrimination in promotions Traditions of test	Underlining of women's work embedded in professional profession Redefinition functions, subordination Lack of promotion rules
Payment structures	Complexity Aggregation of bonuses, etc. Personal sources	Weight of variable remuneration Performance-based pay systems	Base salary + Payments related to working time and availability
Working time	Part-time residual Flexible working, less arrangements in non-productive units	Inflexibility of working time, deregulation, presentism	Part-time in domiciliary care Fixed time between services Workload in residential care

Key characteristics of selected sectors

ACTIVITY SECTORS		AVERAGE WAGE Monthly Earnings)	GENDER PAY GAP Average Monthly Wage and Special Payments	% WOMEN	PART TIME EMPLOYMENT	TEMPORARY EMPLOYMENT
CHEMICAL INDUSTRY	1.1.) Manufacture of chemicals	2284,69€ (2392,87€ M; 2033,62€ W)	15,01%, 36,03%	30,11%	7,70% (5,48% M; 12,86% W)	8,73% (9'50% M; 6'94% W)
	1.2.) Manufacture of pharmaceutical	2992,95€ (3145'67€ M; 2829,72€ W)	10,04%, 30,68%	48,33%	4,11% (2,26% M; 6,12% W)	6,84% (7,86% M; 5,75% W)
	1.3.) Manufacture of rubber and plastic	2031,54€ (2125,35€ M; 1648,46€ W)	22,39%, 35,95%	19,71%	7,45% (5,24% M; 16,47% W)	13,11% (13,21% M; 12,3% W)
FINANCIAL AND INSURING ACT.	2.1.) Financial services	3222,87€ (3460,55€ M; 2978,67€ W)	13,93%, 28,72%	49,32%	2,67% (1,61% M; 3,80% W)	1,97% (2,04% M; 1,91% W)
	2.2.) Auxiliary services	1818,77€ (2428,09€ M; 1531,11€ W)	36,94%, 54,98%	67,93%	25,34% (11,12% M; 32,06% W)	9,30% (6,52% M; 10,62% W)
CARE SERVICES	3.1.) Residential care	1209,22€ (1378,33% M; 1179,71 W)	14,41%, 45,07%	85,14%	26,02% (21,55% M; 26,80% W)	17,74% (19,63% M; 17,42% W)
	3.2.) Domiciliary care	1119,87€ (1501,58€ M; 1091,33 W)	27,32%, 59,07%	74,03%	46,20% (20,70% M; 55,15% W)	32,78% (24,97% M; 35,52% W)

Fieldwork



1) Chemical industry

1.) Manufacture of chemicals

1.2.) Manufacture of pharmaceutical

3.) Manuf. of rubber & plastic

Revision of collective agreements

Interviews with key informants and collective agreement negotiators

Interviews with key informants

Interviews with worker's representatives and human resources managers

2) Financial and insuring activities

2.1.) Financial Services

2.2.) Auxiliary activities

Revision of collective agreements

Interviews with key informants and collective agreement negotiators

Interviews with key informants
Focus groups with employees

Interviews with worker's representatives (and human resources managers)
Analysis of gender equality plans

3) Care Services

3.1.) Residential care

3.2.) Domiciliary care

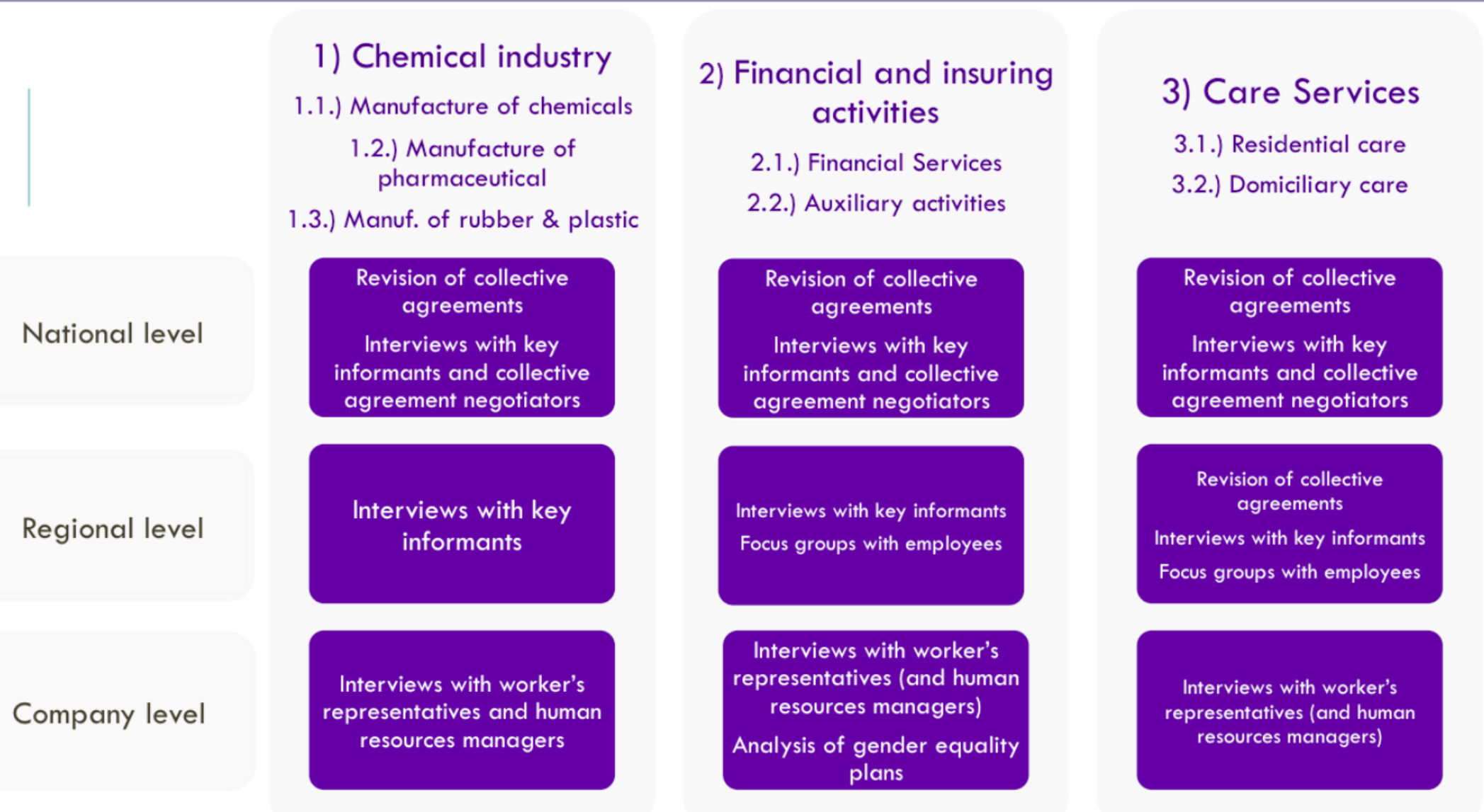
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Fieldwork



Main preliminary findings

	1) Chemical industry	2) Financial services	3) Care Services
Key ideas	Horizontal and vertical segregation Discretionality in bonuses and special payments	Vertical segregation Working time (presentialism) Performance-based pay systems	Low wages rather than GPG Few men, among managerial and technical personnel Value of professions
Collective bargaining	National framework agreement & pacts at company level Strong negotiating social agents Distance agreement - reality	National framework agreement But... room for discretionality Strong negotiating social agents Pacts at company level	Fragmentation of collective bargaining and social agents involved
Professional classification / Segregation / Promotions	Detailed definition of professional groups... but gendered access and promotion Lack of transparency - Discretionality in promotions - Positions of trust	One professional group with different pay levels Lack of transparency - Discretionality in promotions - Positions of trust	Undervaluing of women's work embedded in professional categories Indefinition functions, polyvalence Lack of promotion scales
Payment structures	Complexity Aggregation of bonuses but... Personal bonuses	Weight of variable retribution Performance-based pay systems	Base salary + Payments related to working time and availability
Working time	Part-time residual Flexible working-time arrangements in non-productive units	Prolongation of working time, deregulation, presentialism	Part-time in domiciliary care Travel time between services Workload in residential care

1) Chemical industry

Key ideas

Horizontal and vertical segregation
Discretionality in bonuses and special payments

Collective bargaining

National framework agreement & pacts at company level
Strong negotiating social agents
Distance agreement - reality

Professional classification / Segregation / Promotions

Detailed definition of professional groups... but gendered access and promotion
Lack of transparency - Discretionality in promotions -
Positions of trust

Payment structures

Complexity
Aggregation of bonuses but...
Personal bonuses

Working time

Part-time residual
Flexible working-time arrangements in non-productive units

2) Financial services

Vertical segregation
Working time (presentialism)
Performance-based pay systems

National framework agreement
But... room for discretionality
Strong negotiating social agents
Pacts at company level

One professional group with different pay levels
Lack of transparency - Discretionality in promotions -
Positions of trust

Weight of variable retribution
Performance-based pay systems

Prolongation of working time, deregulation, presentialism

Chemical industry

Horizontal and vertical segregation
Discrepancy in bonuses and special payments

National framework agreement & contracts at company level
Strong negotiating social agents
Collective bargaining agreement - reality

Clear definition of professional categories... but gendered access and promotion
Lack of transparency - Discretionary in promotions -
Positions of trust

Complexity
Segregation of bonuses but...
Personal bonuses

Part-time residual
Flexible working-time
Arrangements in non-productive units

2) Financial services

Vertical segregation
Working time (presentialism)
Performance-based pay systems

National framework agreement
But... room for discretionality
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Lack of transparency - Discretionary in promotions -
Positions of trust

Weight of variable retribution
Performance-based pay systems

Prolongation of working time,
deregulation, presentialism

3) Care Services

Low wages rather than GPG
Few men, among managerial and technical personnel
Value of professions

Fragmentation of collective bargaining and social agents involved

Undervaluing of women's work embedded in professional categories
Indefinition functions, polyvalence
Lack of promotion scales

Base salary + Payments related to working time and availability

Part-time in domiciliary care
Travel time between services
Workload in residential care

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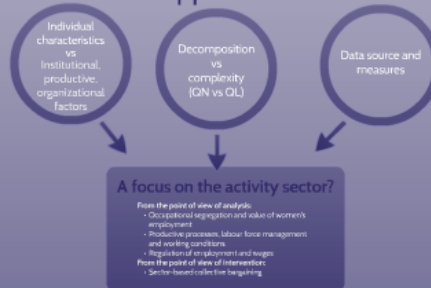
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Fieldwork

