The gender pay gap
An analysis of sectorial dynamics

Nuria Sánchez Mira
Pilar Carrasquera Cto
Marti López Andreu

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

Approach

Data source and measurements
Determination of comparability (50% vs 50%)
Identifying macroeconomic variables in the context

A focus on the activity sector?

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
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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

S1: Employers as Architects of Inequality - Gender and Labour Market Segmentation
Manchester, 14th of August 2017
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Case studies of selected activity sectors

Approach
- Focus on the activity sector?
- What extent different constellations of factors may be interacting in shaping diverse expressions of the GPG in various contexts?

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- Factors shaping the GPG vary across contexts, relevance and interaction
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- But...
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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

**Approach**

- Individual characteristics vs Institutional, productive, organizational factors
- Decomposition vs complexity (QN vs QL)
- Data source and measures
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
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From the point of view of intervention:
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Case studies of selected activity sectors

Key characteristics of selected sectors

Fieldwork

Main preliminary findings

1) Chemical industry

2) Financial services

3) Care Services

Key ideas

Collective bargaining

Organisational culture

Employment relations

Productivity

Working time

Equal pay

Healthcare

Gender mainstreaming

Equality

Gender mainstreaming

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Gender mainstreaming

Equality
# Key characteristics of selected sectors

<table>
<thead>
<tr>
<th>Activity Sectors</th>
<th>Average Wage (Monthly Earnings)</th>
<th>Gender Pay Gap (Average Monthly Wage and Special Payments)</th>
<th>% Women</th>
<th>Part-Time Employment</th>
<th>Temporary Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Chemical Industry</strong></td>
<td></td>
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</tr>
<tr>
<td>1.1.) Manufacture of chemicals</td>
<td>2284,69€ (2392,87€ M; 2033,62€ W)</td>
<td>15,01%, 36,03%</td>
<td>30,11%</td>
<td>7,70% (5,48% M; 12,86% W)</td>
<td>8,73% (9,50% M; 6,94% W)</td>
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<tr>
<td>1.2.) Manufacture of pharmaceutical</td>
<td>2992,95€ (3145,67€ M; 2829,72€ W)</td>
<td>10,04%, 30,68%</td>
<td>48,33%</td>
<td>4,11% (2,26% M; 6,12% W)</td>
<td>6,84% (7,86% M; 5,75% W)</td>
</tr>
<tr>
<td>1.3.) Manufacture of rubber and plastic</td>
<td>2031,54€ (2125,35€ M; 1648,46€ W)</td>
<td>22,39%, 35,95%</td>
<td>19,71%</td>
<td>7,45% (5,24% M; 16,47% W)</td>
<td>13,11% (13,21% M; 12,3% W)</td>
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<td><strong>Financial and Insuring Act.</strong></td>
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<tr>
<td>2.1.) Financial services</td>
<td>3222,87€ (3460,55€ M; 2978,67€ W)</td>
<td>13,93%, 28,72%</td>
<td>49,32%</td>
<td>2,67% (1,61% M; 3,80% W)</td>
<td>1,97% (2,04% M; 1,91% W)</td>
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<tr>
<td>2.2.) Auxiliary services</td>
<td>1818,77€ (2428,09€ M; 1531,11€ W)</td>
<td>36,94%, 54,98%</td>
<td>67,93%</td>
<td>25,34% (11,12% M; 32,06% W)</td>
<td>9,30% (6,52% M; 10,62% W)</td>
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<td>3.1.) Residential care</td>
<td>1209,22€ (1378,33€ M; 1179,71€ W)</td>
<td>14,41%, 45,07%</td>
<td>85,14%</td>
<td>26,02% (21,55% M; 26,80% W)</td>
<td>17,74% (19,63% M; 17,42% W)</td>
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<td>3.2.) Domiciliary care</td>
<td>1119,87€ (1501,58€ M; 1091,33 W)</td>
<td>27,32%, 59,07%</td>
<td>74,03%</td>
<td>46,20% (20,70% M; 55,15% W)</td>
<td>32,78% (24,97% M; 35,52% W)</td>
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Fieldwork

1) Chemical industry
   1.1.) Manufacture of chemicals
   1.2.) Manufacture of pharmaceutical
   1.3.) Manuf. of rubber & plastic
   - Revision of collective agreements
   - Interviews with key informants and collective agreement negotiators
   - Interviews with worker’s representatives and human resources managers

2) Financial and insuring activities
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   - Revision of collective agreements
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Main preliminary findings

1) Chemical industry
- Horizontal and vertical segregation
- Discretionality in bonuses and special payments
- National framework agreements & pacts at company level
- Strong negotiating social agents
- Distance agreement - reality
- Detailed definition of professional groups... but gendered access and promotion
- Lack of transparency - Discretionality in promotions - Positions of trust
- Complexity
- Aggregation of bonuses but...
- Personal bonuses
- Part-time residual
- Flexible working-time arrangements in non-productive units

2) Financial services
- Vertical segregation
- Working time (presentationalism)
- Performance-based pay systems
- National framework agreements
- 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 remuneration
- Performance-based pay systems
- Prolongation of working time, deregulation, presentationalism

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
- Indefinite functions, polivalence
- 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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