

CLOSING THE GENDER PAY GAP IN PUBLIC SERVICES IN THE CONTEXT OF AUSTERITY

Italian Workshop

Rome 17-18 February 2020



Short summary of the action

[Dec 2018 - June 2020]

- While there is an expectation that the **gender pay gap** will be smaller in the public services because of the joint regulation of pay, in a number of countries it has been consistently **higher than in the private sector**.
- **Austerity-induced measures** in the public sector have impacted upon the gender pay gap. In 12 out of 25 countries, **the public sector pay gap had increased between 2007 and 2011**, and these are all countries where there have been significant public sector cuts.
- This project focusses upon convergence and divergence with regard to the gender pay gap in **EU public services** in the context of austerity: The project is coordinated by **EPSU** and three other research partners **ADAPT**, **CELSI** and **WERU**.



Specific objective(s) / 1

- To update **EU data** on the gender pay gap in the public services & explore how far **statistical associations** can be made between **increases in the pay gap** and **austerity measures**. **Focus: public administration, education, health, social care and social work.**
- To provide detailed insights into the public services gender pay gap in the context of austerity across the EU.
- To analyse **social partners'** policies and **collective bargaining** and **legal strategies** on the gender pay gap at EU (national, local/regional, organisational level)



Specific objective(s) / 2

- To generate **social partners' views** on their **roles and responsibilities in closing the gender pay gap**.
- To provide detailed insights into the public services gender pay gap in the context of austerity across the EU.
- To locate **case studies** across the EU where trade unions have addressed the gender pay gap and how they have done this
- To study the **role and efficacy of collective bargaining** and **legal action** under national and EU equality law, along with statutory **minimum wages** and more recent **wage transparency legislation** in addressing the EU gender pay gap.



Women's rights: MEPs call for action to fight backlash against gender equality

Press Releases [PLENARY SESSION](#) [FEMM](#) Yesterday

- MEPs set their priorities for the upcoming UN Commission on the Status of Women
- Call for the EU to take strong action against all measures undermining women's rights

Ahead of the 64th UN Commission on the Status of Women (UNCSW64) in New York in March, Parliament spelled out its priorities on Thursday.

In a resolution adopted by 463 votes in favour, 108 against and 50 abstentions, MEPs deplore that many of the challenges identified by the [Beijing Declaration and Platform for Action](#) 25 years ago are still relevant today.

They call on the Council to ensure a unified EU position and act to counter the backlash against gender equality and all measures undermining women's rights.

Setting out their priorities for the upcoming [UNCSW session](#) in March, MEPs call for measures boosting women's economic and political empowerment:

- greater inclusion of women in the labour market;
- more support for female entrepreneurship;
- close the gender pay gap (16%) and pension gap (37%);
- favour domestic and care responsibilities being shared equally;
- promote education for girls and encourage greater participation in STEM (science, technology, engineering and maths) careers;
- promote gender-balanced representation at all levels of decision-making, and
- unblock the "Women on Boards Directive" in the Council.



Gender Pay Gap (GPG) Definition(s) & statistical review Southern Europe



GPG

GPG EC & EUROSTAT DEFINITION

- **The difference in average gross hourly wage between men and women across the economy**
- **Unadjusted GPG:** difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees. The GPG data is based on the methodology of the Structure of Earnings Survey (SES).

GPG ILO DEFINITION

- IN 2018 ILO provided a different way of calculating the gender pay gap. ILO calls this the "**factor weighted gender pay gap**". Compared to traditional ways of estimating the gender pay gap, the factor weighted pay gap finds that in more than 70 per cent of the countries covered by ILO analysis, the gap has been underestimated. **As a result, the global estimate rises, from 16 to 19 per cent. Taking into account Southern Europe, figures show higher gender pay gap values for Slovenia (+8,1 percentage points), Italy (+2,6) and Portugal (+6,3).**

GENDER EMPLOYMENT GAP

- The difference between the **employment rates** of men and women aged 20-64. The employment rate is calculated by dividing the number of persons aged 20 to 64 in employment by the total population of the same age group. The indicator is based on the EU Labour Force Survey.

Percentage of women employed in the sub-sectors of the public sector in 2017

Occupational Structure

Authors' elaboration on Eurostat [lfsa_17csna]
(status "employed")

Sub-sectors	Public administration and defence; compulsory social security		Education		Human health and social work activities		
	Country/W STATUS	Employed persons (total-thousand)	Employed females (%)	Employed persons (total-thousand)	Employed females (%)	Employed persons (total-thousand)	Employed females (%)
Greece		329,1	36.06%	293,1	67.28%	194,9	65.31%
Spain		1.282,7	41.53%	1.249,6	67.21%	1.047,8	74.48%
France		2.401,5	53%	1.914,4	67.90%	1.880,6	75.59%
Italy		1,241.3	34.41%	1,572.1	75.92%	268.7	66.29%
Cyprus		30,9	42.39%	27,1	73.80%	16,6	70.48%
Malta		15,4	35.71%	19,6	66.32%	12,0	57.5%
Slovenia		59,1	55.83%	83,1	79.66%	46,2	76.40%

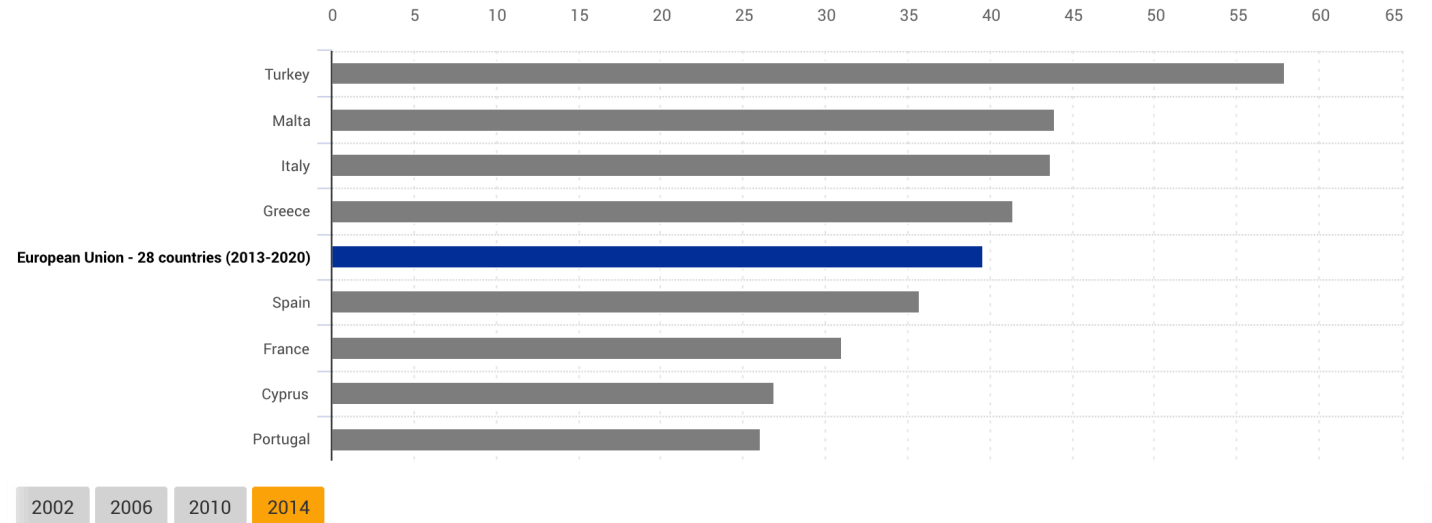
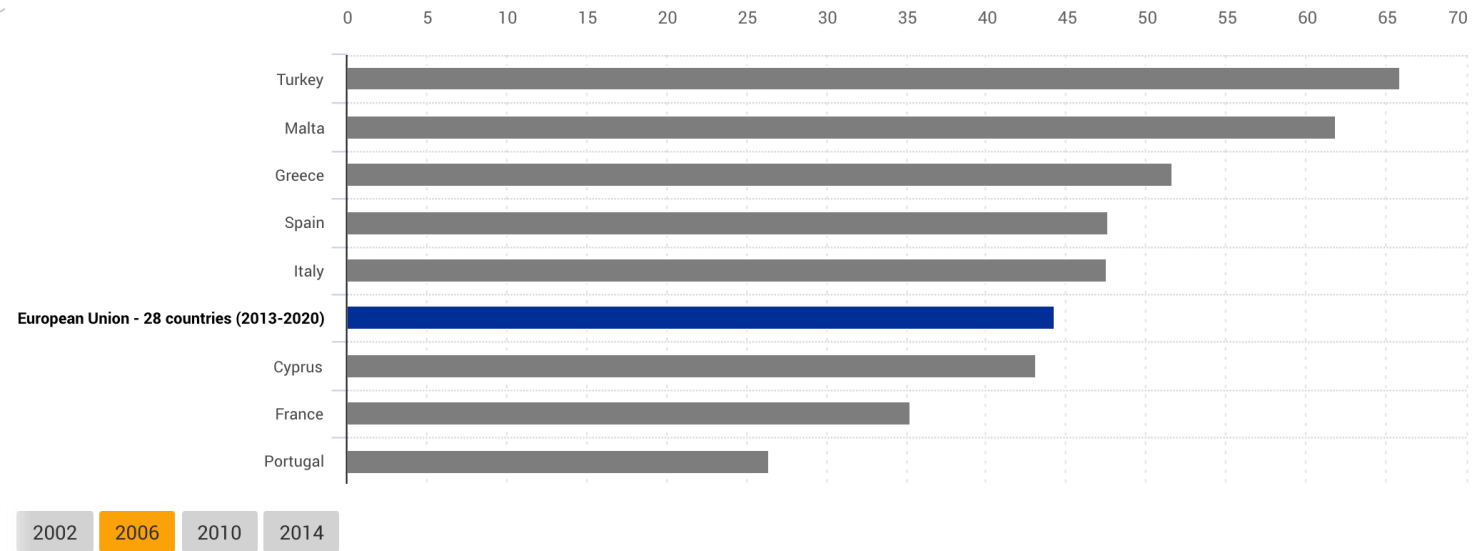
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Gender overall earnings gap (2006-2014)

It measures the impact of 3 combined factors:

- (1) the average hourly earnings
- (2) the monthly average of the number of hours paid (before any adjustment for part-time work)
- (3) the employment rate, on the average earnings of all women of working age - whether employed or not employed - compared to men.

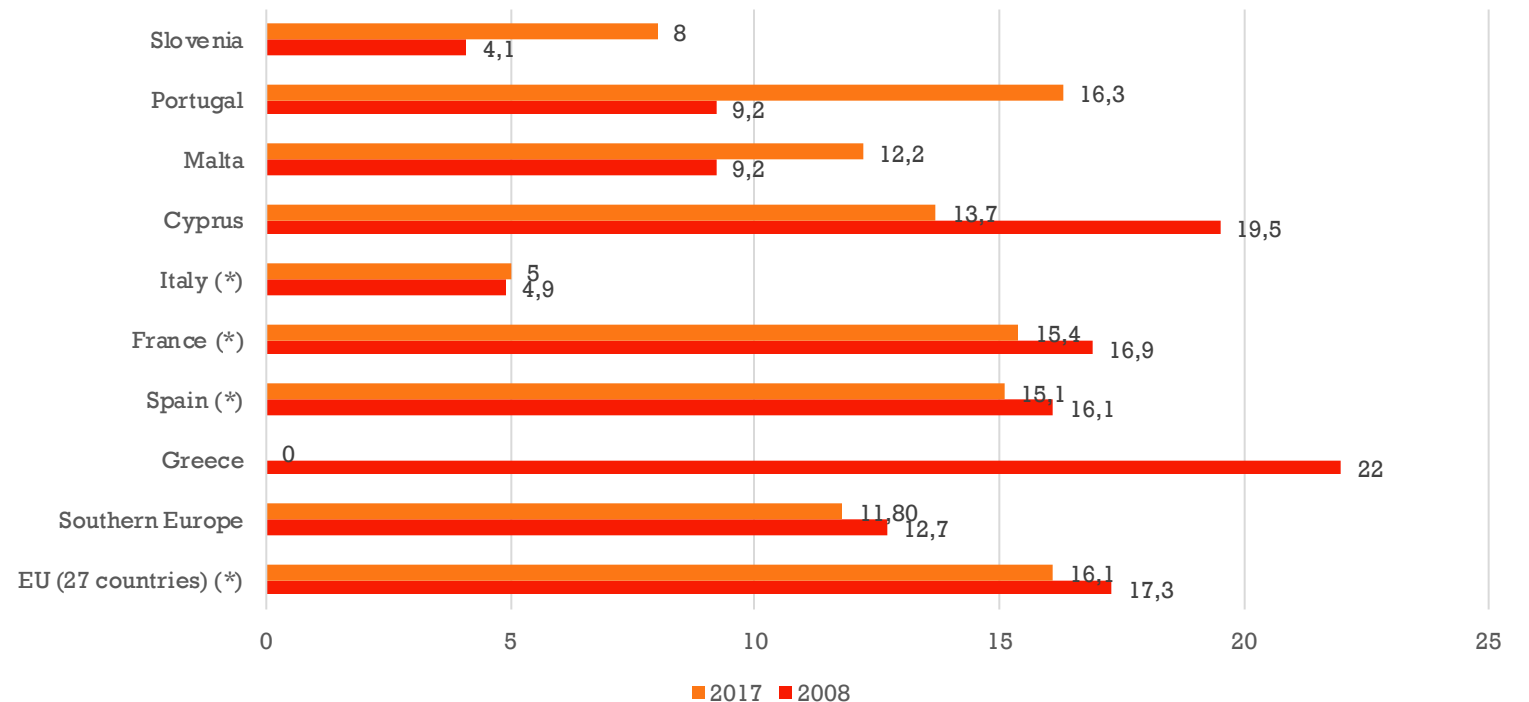


Unadjusted GPG in Public Services

Eurostat, the Gender pay gap in unadjusted form by NACE Rev. 2 activity - the Structure of earnings survey methodology [earn_gr_gpgr2]

: data non available

Country 2017 (%)	Total	Full-time	Part-time	Public sector	Public administration, defence, social security	Education	Human health and social work
Greece	:	:	:	:	:	:	:
Spain	15.1	12.1	15.9	15.9	8.5	7.4	25.6
France	15.4	:	:	:	12.5	17.3	15
Italy	5.0	1.1	8.4	4.1	:	:	27.6
Cyprus	13.7	:	:	-6.6	7.4	7.4	12.9
Malta	12.2	:	:	:	:	7.2	16.2
Portugal	16.3	14.5	24.3	13.0	:	:	:
Slovenia	8.0	:	:	11.0	6.1	13.8	19.7



GPG Public Services vs Private Sector

Eurostat, Gender pay gap in unadjusted form by type of ownership of the economic activity - NACE Rev. 2 activity (B-S except O), structure of earnings survey methodology (earn_gr_gpgr2ct)

: data not available

Gender pay gap in unadjusted form by type of ownership of the economic activity (%)

Country	Ownership	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Greece	Public	:	:	16,4	:	:	:	13,0	:	:	:
	Private	:	:	17,3	:	:	:	16,4	:	:	:
Spain	Public	11,6	11,4	12,3	13,0	14,3	13,6	13,3	13,0	15,9	15,9
	Private	18,8	19,6	20,3	21,4	21,9	21,1	17,8	19,0	19,3	19,3
France	Public	:	:	13,2	:	:	:	20,1	:	:	:
	Private	:	:	16,4	:	:	:	15,3	:	:	:
Italy	Public	6,7	6,5	4,5	3,4	5,6	6,3	3,7	2,9	4,4	4,1
	Private	17,1	17,6	17,5	17,7	18,2	19,9	19,6	19,0	17,9	20,7
Cyprus	Public	0,0	0,1	0,3	-0,9	-2,1	-3,3	-4,7	-6,8	-6,6	-6,6
	Private	27,5	26,8	25,3	24,9	24,1	23,8	23,5	23,4	23,0	22,8
Malta	Public	-3,6	-1,6	-1,3	:	:	:	:	:	:	:
	Private	15,5	12,0	11,9	:	:	:	:	:	:	:
Portugal	Public	10,0	12,1	10,1	11,4	13,3	12,0	13,6	13,6	13,4	13,0
	Private	22,7	21,9	24,1	23,0	25,6	21,1	22,8	22,8	22,6	22,5
Slovenia	Public	4,8	1,7	2,3	8,2	8,9	11,4	12,7	11,1	11,3	11,0
	Private	12,2	8,5	8,9	9,7	9,5	9,7	9,8	7,7	7,9	8,2

GPG Part Time vs Full Time

Eurostat, NACE Rev. 2 activity (B-S except O),
structure of earnings survey methodology
(earn_gr_gpgr2ct)

: data not available

Overall Gender Pay Gap in unadjusted form by full-time and part-time employment (%)

Country	FT/PT	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Greece	Full-time	:	:	13.9				10.3			
	Part-time	:	:	10.9	:	:	:	3.5	:	:	:
Spain	Full-time	11.4	11.6	10.2	12.7	13.9	13.4	9.6	10.8	12.1	12.1
	Part-time	35.0	35.0	34.6	30.9	31.0	28.6	18.6	14.5	15.9	15.9
France	Full-time			13.5				13.5			
	Part-time	:	:	19.1	:	:	:	16.4	:	:	:
Italy	Full-time	-0.1	-0.3	-1.2	-0.6	0.0	0.7	-0.6	-0.4	0.1	1.1
	Part-time	5.4	10.4	5.9	1.2	-1.4	-7.5	-6.7	0.7	11.1	8.4
Cyprus	Full-time	:	:	16.3	:	:	:	13.2	:	:	:
	Part-time	:	:	5.2	:	:	:	9.1	:	:	:
Malta	Full-time	4.1	4.4	4.8	5.8	8.0	9.8	11.5	:	:	:
	Part-time	3.9	2.6	1.3	-0.2	-0.4	-1.9	-2.1	:	:	:
Portugal	Full-time	9.4	10.3	11.1	12.7	14.7	12.8	14.4	16.0	15.8	14.5
	Part-time	30.7	31.6	32.4	27.5	26.7	27.8	25.3	27.7	26.7	24.4
Slovenia	Full-time	:	:	:	:	:	:	:	:	:	:
	Part-time	:	:	:	:	:	:	:	:	:	:

Thank you!

 **@adaptland @ADAPT_bulletin @MargheRoi**

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