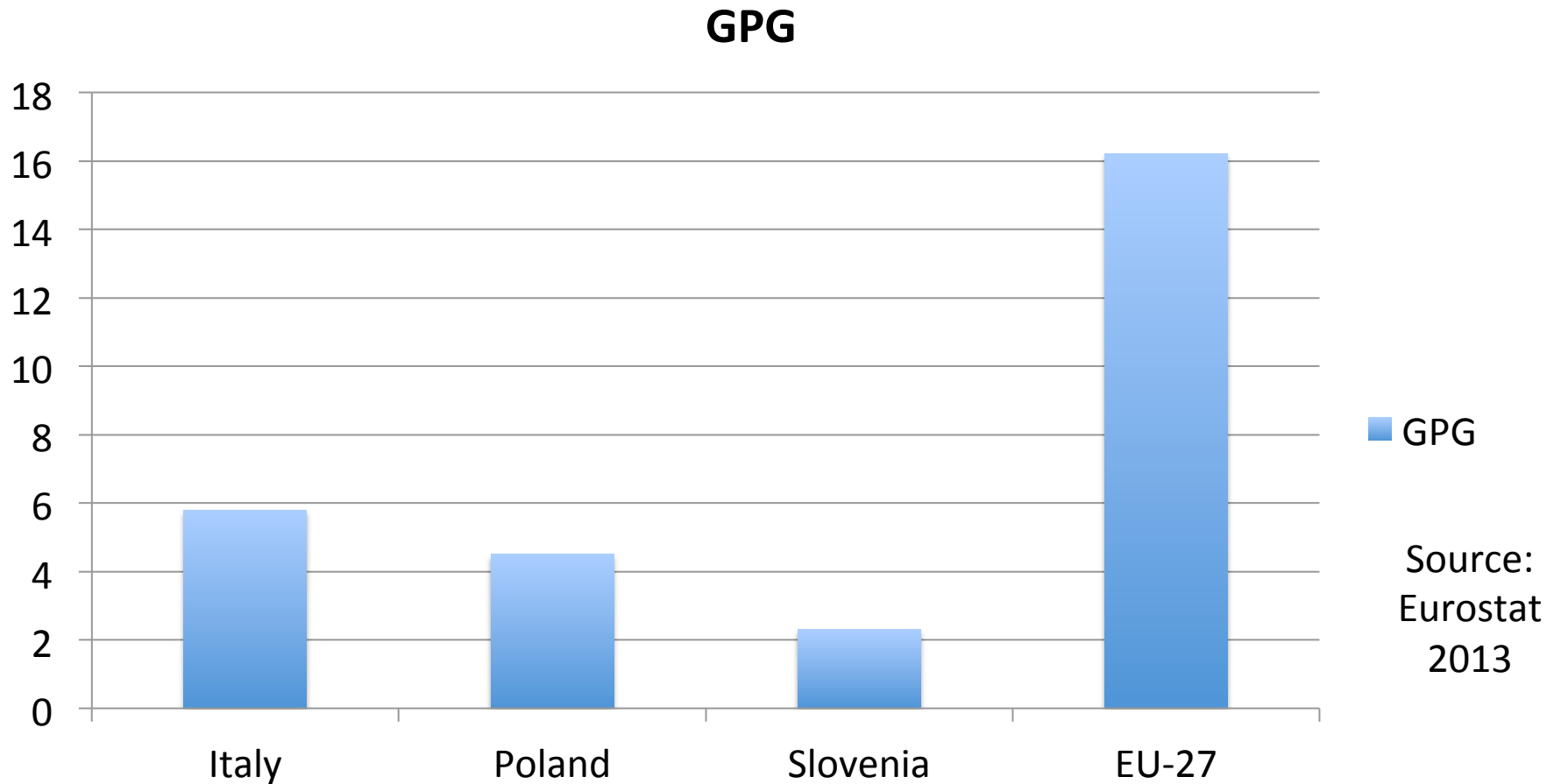


THE GENDER PAY GAP IN EU LAW: AN ITALIAN PERSPECTIVE

by Donata Gottardi and Marco Peruzzi

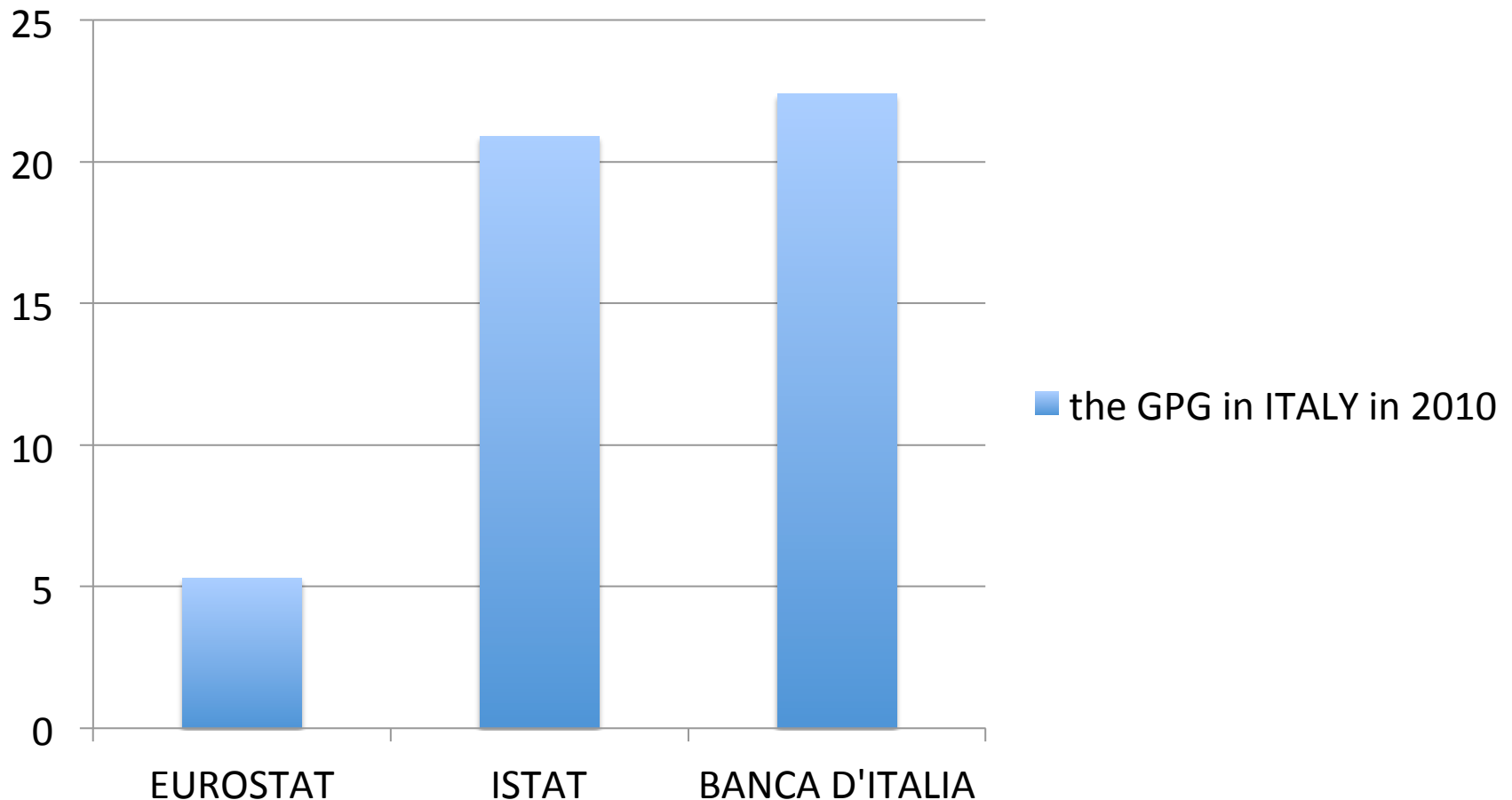
Cambridge Journal of Economics
Symposium 7-8 June 2013
Cambridge University

According to Eurostat, Italy ranks as the third most virtuous member state in the EU-27



Is Italy one of the EU member states where women are the least discriminated against?

the GPG in ITALY in 2010



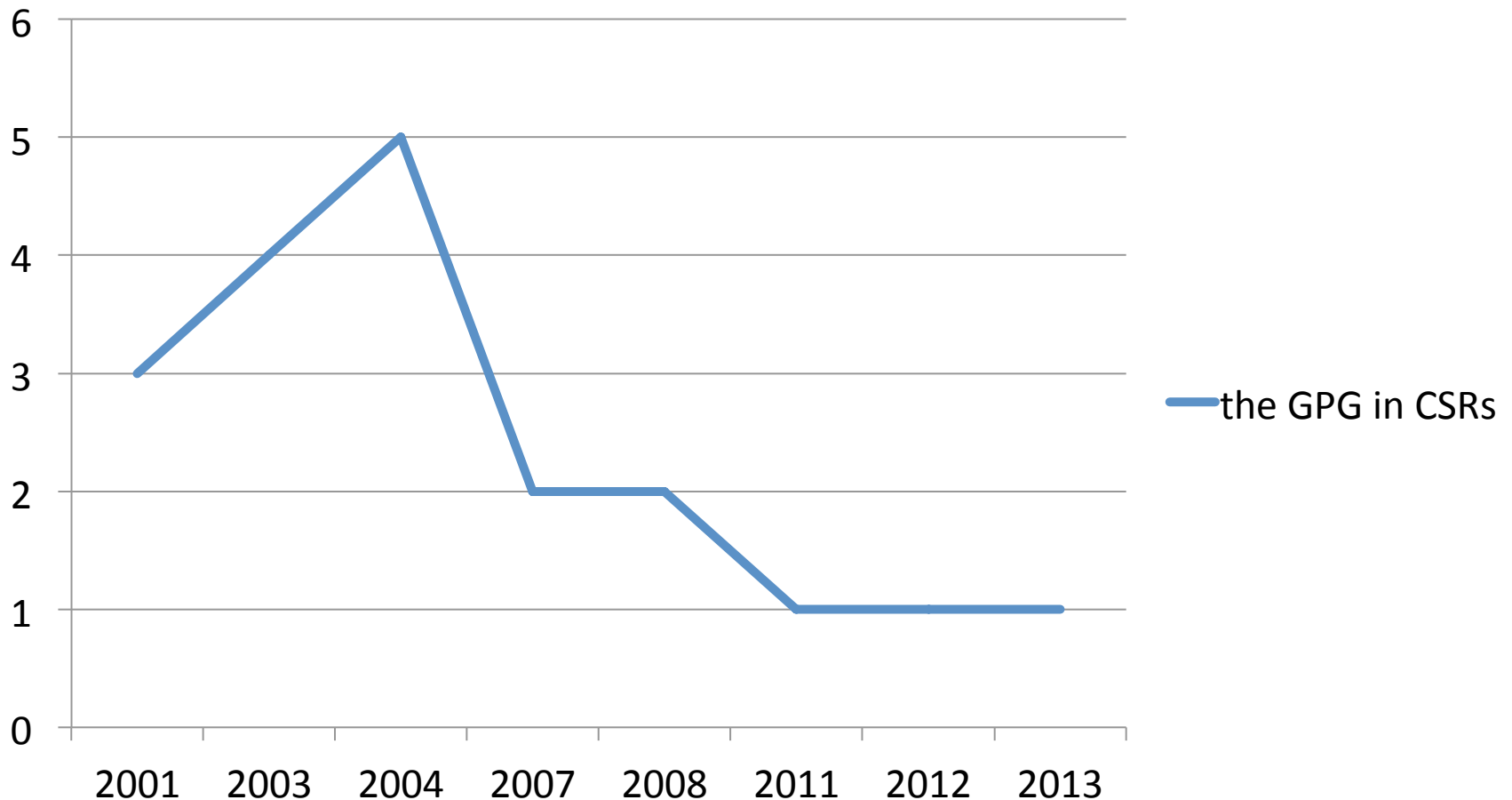
The debate in the context of the EES has persistently confirmed the validity of the hourly pay gap as the recommended «key indicator»

«The ratio of the average gross hourly earnings of female and male paid employees aged 15-64 who work at least 15 hours per week».

«Hourly earnings are obtained by dividing gross monthly normal earnings from the main job by four times the number of worked hours per week in the main job, including normal overtime, but excluding bonuses, irregular overtime, any 13th month payments and the like» (CEC 2003)

the reference to the GPG in Country Specific Recommendations in the EES

the GPG in CSRs



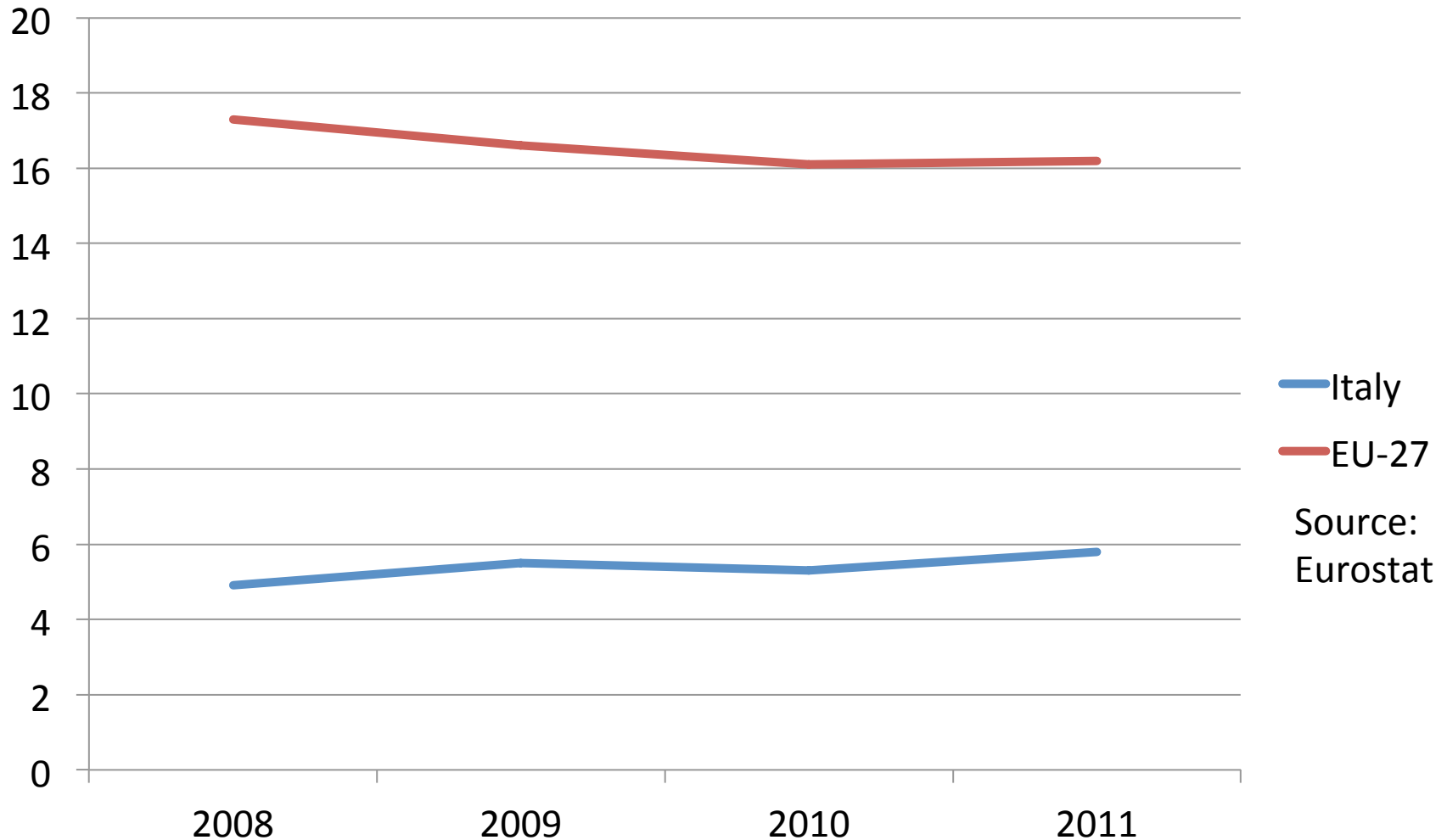
The Crisis and the recent slight decline of the GPG in the EU

Two of the main factors that have contributed to the decline in the gender pay gap have been cuts in the extra wage components of pay packets, which are «typically more important for men's pay», and sectoral segregation, as «the gender pay gap tends to be wider in private concerns, which lost weight during the recession in favour of public concerns, where the gap is more contained, and women are over-represented»

(The 2012 Report on the Application of the EU Charter of Fundamental Rights)

The GPG and the Crisis in the EU

The Case of Italy



**The case of Italy is particularly useful
to highlight the limits and
shortcomings of the GPG indicator
used by Eurostat.**

**the employment rate of
women is very low**

in 2012, 47.1% source: Eurostat;
in 2013, 46.7% source: Istat

**The Case of Italy:
The «sample selection»
effect**

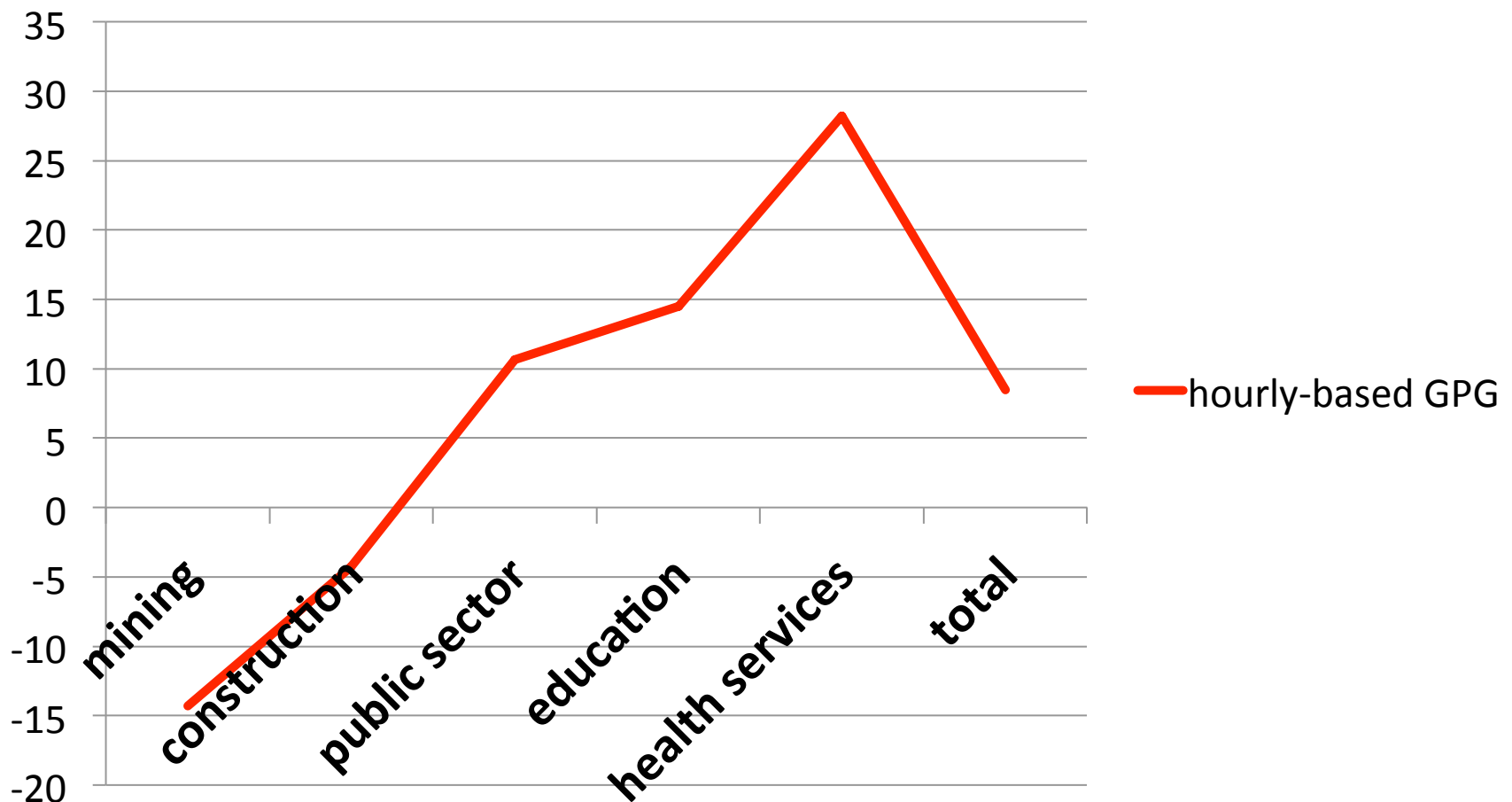
most employed
women in Italy are
those with a high
level of education. As
a result, women
mostly have jobs
with a medium-high
professional content.

A very low
percentage of
women work in
manual jobs or jobs
with no qualification

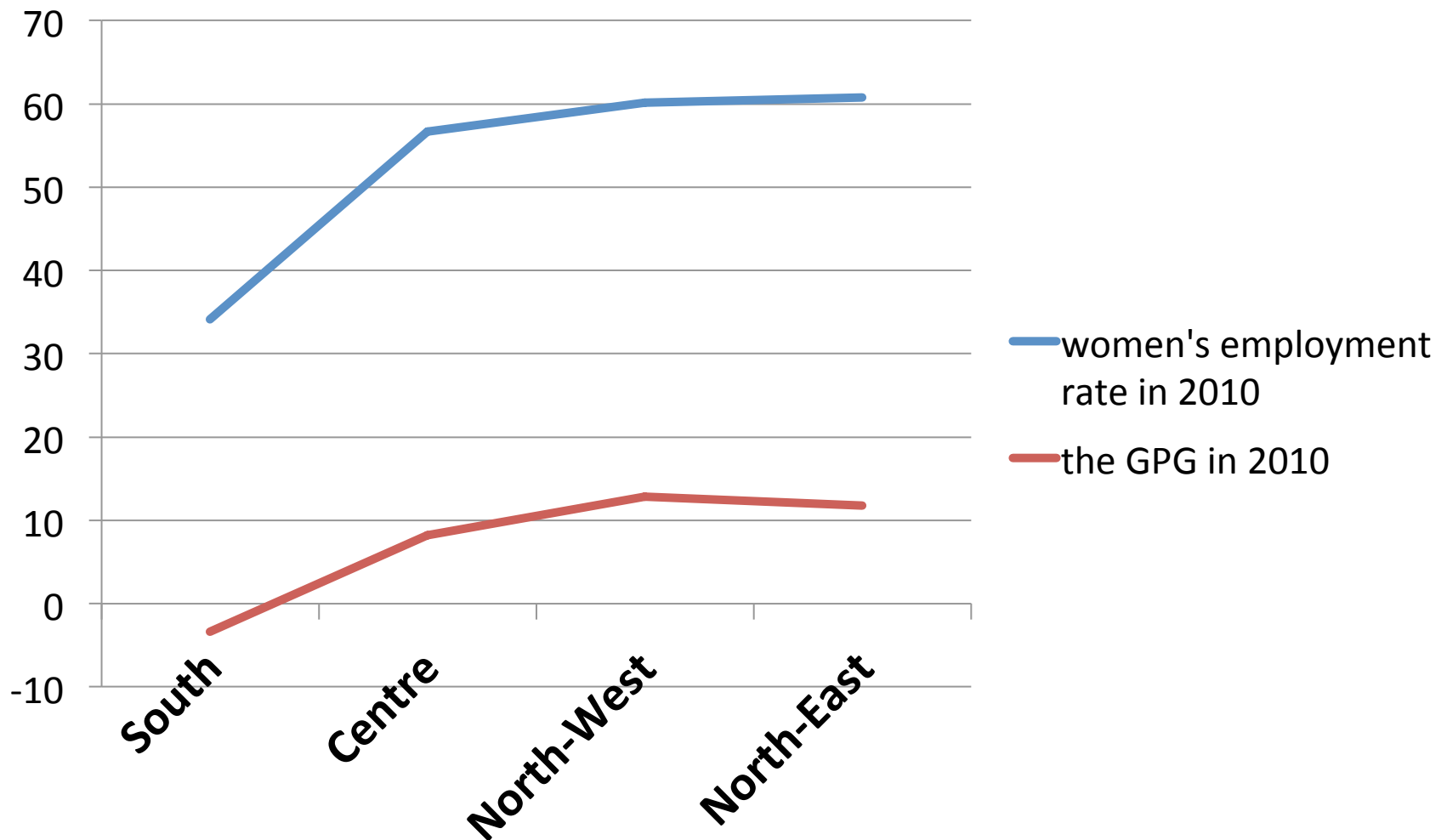
The GPG and the «sample selection» effect in the Italian industry sectors

(source: Istat 2013)

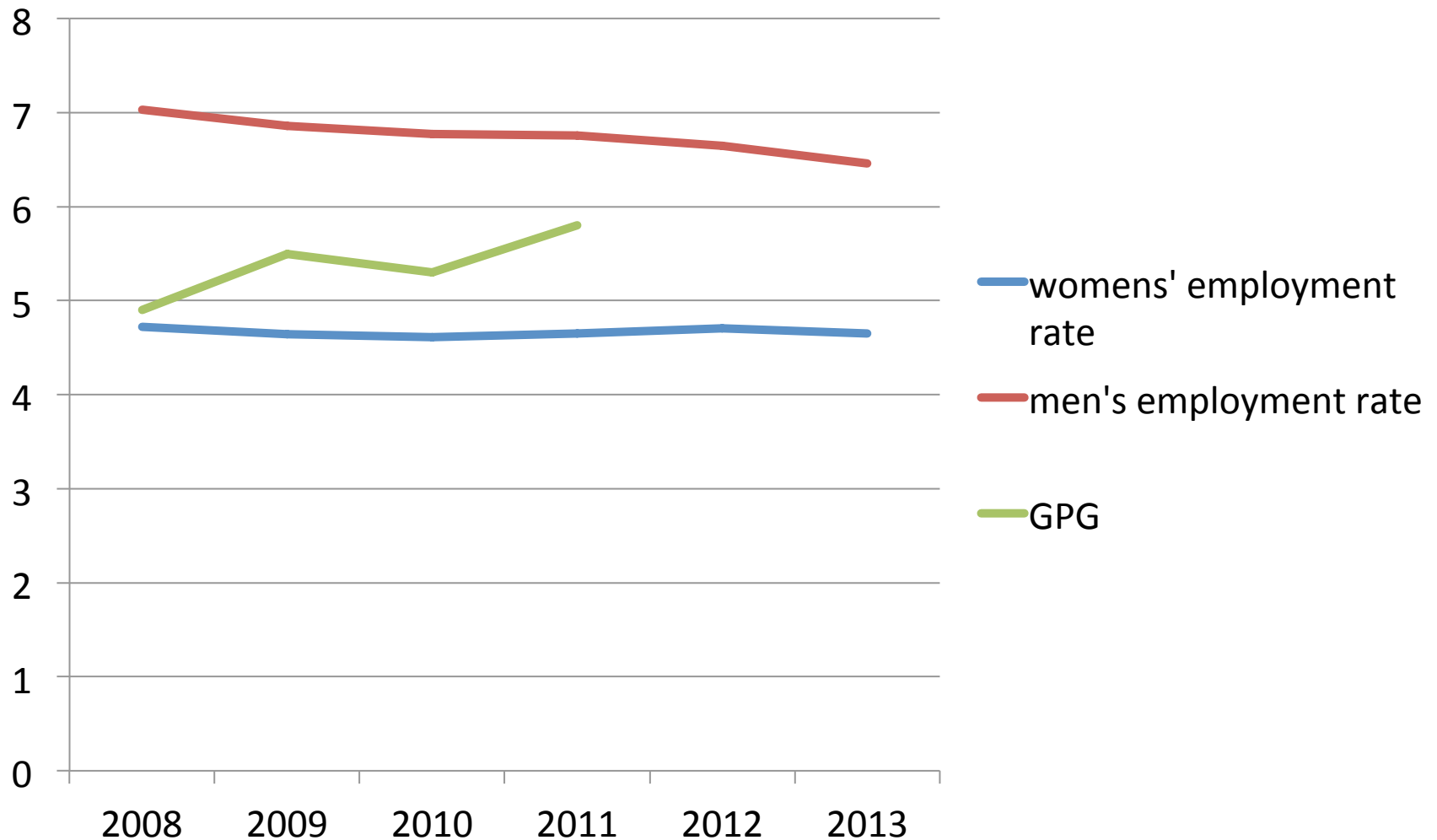
hourly-based GPG



The GPG and the «sample selection» effect in the Italian Regions (elaboration on Istat data)



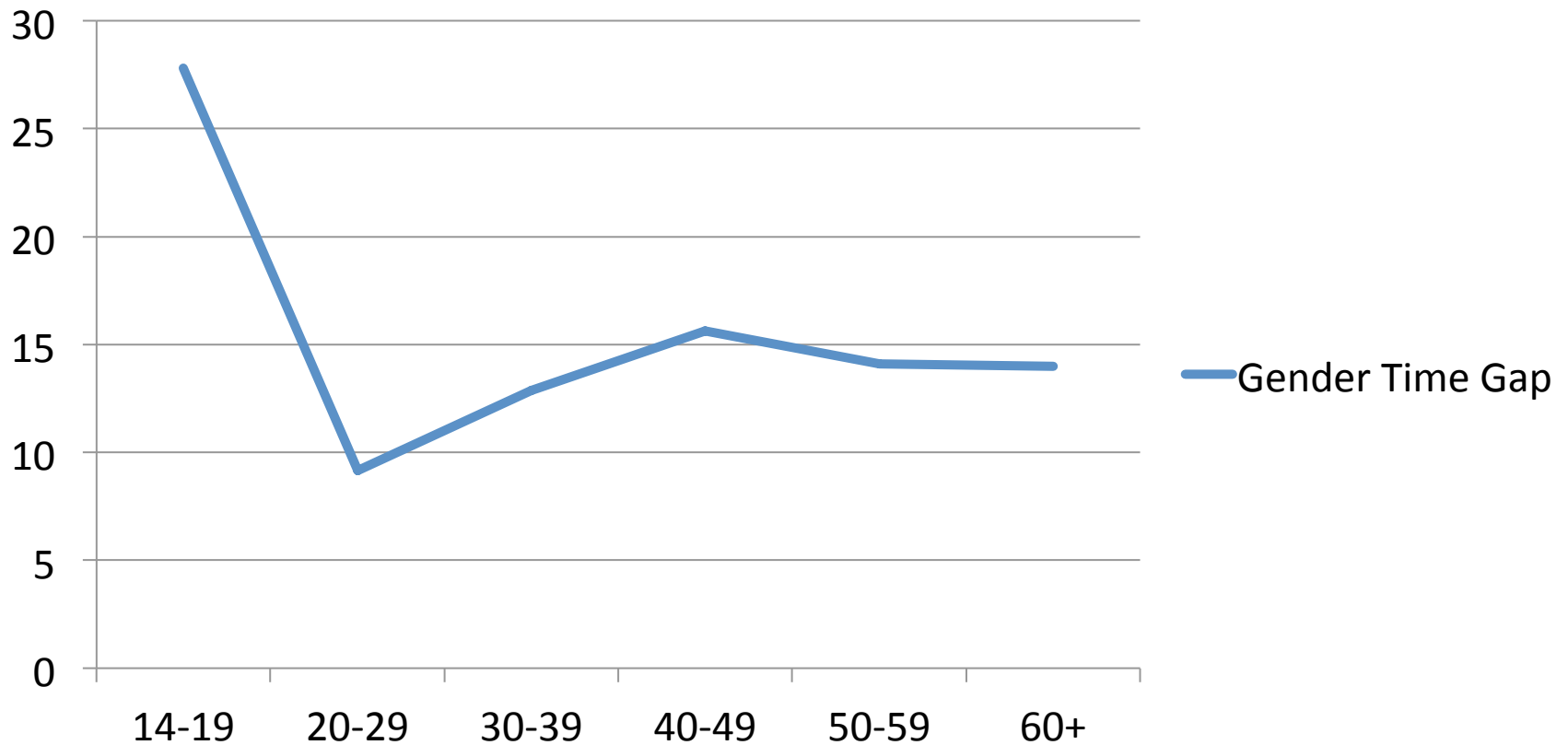
The GPG and the crisis in Italy



The Gender Time Gap in Italy

(source: Istat 2013)

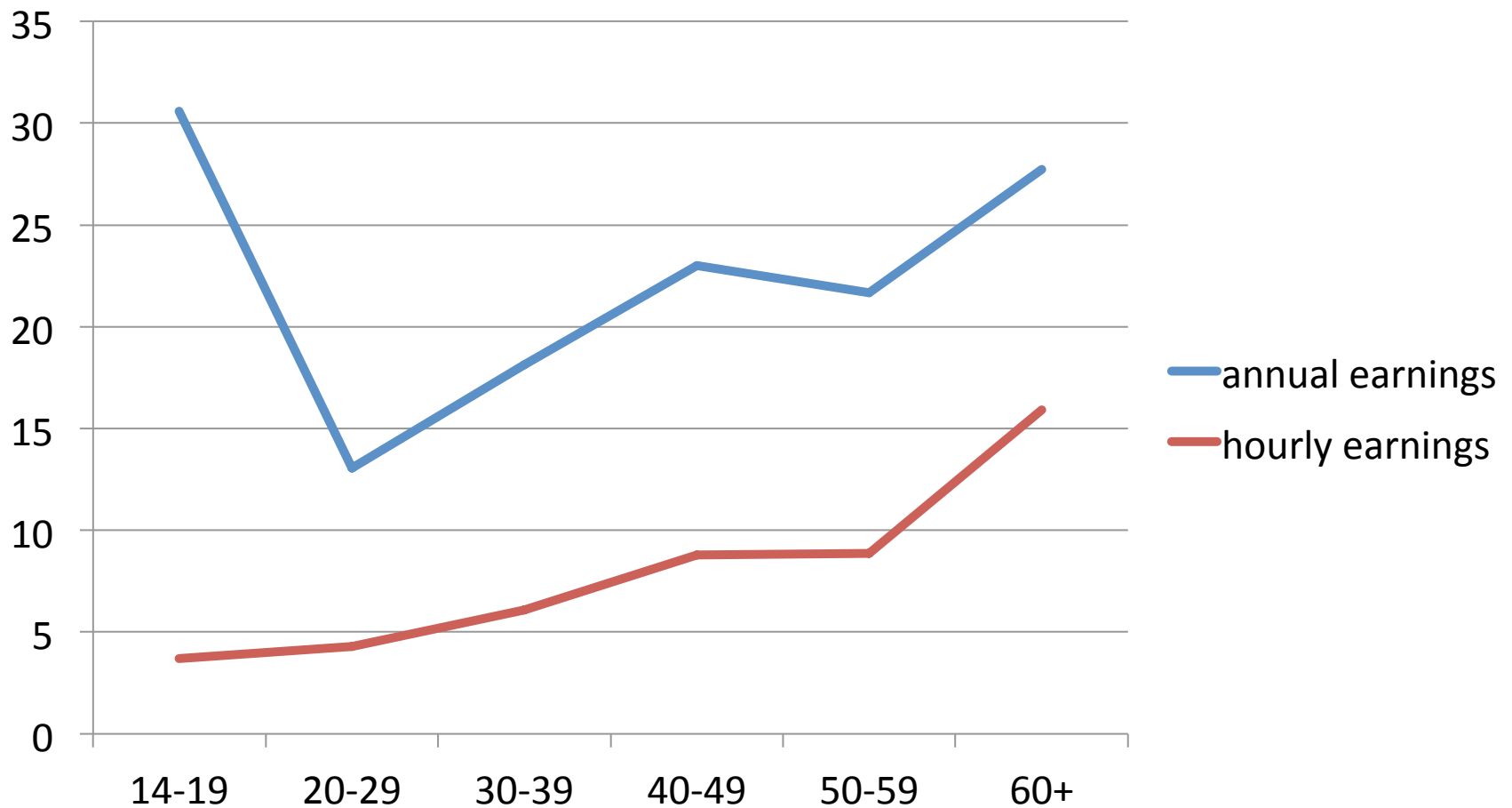
Gender Time Gap



The GPG in Italy

Hourly-based vs Annual-based Indicator

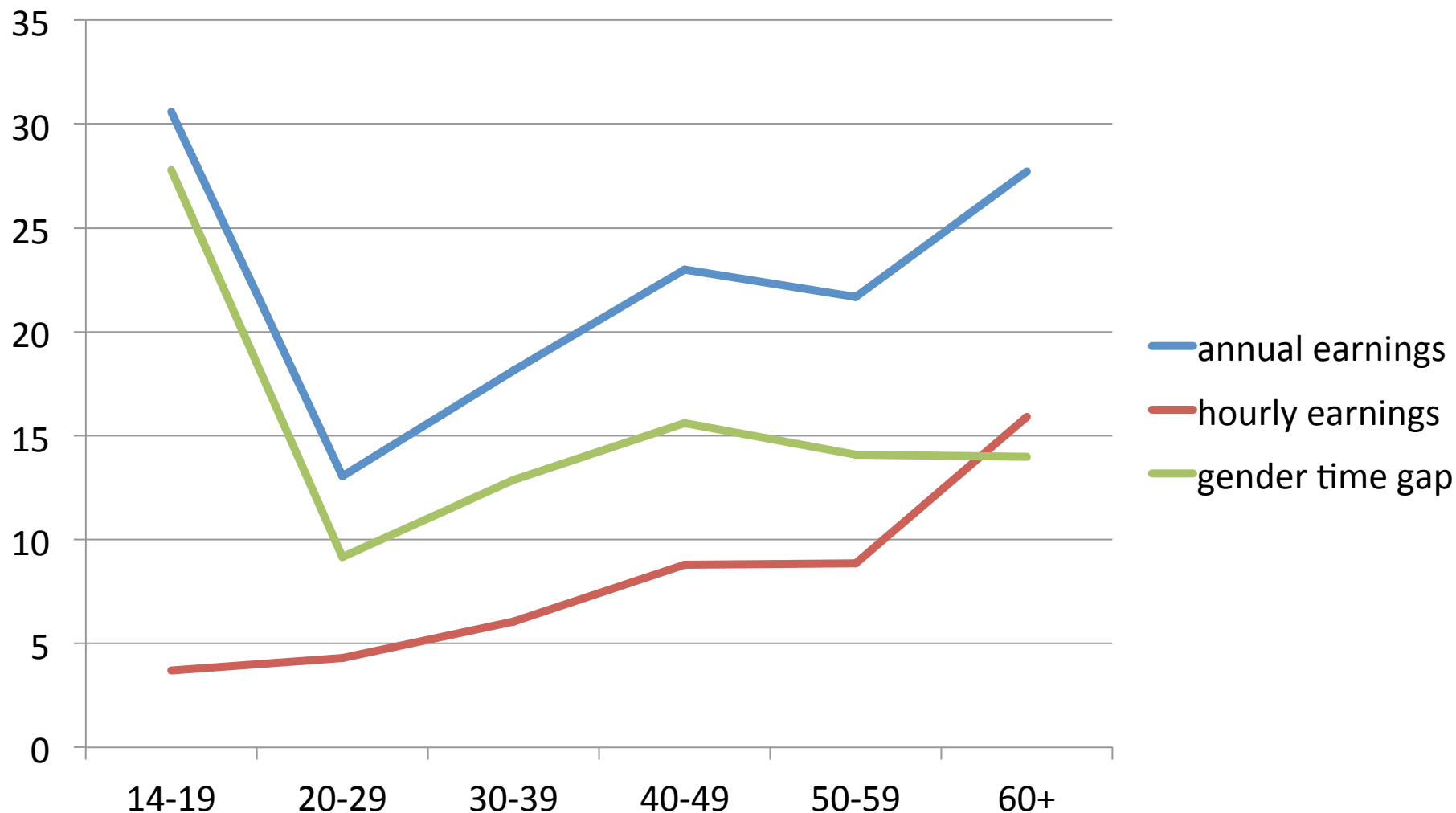
(source: Istat 2013)



The GPG in Italy

Hourly-based vs annual-based indicator

(source: Istat 2013)



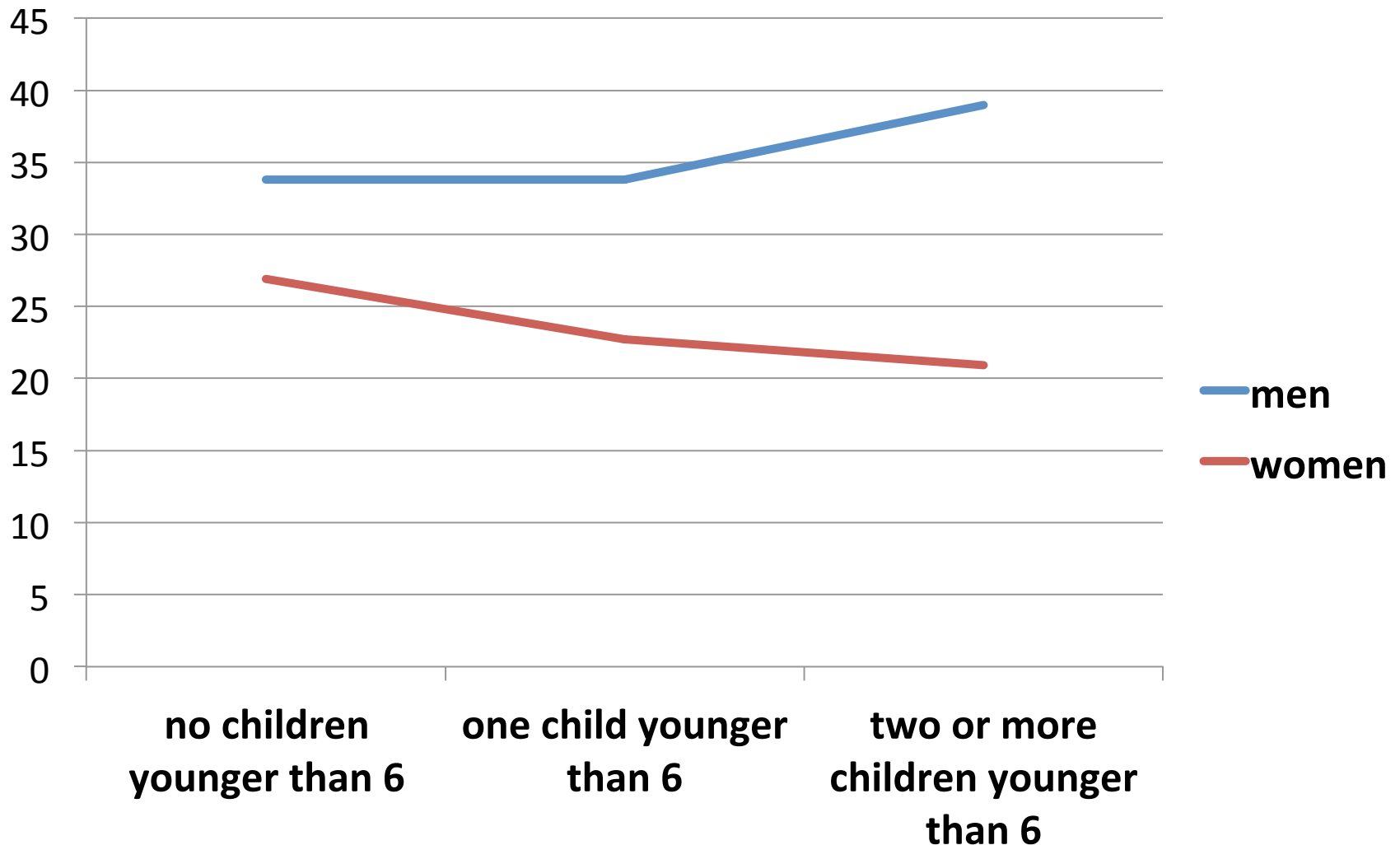
in Italy more than one over four women has a part-time job (29,3%), against 5.9% of men

in Italy part-timers' hourly earnings are basically 28,4% lower than full-timers

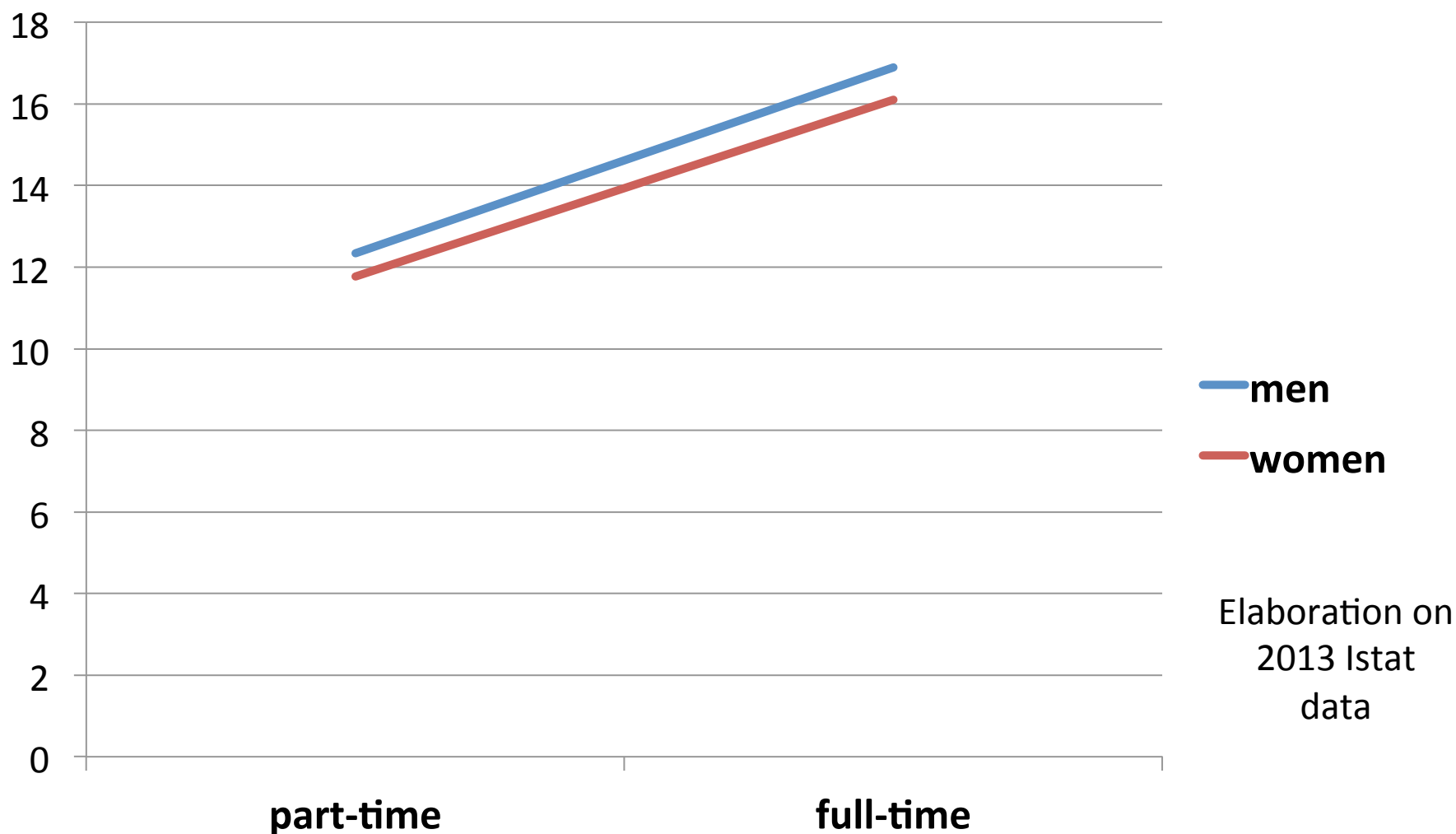
**The GPG and
The Time Gap:
The double penalty of
women**

The negative impact
on the calculation of
pension benefits

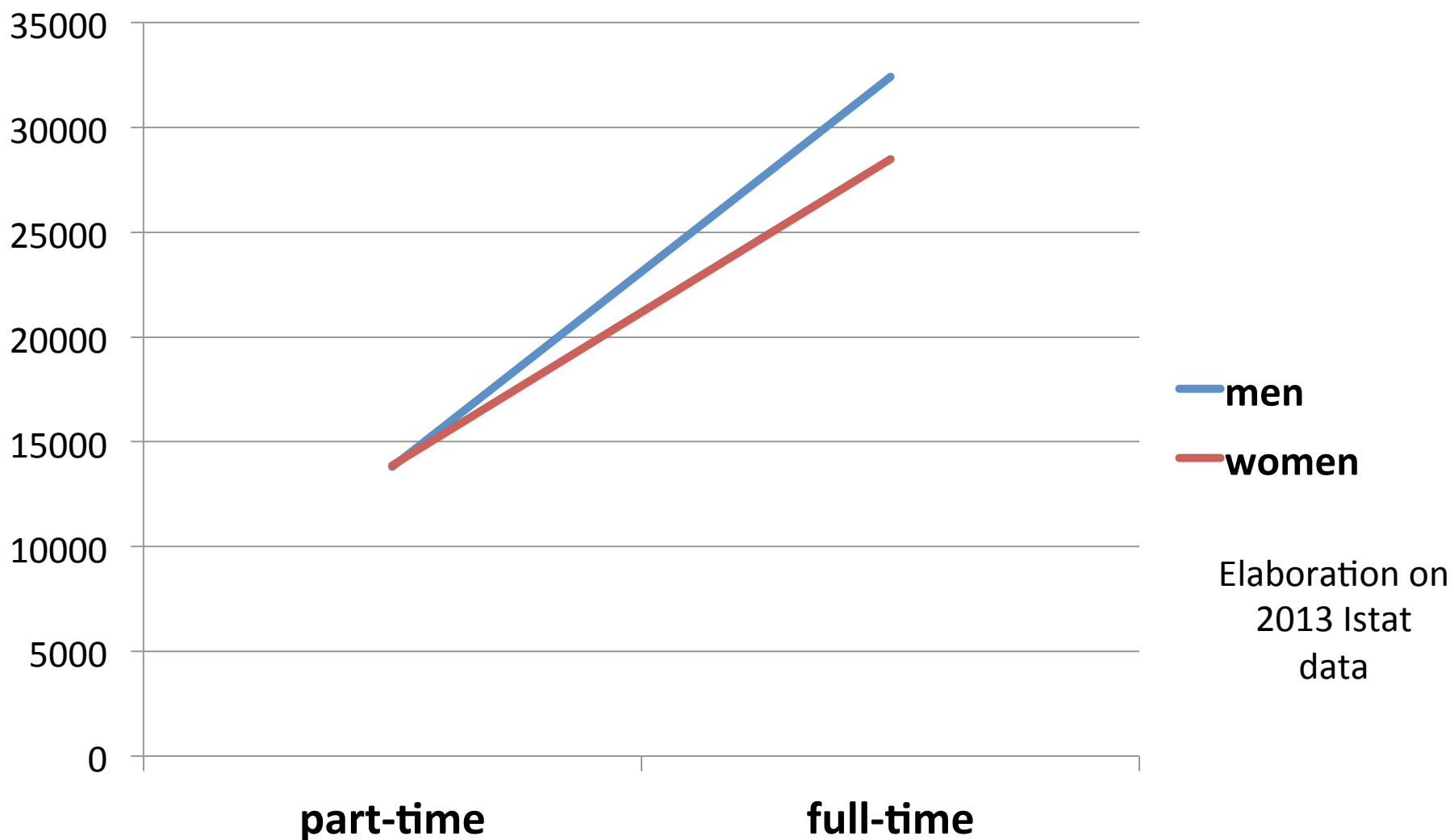
Women's and men's availability to overtime in relation to the number of children



The GPG and the part-time gap in Italy: hourly earnings



The GPG and the part-time gap in Italy: annual earnings



What solutions at EU level?

European Parliament resolution of 24 May 2012 with recommendations to the Commission

Directive 2006/54/EC contains a definition of equal pay, by copying the provisions of Directive 75/117/EEC. To have more precise categories as tools for dealing with the gender pay gap (GPG) it is important to define the different concepts more precisely, such as:

- **GPG, the definition of which must not cover gross hourly pay alone**, while there needs to be a distinction between unadjusted and ‘net’ gender pay gap;
- **Remuneration, the definition of which should cover any net wages and salaries as well as any work-related financial entitlements and in-kind benefits**;
- Pension gap;
- Work of the same value, so that relevant factors are mentioned; ...