

Country Fact Sheet Spain

Some Facts about the Gender Pay Gap in Spain

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“Gender Pay Gap: New Solutions for an Old Problem. Developing Transnational Strategies Together with Trade Unions and Gender Equality Units to Tackle the Gender Pay Gap”

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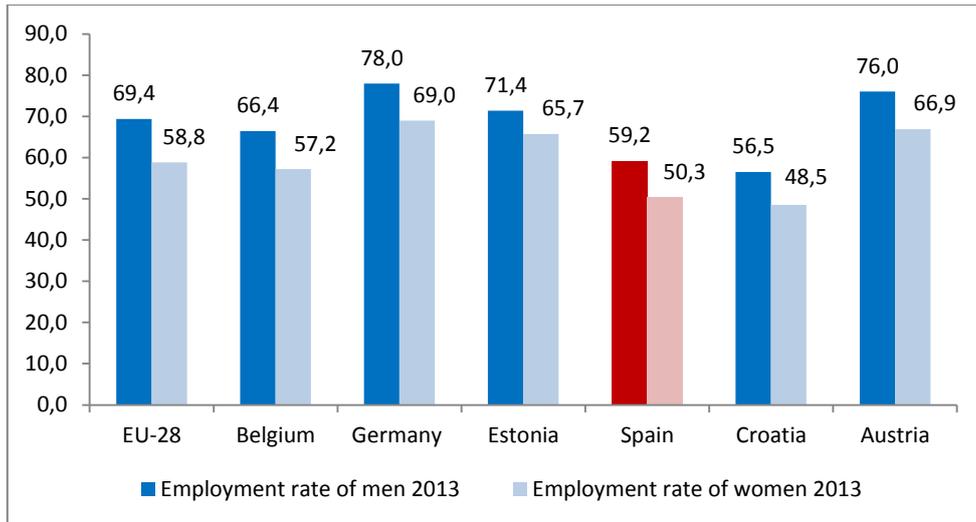


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GPG in Spain: Brief Data Overview

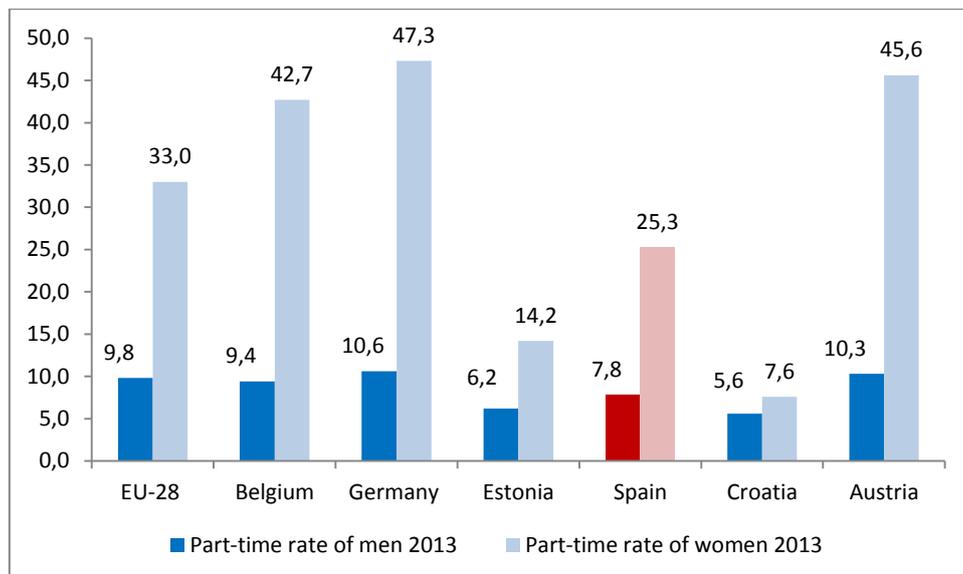
Spanish women's employment rate is very low, 8.5 percentage points below EU-28 average (see figure 1). This is partly explained by the relative low use of part-time arrangements among Spanish women, with only one out of four (25.3%) working part-time, compared to other countries with almost one out of two women working part-time (see figure 2).

Figure 1: Women's and men's employment rate 2013



Source: Eurostat, LFS (online data code: lfsi_emp_a)

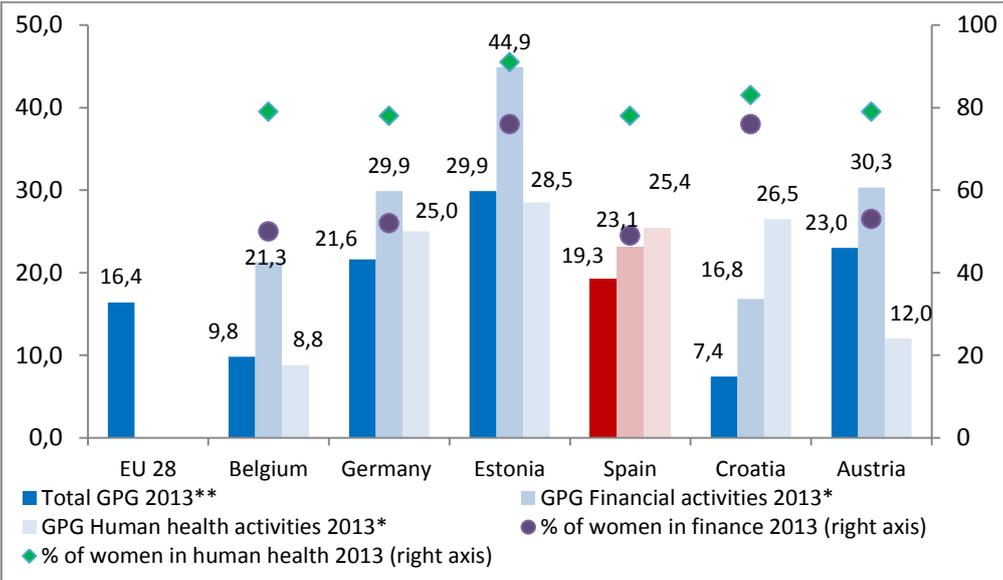
Figure 2: Women's and men's part-time rate 2013



Source: Eurostat, LFS (online data code: lfsi_emp_a)

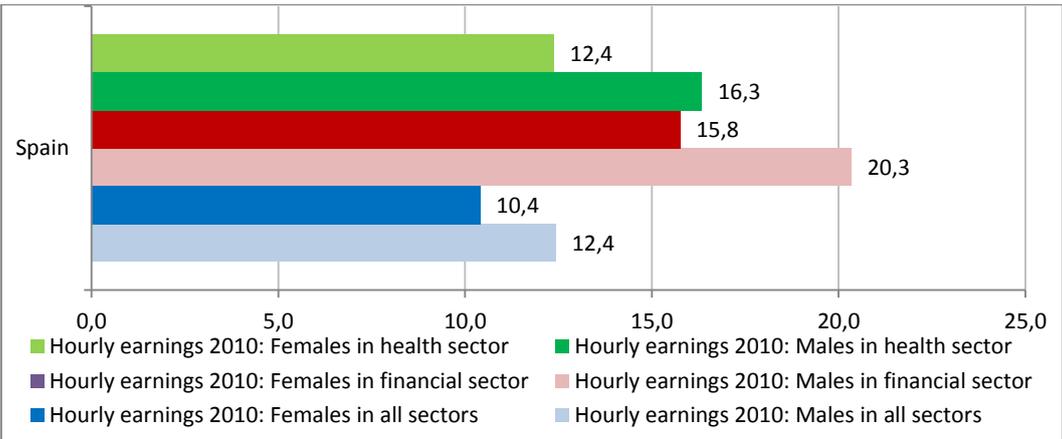
Spanish GPG used to be lower than EU-28 average, but, along with the economic crisis, it has increased by 3.1 percentage points since 2010 and lays in 2013 above this average, occupying the seventh highest rank. Human health activities show the second highest GPG of all sectors (25.4%)¹, along with a very high share of women’s employment (74%); financial activities depict one of the highest GPG mark (23,1%) and a balanced women’s employment (49%). The income level is well above the Spanish average, more in the financial sector, particularly among men (see figure 4).

Figure 3: Total GPG, the GPG in the financial and health sectors and women’s share in these sectors 2013**



Source: Eurostat, LFS (online data code: earn_gr_gpgr2 and lfsa_egan2); ** total GPG except public administration, defence, compulsory social security; NACE Rev. 2 (structure of earnings survey methodology); 2015; * latest year available for Austria: 2010

Figure 4: Mean hourly earnings by sex in Spain 2010



Source: Eurostat, LFS, Structure of earnings survey (online data code: earn_ses10_13), hourly earnings include industry, construction and services (except public administration, defence, compulsory social security)

¹ The highest GPG is 26.1% in wholesale and retail trade; repair of motor vehicles and motorcycles sector.

Facts and Findings about the GPG in Spain

Wage-setting mechanisms in Spain

Collective bargaining is legally binding and has automatic effects in Spain. About 75% of agreements are company specific, but 92% of workers are covered by sector/product ones.

Important characteristics of the GPG in Spain

- The crisis has exacerbated the GPG in Spain, reflecting the different impact of internal devaluation on women.
- The lack of the co-responsibility principle in structural policies, such as longer maternity leave than paternity leave, is recognised as underpinning the GPG in Spain. Horizontal / vertical segregation and bonuses/complements contribute to explain the GPG. However, an economy with wide minimum wage and limited female part-time may explain a lower level than in other countries.
- Trade Unions and Employers' representatives currently focus on the GPG, albeit with different approaches. The Ministry is working with the enterprises on voluntary basis.

Specific initiatives to reduce the GPG in Spain

The reduction of the GPG has gained some tempo in Spain lately, with several new initiatives. These are the most relevant:

- The Law for the Effective Equality between women and men (2007) makes equality reports compulsory in companies with more than 250 workers. With great difficulties (particularly the lack of data), they often address GPG.
- The Women's Institute and for equal opportunities (WI) promotes since 2010 the celebration of the Equal Pay Day in February the 22nd. It has also promoted a national lottery ticket with the logo of the Equal Pay Day in 2011 and several emissions of the ONCE coupon, a popular lottery organized in favour of people with disabilities.
- The WI has recently (February 2015) presented an interesting tool for companies to self-measure their GPG, together with some individualized recommendations for treating the GPG (www.igualdadenaempresa.es). It is voluntarily and anonymously used by companies, which is both a strong and weak feature of the tool.
- Several projects addressing the GPG are currently being developed by social partners in 2014-2015, with funding of the European Economic Area (EEA grants) and coordinated by the WI under the general reference of the *Programme of Gender Equality and Work-Life Balance* (<http://www.eeagrants.spain.msssi.gob.es/>). Three trade unions, three employers' representatives and three universities are at present working on their respective projects.

GPG in the Financial and Insurance Sector in Spain

Important characteristics of the financial and insurance sector in relation to its GPG

- GPG in the financial and insurance sector is among the highest in Spain, coupled with among the highest average income both for women and men.
- Since the representation of women is balanced (48%), vertical segregation is behind the high GPG. The banking sector has established a shorter working time in the collective

agreement, so it has better conditions to balance work and family life. However, the usual need of longer working hours to be promoted explains in part the gendered vertical segregation and the GPG. Co-responsibility is not recognized as a principle of reconciliation of work and family life.

- Moreover, non transparent bonus, commissions and appraisal-based payment schemes are the rule and play against equality.

Initiatives (or lack of those) in the financial and insurance sector to reduce the GPG

- Two main initiatives within the collective bargaining can be highlighted: on the one side, to include as systematic as possible **trade union representatives with gender training** and expertise in every bargaining process; on the other side, to demand the creation a **catalogue of positions** (with tasks), so that equal work (described by positions and tasks to do) can be objectively or legally related to particular levels of wages.
- The financial sector pioneered the elaboration of **Equality Plans** after the approval of the Equality Law in 2007. These plans included good quality diagnosis of the gender inequalities, including the GPG to some extent; however, substantial improvements, particularly the availability of detailed data on wages and pays (bonus, commissions and appraisal-based payments), are required. More generally, the renovation of the Plans after eight years of their first elaboration is more than needed.
- Specific initiatives may be found in particular cases, more frequently among larger corporations, although not at sector level. They may include voluntary agreements to increase the number of women in the directive positions; or, very often, measures to ease reconciliation of work and personal life (e.g. extension of compulsory maternity leave). However, co-responsibility is not a principle yet, so that these measures may even play against gender equality and enhance the GPG.

GPG in the Human Health Sector in Spain

Important characteristics of the human health sector in relation to its GPG

- GPG in the human health and social work activities is the second highest in Spain, offering higher than average income both for women and men.
- This sector is female-dominated (77% are women), with a pronounced element of vertical and horizontal segregation. Moreover, the significant weight of the public health with the corresponding public employment, beyond State-subsidised private health, private health and long-term care, characterised the wage-setting conditions.
- Flexible and not standard working time arrangements in the health sector are very common and directly related to complements to the salary. Women´s lower availability to meet these flexible and not standard time arrangements is considered a key point to explain the GPG in the health sector. The lack of co-responsibility principle, which includes women covering mainly the role of carers, is seen as the element underpinning this situation.

Initiatives (or lack of those) in the human health sector to reduce the GPG

- Currently, there are not specific direct initiatives in the health sector to tackle the gender pay gap. General worsening of the labour conditions, including wages, has reduced the importance given to the GPG.

- The state collective bargaining roundtable which includes the representatives from the Ministry of Health, Social Affairs and Equality and the main trade unions at the state level has been created recently. How this roundtable deals with the GPG, especially regarding the public employment, is expected to affect the health sector. This framework could launch some initiatives regarding the GPG at sector level. However, there is no particular developments yet.
- Actions to promote and develop the Equality Plans in each institution, especially those larger than 250 workers, could somehow derive in initiatives which deal with the GPG in companies of the health sector. However, no particularly relevant initiatives are available now.