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Gender Pay Gap in Spain

Gender Pay Gap: New solutions for an old problem

“Developing transnational strategies together with trade unions and gender equality units”

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Wage setting mechanisms

Collective Bargaining:

- Specific equality and non-discrimination clauses are present in 26% of agreements affecting 32% of workers. Indeed, the Equality Law (2007) recognizes the legitimacy and capacity of trade unions to promote gender equality (art. 11)

Minimum wage:

Last data available, 12.25% of workers (in general, part-time employees) receive wages lower than the minimum wage → percentage reaches 17.36% among women and 7.52%

Financial Service and Insurance: the figures

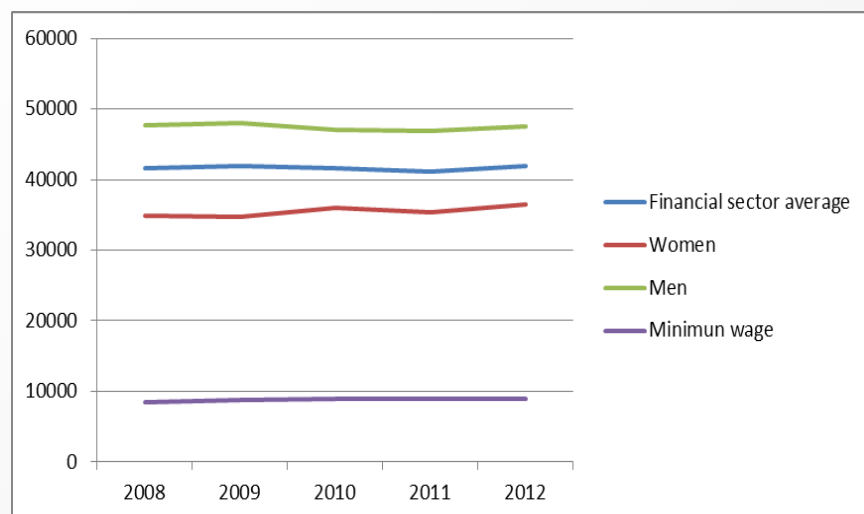
- 2.8% of employed women and 2.5% of employed men in the whole economy
- Horizontal segregation has not been a big concern:
 - proportions were 53.8% of men and 46.2% of women
- Vertical segregation is considered a main issue:
 - women are not equally represented in the high part of the staff hierarchy
 - Average annual income and increase (2008-2012), by sector and sex

	Whole economy		Final Service and Insurance Sector	
	Average annual income	Increase (2008-2012)	Average annual income	Increase (2008-2012)
Men	25,682€	6.1%	47,465€	-0.5%
Women	19,537€	3.3%	36,421€	4.2%

Source: Statistical National Institute (INE, 2015), Survey on earnings structure, 2012

Financial Service and Insurance Sector: GPG

➤ Evolution of the nominal annual income in the Financial Service and Insurance sector, by sex (2008-2012)



Source: Annual Survey on earning structure (2008-2012), National Statistics Institute and Eurostat, LFS

➤ Comparative measures of gender pay gap: annual vs. unadjusted gender pay gap

	Annual GPG (%)	Unadjusted GPG
2008	26,8	22,1
2009	27,6	23,3
2010	23,7	22,5
2011	24,4	23,4
2012	23,3	23,1
2013	-	23,1

- **Specific wage setting process** ⇒ "lack of transparency"
- **Specific initiatives** ⇒
 - ✓ Gender training and expertise in every bargaining process
 - ✓ Demand of creating a catalogue of positions (with tasks)
 - ✓ Equality plans
- **Future** ⇒ "not yet a determined opinion on how to deal with the GPG"

Health Activities: the figures

- 13.8% of employed women and 3.5% of employed men in the whole economy work in the human health and social work activities sector (include 3 subsectors).
- Public employment: 50.8%
- Human health activities (subsector) account for 67.6% of the employment in the sector (79% for men and 64% for women)
- Horizontal segregation in Human Health activities is a big concern:
 - reach 955,200 jobs, of which 74% are covered by women

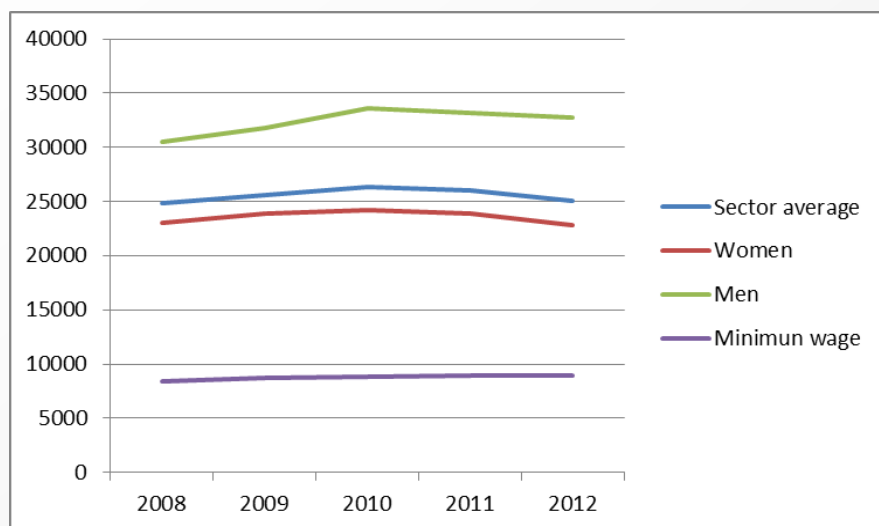
➤ Average annual income and increase (2008-2012), by sector and sex

	Whole economy		Human health and social work activities	
	Average annual income	Increase (2008-2012)	Average annual income	Increase (2008-2012)
Men	25,682€	6.1%	32,787	7.4%
Women	19,537€	3.3%	22,844	-1.0%

Source: Statistical National Institute (INE, 2015), Survey on earnings structure, 2012

Health and Social activities: GPG

➤ Evolution of the nominal annual income in the Health and Social Activities, by sex (2008-2012)



➤ Comparative measures of gender pay gap: annual vs. unadjusted gender pay gap

	Annual GPG (%)	Unadjusted GPG
2008	24.3	23.6
2009	24.9	24.7
2010	28.0	24.2
2011	28.0	23.3
2012	30.3	23.4
2013	-	25.4

Source: Annual Survey on earning structure (2008-2012), National Statistics Institute and Eurostat, LFS

- **Specific wage setting process** ⇒ Public Sector # Publicly subsidized and Private
- **Specific initiatives** ⇒ No initiatives
- **Future** ⇒
 - ✓ Opportunity: 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 started to work.

THANK YOU FOR YOUR ATTENTION!

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