



With Innovative Tools Against Gender Pay Gap – WITA GPG (2014-2016) Financed by European Commission - JUST/2013/Action Grants - Specific Programme "Progress" (2007-2013) Section 5–Gender Equality (No 4000004929)



WITA GPG project (With innovative tools against gender pay gap)

Spain: Gender Pay Gap (GPG)

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Content

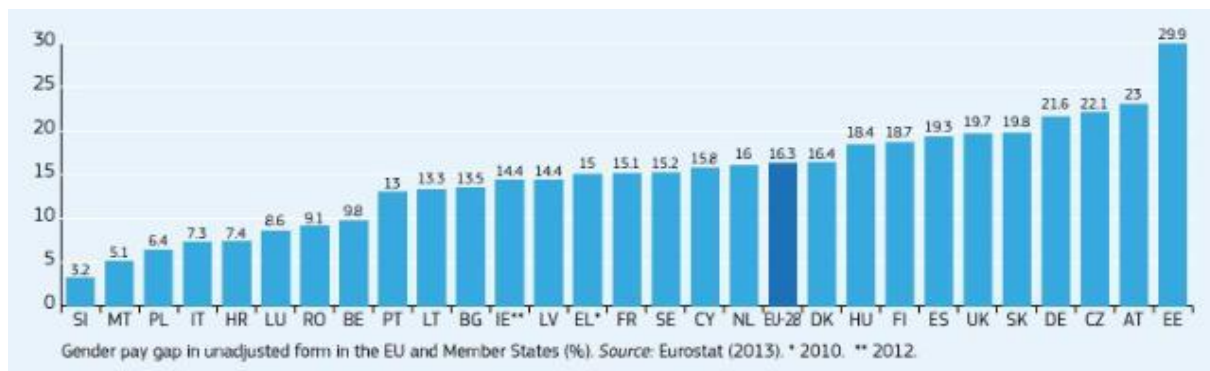


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Tendencies

In the last years – starting from 2011 - the unadjusted gender pay gap in Spain used to be above the EU average. In 2013 it was already among the highest values with its 19,3%.



The GPG in Spain deteriorated particularly strongly in the years of the economic crisis; from 2008 to 2012 the Spanish GPG increased by 3,2 percentage points. In the EU there were only two countries (Portugal and Italy) preceding Spain in this. (But we have to note that their GPG used to be originally much lower than the Spanish.) Following 2012 we see a minor improvement in 2013 and stagnation in 2014. According to the latest available figure (Eurostat) the Spanish unadjusted GPG in 2014 was 18,8%.

Industry, construction and services (except public administration, defense, compulsory social security)

	2008	2009	2010	2011	2012	2013	2014
European Union (27 countries)	17,3	17,2	16,2	16,5	16,6	16,4	:
Spain	16,1	16,7	16,2	17,9	19,3	18,8	18,8

Gender pay gap in unadjusted form in % - NACE Rev. 2 (structure of earnings survey methodology)[earn_gr_gpgr2]
Last update: 04-02-2016



The most hit sectors according to level and dynamics

The economic crisis in Spain hit particularly hard the construction. The GPG in the construction industry - where the majority of employees are men and the women work in this industry as white-collar - is in general everywhere low. The GPG level in construction used to be low in Spain too but we could note a significant increase between 2008 and 2011.

As concerns the commerce we could observe already not only high level GPG but also significant increase. In 2008 the Spanish GPG in trade was 23,2%, in 2011 it reached already the 26,6%. This high level has been more or less maintained and in 2014 *the GPG in trade was the highest (25,9%)* among the sectors.

The manufacturing sector was characterized traditionally by high GPG in Spain; in 2008 it was 23,5%. In 2011 it deteriorated by 1, 1 percentage points. From 2013 it has been improved and has fallen to the level of 2008.

We can observe a high and steadily growing GPG in financial and insurance activities (22,1% in 2008; 23,4% in 2011 and 24,5% in 2014). The tendency of deteriorating has not changed even after the crisis. By today the GPG of the financial and insurance activities became the second worst following the wholesale and retail trade sector.

We note the third highest GPG in the Human health and social work activities; it has been steadily high between 2008 and 2014 (around 24%).

At the same time, in 2008-2014 in some sectors ,like Water supply; sewerage, waste management and remediation activities, Transportation and storage; Administrative and support service activities; Arts, entertainment and recreation; Other service activities, there was certain improvement in GPG.



GPG in sectors, Spain %, 2007-2014

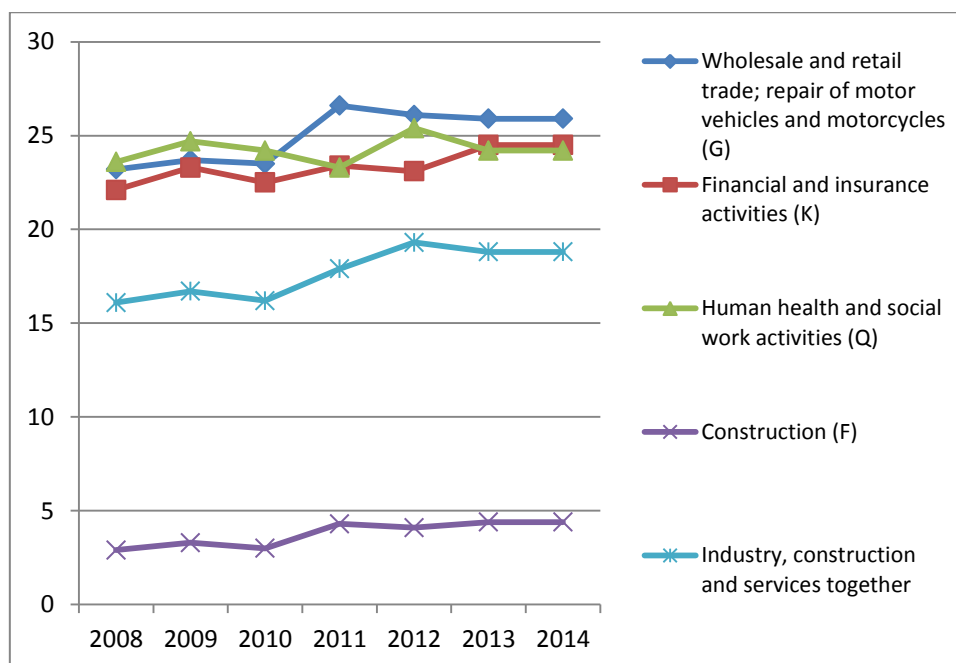
	2007	2008	2009	2010	2011	2012	2013	2014
Manufacturing C	25,6	23,5	21,9	22,3	24,6	24,3	23,5	23,5
Electricity, gas, steam and air conditioning supply (D)	18,9	14,2	17,6	14,0	8,2	11,9	13,3	13,3
Water supply; sewerage, waste management and remediation activities. (E)	20,3	17,0	16,4	17,5	17,4	15,8	14,7	14,7
Construction (F)	3,2	2,9	3,3	3,0	4,3	4,1	4,4	4,4
Wholesale and retail trade; repair of motor vehicles and motorcycles (G)	24,0	23,2	23,7	23,5	26,6	26,1	25,9	25,9
Transportation and storage (H)	15,2	12,0	13,8	11,1	10,1	9,5	9,3	9,3
Accommodation and food service activities (I)	18,8	16,7	17,2	18,0	15,7	17,6	14,4	14,4
Information and communication (J)	16,5	14,9	17,1	14,7	15,9	16,7	16,4	16,4
Financial and insurance activities (K)	23,3	22,1	23,3	22,5	23,4	23,1	24,5	24,5
Real estate activities (L)	21,7	23,6	18,0	22,6	21,2	17,9	19,2	19,2
Professional, scientific and technical activities (M)	24,6	24,4	23,3	22,2	23,1	23,5	20,4	20,4
Administrative and support service activities (N)	16,8	16,1	16,5	16,4	16,3	14,7	14,2	14,2
Public administration and defence; compulsory social security (O)	11,5	12,0	11,1	10,1	12,3	10,1	11,6	11,6
Education (P)	11,5	10,5	10,8	10,5	13,2	12,0	10,6	10,6
Human health and social work activities (Q)	24,9	23,6	24,7	24,2	23,3	25,4	24,2	24,2
Arts, entertainment and recreation (P)	24,1	23,5	22,9	22,2	18,8	16,8	14,4	14,4
Other service activities (S)	23,0	22,7	20,1	20,0	23,3	21,0	18,1	18,1

Source: Eurostat: Gender pay gap in unadjusted form in % - NACE Rev. 2 (structure of earnings survey methodology)[earn_gr_gpgr2]

Last update: 04-02-2016



GPG in sectors, Spain %, 2008-2014



Public sector: growing GPG. Private sector: high and steady GPG

If we look separately at the figures of private and public sector in Spain, we can diagnose that the main determinant of the high Spanish GPG level is the private sector, although the public sector seems to be also responsible for the dynamic of GPG growth from 2011 to 2012. As concerns the public sector, we could observe 1,6 percentage point growth of GPG in one year, meanwhile in the private sector it was 0,7 percentage points

Spain: GPG, public and private sector, 2007-2014, %

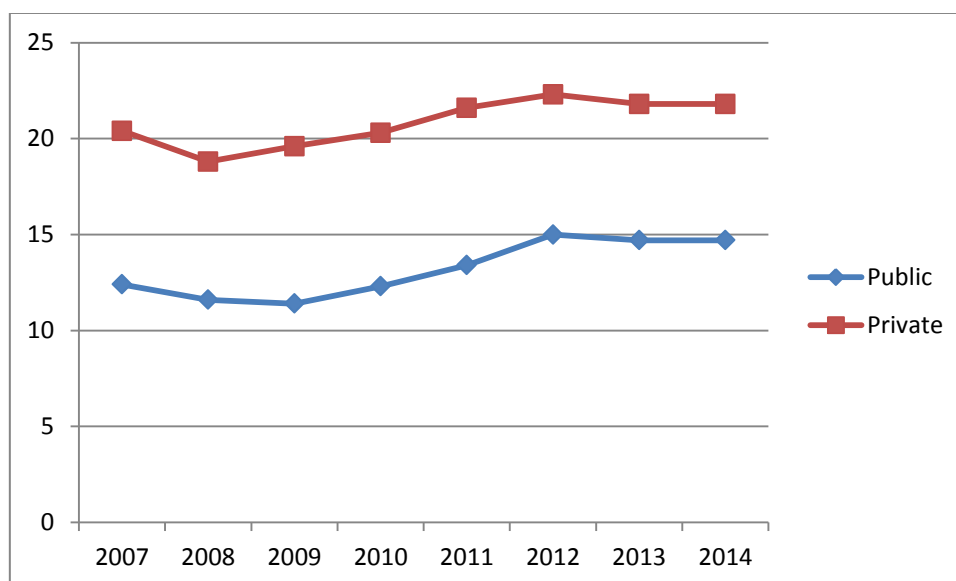
	2007	2008	2009	2010	2011	2012	2013	2014
Public	12,4	11,6	11,4	12,3	13,4	15,0	14,7	14,7
Private	20,4	18,8	19,6	20,3	21,6	22,3	21,8	21,8

Gender pay gap in unadjusted form by economic control in % - NACE Rev. 2, B-S excluding O (Structure of Earnings Survey methodology)[earn_gr_gpgr2ct]

Last update: 04-02-2016



Spain: GPG, public and private sector, 2007-2014, %



Spanish part-time workers: the highest GPG in EU

In Spain the part-time work has intensively gained terrain, particularly during the years of economy crisis. ¹ En 2014 already 23% of the employees (25 % of women and 7,5% of men) used to work in part time. True, this figure is much lower than in the Netherlands (75%) or in Germany and Austria, where more than 45 % of women work part-time. In 2013 the GPG in EU for part-time workers varied from -8.2 % in Malta to 33.7 % in Spain. It means that Spain had the highest GPG for part-time workers. ²

Over 55 the highest GPG in EU

In Spain the GPG in the age group over 55 years old is the highest in the EU.

Spain: GPG according to age groups, %, 2013

under 25	8,9
25-34 years	12,2

¹ http://economia.elpais.com/economia/2013/07/28/empleo/1375039240_683880.html

² http://ec.europa.eu/eurostat/statistics-explained/index.php/Gender_pay_gap_statistics

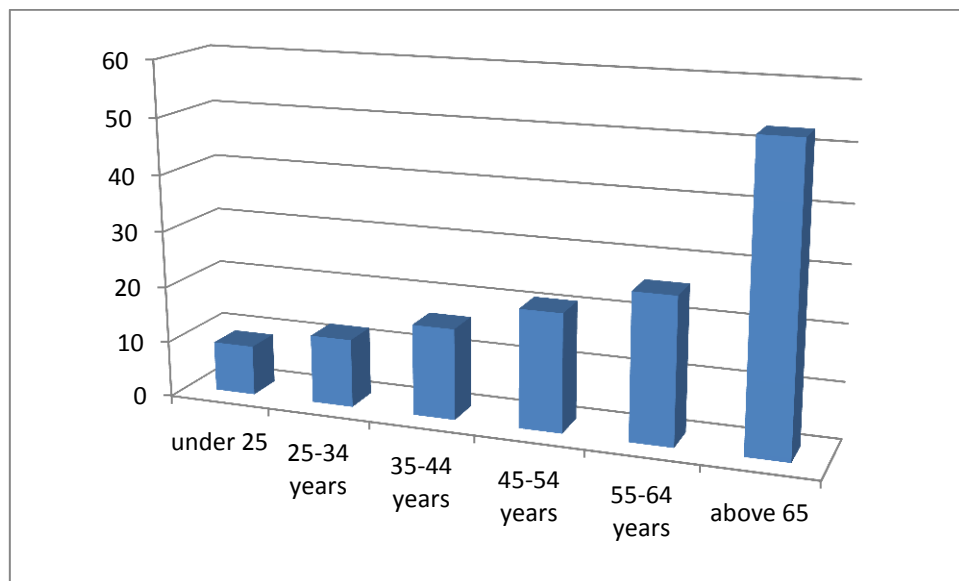


35-44 years	16,2
45-54 years	21
55-64 years	25,9
above 65	52,8



http://ec.europa.eu/eurostat/statistics-explained/images/2/25/The_unadjusted_Gender_Pay_Gap_by_age_%28%25%29%2C_2013_%281%29_new.png

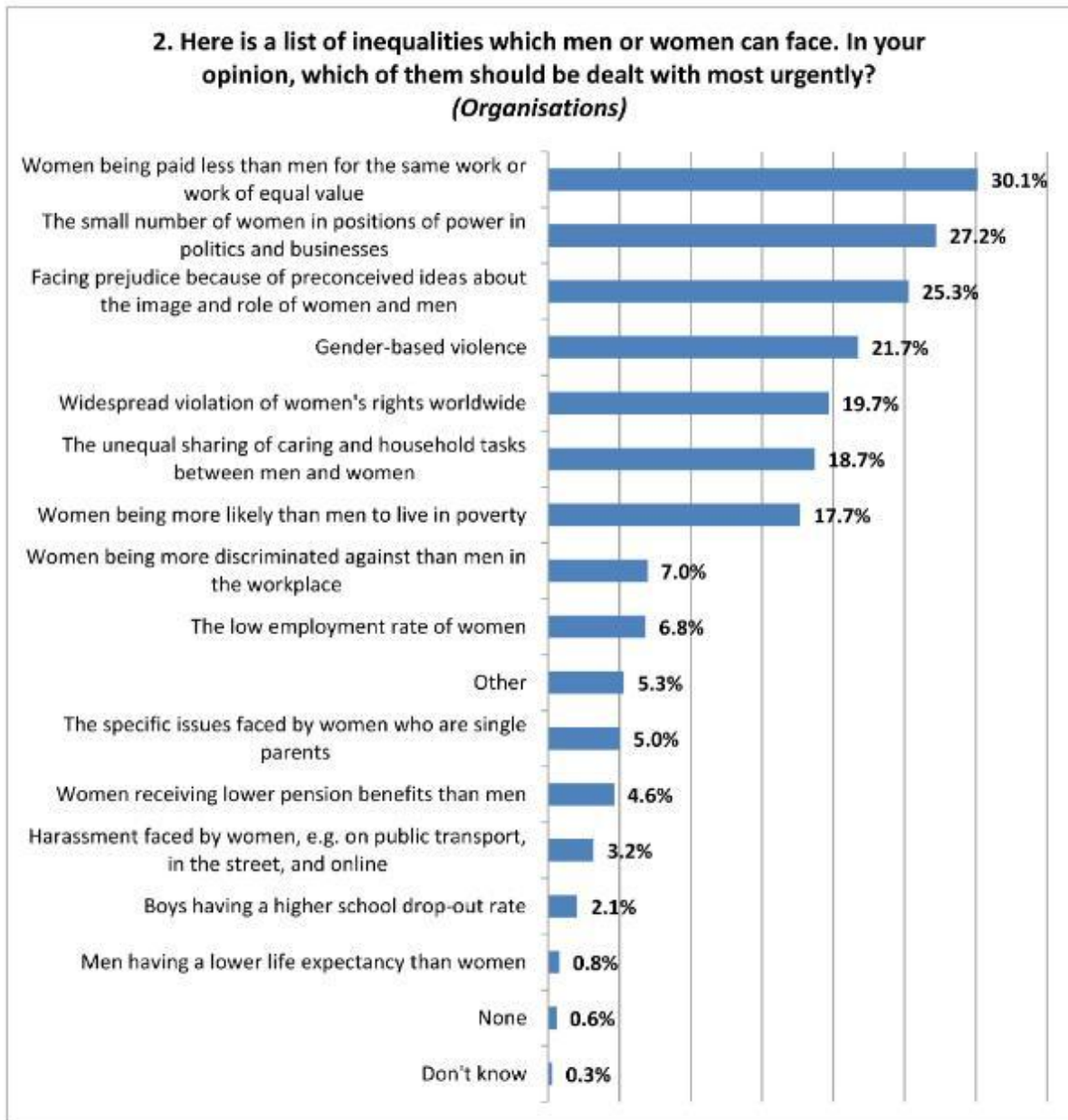
Spain: GPG according to age groups, %, 2013

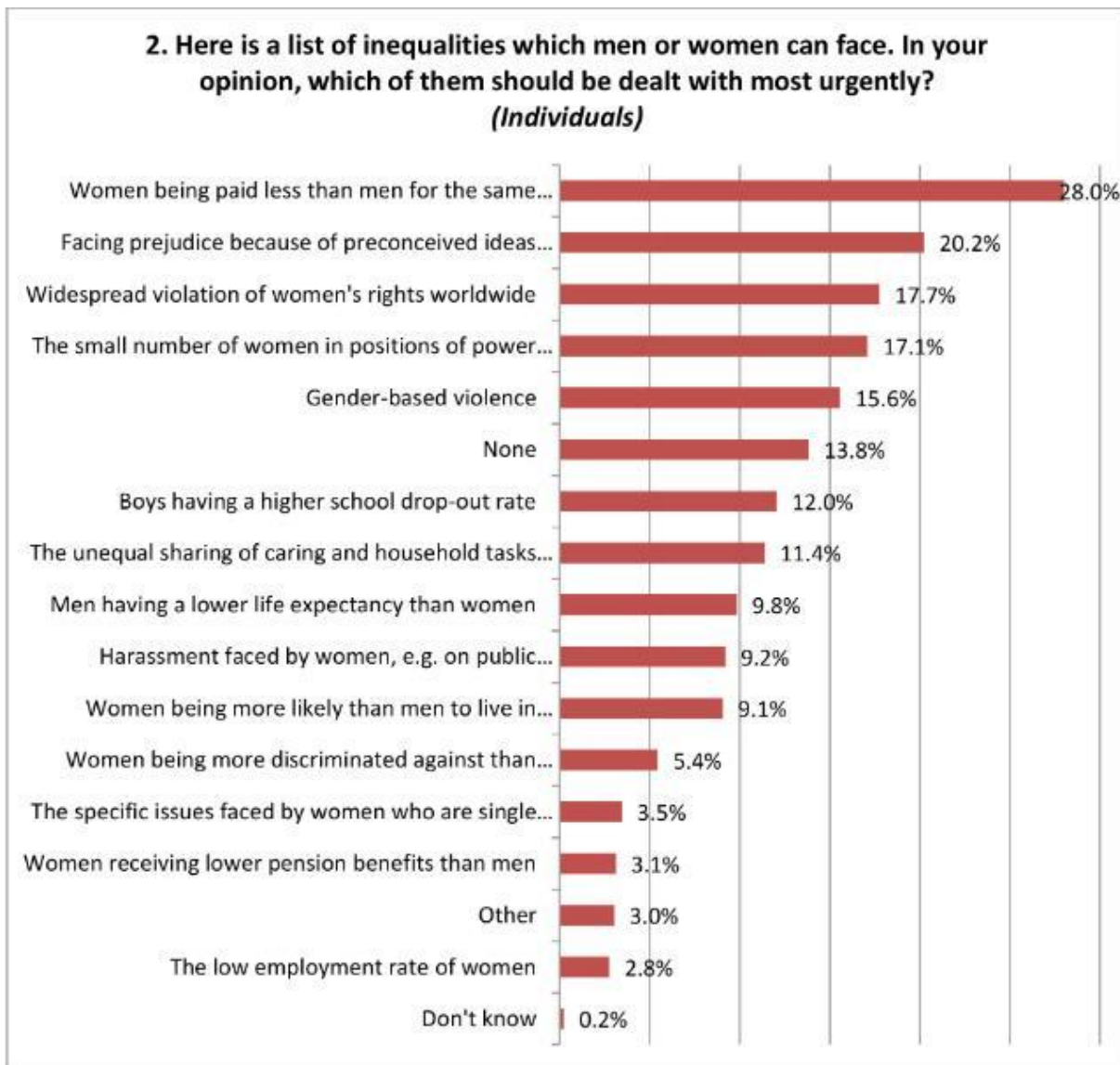




Annex

Results of the ‘Public consultation: Equality between women and men in the EU’, October 2015





http://ec.europa.eu/justice/newsroom/gender-equality/files/public-consultation-gender-web_en.pdf

The public consultation on "Equality between women and men in the EU" launched by DG Justice and Consumers received almost 5000 contributions from across Europe. Between 21 April and 22 July 2015 1408 online contributions were made by organisations and 3488 by individuals.