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Addressing the gender pay gap: Government and social partner actions

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The case of Germany

Content

Abstract

- 1 The gender pay gap: national data**
- 2 Government initiatives to address the gender pay gap**
- 3 Social partner initiatives to address the gender pay gap**
- 4 Information about good practices**
- 5 Commentary**

Annex - Questionnaire

Abstract

The gender pay gap and measures which might reduce it rank high on the agenda of the government and the social partner organisations, as can be seen from the many initiatives that have been launched over the last few years. However, while the unions claim that voluntary programmes and initiatives have not proved successful in reducing the gender pay gap and promoting gender mainstreaming and thus call for legislative action, the employers' associations strongly oppose any mandatory measures by the government addressing issues such as pay and recruitment.

1 The gender pay gap: national data

1.1 Selected national studies on the gender pay gap

	Fact-sheet no. 1
Title	Bonus oder Bias? Mechanismen geschlechtsspezifischer Entlohnung
Authors	Achatz, Juliane / Gartner, Hermann / Glüc, Timea
Year of publication	2005
Bibliographic references	Kölner Zeitschrift für Soziologie und Sozialpsychologie, Bd. 57 (2005), 3, S.466-493
Link to electronic copy of the report	http://doku.iab.de/discussionpapers/2004/dp0204.pdf
Coverage	Nation-wide, only full-time employees
Time span	2000
Data-set	LIAB: Linked-Employer-Employee-Data of the Institute of Employment Research (Institut für Arbeitsmarkt- und Berufsforschung, IAB)
Type of analyses performed on the data-set	Tobit-estimates and Oaxaca-Blinder decomposition analysis (dependent variable: log daily gross wages)
Unadjusted gender pay gap (W/M%)*	71.9%* on average; the unadjusted gender pay gap for different groups of employees ranges between 91.4%* for employees in eastern Germany and 59.4%* for graduates of universities of applied sciences (<i>Fachhochschulen</i>).

Adjusted gender pay gap (W/M%*)	71.8% of the unadjusted gender pay gap can be explained by individual and workplace characteristics. Therefore, the adjusted gender pay gap amounts to approximately 92.1%*.
Individual and/or workplace variables taken into consideration	Proportion of women in a specific job/occupation within the firm Education, experience, tenure Dummies for not being employed in five years (1996, 1997, 1998, 1999, 2000) Dummy for large firms Proportion of workers with temporary contracts and share of part-time workers Dummy for being a manager Dummies for 14 industries Regional unemployment rate Dummy for eastern Germany Dummy for agglomeration Value added
Institutional or policy variables	Dummies for collective agreements and works councils
The determinants of the gender pay gap - summary	In general, men have more work experience than women and their work experience is apparently valued more highly. This explains roughly 9.6 percentage points of the gender pay gap (all else being equal). Women, however, benefit more from having completed an apprenticeship than men. The gender pay gap is 3.9 percentage points narrower where both women and men have completed a vocational training programme. The same applies to tenure. If both women and men are employed for more than four years in the same firm, the gender pay gap declines by roughly 2.7 percentage points. The treatment effect is negative for fixed-term jobs, too. With respect to wage setting, statistical discrimination against women is not apparent if either the duration of the employment contract is defined ex ante or female workers can signal their ability, motivation, etc. over a longer period. If a company is bound to a collective agreement or has a works council, the gender pay gap is also reduced. The substantial reduction of five percentage points in the case of a works council can be attributed to the latter's general effect of compressing intra-firm wage distribution. The gender pay gap within a company increases by 7.6 percentage points in job categories primarily performed by women. This might also hold for jobs that are typically performed by men elsewhere. While the wages of female workers working in a specific job category are reduced by 0.15 per-

	centage points when the proportion of women in this category increases by one percentage point, the wages of men are hardly affected by a change of the proportion of female workers. This implies that, within the same job category, men tend to fill jobs at higher levels in the hierarchy than women.
Policy recommendations	None

* *Female pay as a percentage of male pay.*

	Fact-sheet no. 2
Title	Gender Wage Gap und Familienpolitik
Authors	Anger, Christina / Schmidt, Jörg
Year of publication	2008
Bibliographic references	IW-Trends, Vol. 35, No. 2, pp. 55-68
Link to electronic copy of the report	http://www.iwkoeln.de/Portals/0/PDF/trends02_08_4.pdf
Coverage	Nation-wide, employed persons aged between 15 and 65
Time span	2006
Data-set	Socio-economic panel (<i>Sozio-oekonomische Panel</i>), a representative dataset of individuals and households in Germany run by the German Institute for Economic Research (Deutsches Institut für Wirtschaftsforschung, DIW)
Type of analyses performed on the data-set	OLS-estimates (dependent variable: log gross wages per hour)
Unadjusted gender pay gap (W/M%*)	72%*
Adjusted gender pay gap (W/M%*)	Depending on the number and type of the included control variables. Full model: The adjusted gender pay gap ranges from 86%* to 94%* for different groups of women working full-time.
Individual and/or workplace variables	Years of education (and squared) Years of experience (and squared) Firm size (number of employees) Region (western and eastern Germany) Dummies for 10 sectors Dummies for 21 oc-

	<p>occupations Dummies for part-time work and fringe work Dummies for various lengths of career interruption by women for child-rearing (less than 1 year, between 1 and 3 years, longer than 3 years) Dummies for women with and without children</p>
Institutional or policy variables	None
The determinants of the gender pay gap - summary	<p>In 2006, the difference in hourly wages between female and male employees amounted to a gender wage gap of 72%*. If factors such as occupation, skill-level, experience, industry, region, firm size, full- or part-time etc., are controlled for, the gender wage gap shrinks to 85%*. Moreover, if a woman returns to work from parental leave within twelve months and if she works full-time, the gender wage gap narrows to a mere 94%*. The gender pay gap is 88%* for single women working full-time and it is 86%* for women who return from parental leave after 3 or more years. Returning to work earlier may therefore signal to the employer that the employee is strongly committed to her work, thus weakening the impact of statistical discrimination. Working part-time increases the pay gap to full-time male employees by 18 percentage points for both women and men. Furthermore, living and working in eastern Germany reduces the gender pay gap. Finally, as the local unemployment rate rises the gender pay gap declines. This implies that particularly low-skilled, low-paid women tend to withdraw from and re-enter the labour market depending on the general employment situation.</p>
Policy recommendations	<p>The empirical results indicate that family policies which make it easier to balance work and family life, for example by providing more childcare facilities and thus enabling parents to work full-time, may contribute to a noticeable reduction in the gender pay gap.</p>

* *Female pay as a percentage of male pay.*

For a comprehensive list of the numerous studies on the gender pay gap the reader is referred to the 'gender and employment' section of the information portal of IAB. Taken together, the existing studies suggest that the unadjusted gender pay gap in Germany amounts to between 70%* and 80%*. A study by Hinz and Gartner (2005) show that the

unadjusted average gender pay gap among full-time employees liable to social security contributions in western Germany declined from 73.9%* in 1993 to 75.9%* in 2001. With respect to women and men in the same job category within the same firm, the unadjusted gender pay gap decreased from 83%* in 1993 to 84.7%* in 2001. According to another study by Gartner and Rässler (2005), the gender pay gap declined from 70.1%* in 1991 to 75.1%* in 2001. The reduction is mainly attributed to the increase in women's level of education during the 1990s.

1.2 Selected qualitative studies

Pfeiffer, Christian / Sohr, Tanja, 2008, Analysing the Gender Wage Gap Using Personnel Records of a large German Company, IZA Discussion Paper No. 3533, Bonn <http://ftp.iza.org/dp3533.pdf>

The study is based on the monthly personnel records of a large German company for the period from January 1999 to December 2005. Its main findings are: Firstly, the unadjusted gender pay gap is 15% for blue-collar and 26% for white-collar workers. Secondly, adjusted for tenure, entry age, schooling, and working hours, the gender pay gap is 13% for both blue-collar and white-collar workers. Thirdly, after additionally controlling for hierarchical levels, the gender pay gap is less than 4% for blue-collar and 8% for white-collar workers. Fourthly, using alternatively Blind-Oaxaca decompositions the unexplained part of the gender pay gap is 87% for blue-collar workers and 46% for white-collar workers if rank is not taken into account, and 28% for white-collar workers if it is. Finally, the relative gender pay gap increases with tenure for blue-collar but decreases for white-collar workers.

Wolf, Elke / Heinze, Anja, 2007, How to Limit Discrimination? Analyzing the Effects of Innovative Workplace Practices on Intra-Firm Gender Wage Gaps using Linked Employer-Employee Data, ZEW-Discussion-Paper No. 77, Mannheim <ftp://ftp.zew.de/pub/zew-docs/dp/dp07077.pdf>

The empirical analysis of the specific benefits of workplace innovations for male and female wages is based on the LIAB data. It indicates that organizational changes promoting employee participation limit the wage differences between men and women within the same establishment. Its results further suggest that continuous training programmes reduce the intra-firm gender pay gap, too. Increasing both the share of training participants among all employees and the proportion of female training participants further reduces the wage difference between men and women. In this respect, innovations in workplace organisation may help to limit the inherent and costly taste for discrimination and hence reduce

a potentially discriminatory gender pay gap within establishments if these innovations can improve the competitiveness of the company. Moreover, firms whose HR policy includes measures to offer more equal career opportunities to men and women do indeed exhibit smaller gender pay gaps. The authors concede, however, that the adoption of employee involvement, training or equal opportunity programs may be correlated with unobserved characteristics which are positively correlated with both small intra-firm gender gender pay gaps and the use of innovative human resource practices. They argue that organisational change is mainly driven by technological changes and productivity shocks, but it is not by concern for gender equality, thus a potentially existing bias can be ignored.

1.3 Impact of the current economic crisis on the gender pay gap

No direct evidence. According to an IAB press release of 9 September 2009, the total number of part-time employees was 1.2% higher than in 2008 whereas the total number of full-time employees had declined slightly (-0.5%). One could therefore speculate that female employees, who more often work part-time, have not been affected as severely as men by the current crisis. In addition, as extra pay and bonuses are expected to be cut in many companies, this could also result in a decline in the gender pay gap.

2 Government initiatives to address the gender pay gap

2.1 National government initiatives to monitor the impact of the current economic downturn on gender pay inequalities

No evidence.

2.2 Major government initiatives to address the gender pay gap since 2005

Over the last few years, many initiatives have been launched and policies adopted, of which the following is a selection.

Several of the federal government's policies are indirectly targeted at reducing the adverse impact of career interruptions for family reasons on the gender pay gap.

- January 2007 saw the introduction of a monthly allowance for parental leave based on the preceding income level (Elterngeld). The duration of this allowance is extended from 12 to 14 months if

both partners take parental leave for at least two months. It is hoped that, as a result of this condition, the take-up rates for men and women will be more even in future.

- Legislation that took effect on 16 December 2008 is intended to expand the provision of childcare infrastructure for children under 3 substantially by 2013. An early reintegration of parents into employment is thus to be facilitated and the adverse impact of long periods of leave on the individual wage level reduced.
- In 2008, a commission of experts was established by the federal government. The commission is to submit a first gender equality report (Gleichstellungsbericht der Bundesregierung) in 2010.

When the Anti-discrimination Act (*Allgemeines Gleichbehandlungsgesetz*) took effect on 18 August 2006, a new federal anti-discrimination agency (Antidiskriminierungsstelle des Bundes) took up its work. The agency's tasks are:

- to inform the general public about the Anti-discrimination Act;
- to provide information on measures to prevent or combat discrimination;
- to give assistance and advice to persons experiencing discrimination;
- to conduct research and collect results from external research;
- to submit a general report to the federal parliament.

On 18 August 2009, the Federal Ministry for Labour and Social Affairs (Bundesministerium für Arbeit und Soziales, BMAS) together with the Confederation of German Trade Unions (Deutscher Gewerkschaftsbund, DGB) and the Confederation of the German Employers' Associations (Bundesvereinigung der Deutschen Arbeitgeberverbände, BDA) launched an initiative on gender mainstreaming in the German economy (*Bundesinitiative zur Gleichstellung von Frauen in der Wirtschaft*) that provides a budget of up to € 110 million for subsidising or commissioning projects and measures to foster gender mainstreaming in German companies. Projects and programmes in fields which are expected to contribute to the reduction of the gender pay gap are explicitly invited to apply for financial support. The initiative is funded by the ESF and the federal government.

The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Bundesministerium für Familie, Senioren, Frauen und Jugend, BMFSFJ) is also heavily involved in the public debate on the gender pay gap, providing information and supporting projects.

- For example, the BMFSFJ supports the organisation and realisation of the 'Equal pay day'. This initiative encourages more extensive public debate by arranging local events, such as demonstrations, discussion forums etc. The coalition behind the 'Equal pay day' is composed of Business and Professional Women Germany (BPW), the Deutscher Frauenrat, a national council of more than 50 national women's associations and organisations, the National Working Committee of the Local Women's Advice Bureaus (Bundesarbeitsgemeinschaft der kommunalen Frauenbüros), the BDA, and the Federation of Women Employers (Verband deutscher Unternehmerinnen, VdU).
- In addition, the BMFSFJ promotes the dissemination of Logib-D among German companies. Logib-D is a tool by which companies can voluntarily analyse their wage system and detect a hidden intra-firm gender pay gap. At present, a test version is being used in four selected firms.
- The BMFSFJ has also published several brochures and studies on the subject, such as a dossier on the size of, and reasons for, the gender pay gap in Germany (Dossier Entgeltungleichheit zwischen Frauen und Männern in Deutschland); a study on people's attitudes to, experiences of, and demands concerning the gender pay gap (Entgeltungleichheit zwischen Frauen und Männern – Einstellungen, Erfahrungen und Forderungen der Bevölkerung zum "gender pay gap"); and a study on the size of the gender pay gap in the first years of working life (Geschlechtsspezifische Lohndifferenzen nach dem Berufsstart und in der ersten Berufsphase).
- The BMFSFJ has additionally launched several policies or initiatives to foster the careers and encourage the promotion of women at work. These include, among others things, the provision of information about women in managerial positions (Führungskräftemonitor 2001-2006) and a programme to improve the reintegration of women into work after a long period of parental leave (Aktionsprogramm Perspektive Wiedereinstieg).

- The BMFSFJ recently published a gender mainstreaming atlas concerning working and living conditions that describes differences and similarities between women and men in the federal states and/or regions.

2.3 Main initiatives by the government to address the gender pay gap since 2005 in the public sector.

On 5 December 2001, the Federal Equal Opportunities Act (*Bundesgleichstellungsgesetz*) took effect. It covers all employees in central government administration, i.e. federal ministries, federal courts, other federal authorities and has replaced the former Law on the Promotion of Women (*Frauenförderungsgesetz*). The central government is obliged to report on the development and progress of gender mainstreaming in all federal authorities once in the lifetime of every federal parliament.

The law on gender mainstreaming aims at:

- the promotion of women to combat existing discrimination;
- an improvement in the reconciliation of work and family life for both men and women.

The legislation stipulates certain procedures which federal authorities must follow concerning job descriptions, inviting candidates for interviews and the interviews themselves, recruitment and promotion decisions, and continuous training. For example:

- if female workers are underrepresented in a department with a vacant position and if the number of female applicants for this position is sufficiently high, as many women as men are to be interviewed by the selection committee;
- if women are underrepresented in a department with a vacant position female applicants are to be preferred - provided other criteria (in particular qualifications and experience) are equal.

Every department must draw up a gender mainstreaming plan every four years comparing the situation of female workers with that of their male colleagues and including measures to increase the proportion of women.

Female workers are to elect an officer for gender mainstreaming (*Gleichstellungsbeauftragte*) in every department with 100 or more employees. The officer should be a female member of the department's staff and is to supervise compliance with the relevant legislation and be

involved in all personnel affairs affecting issues on gender mainstreaming, work-life balance and sexual harassment.

Analogous legislation on gender mainstreaming has been implemented in the federal states (*Bundesländer*).

3 Social partner initiatives to address the gender pay gap

3.1 Social partners initiatives to monitor the impact of the current economic downturn on gender pay inequalities

Besides a collection of general assessments, statements and positions, some of which are distributed via a newsletter, provided by the women's group and the department for gender issues within the DGB no evidence exists that the social partners have specifically addressed the gender pay gap or other gender issues in connection with the economic crisis.

3.2 Gender pay gap and the trade union agenda since 2005

The topic of gender equality ranks high on the agenda of the unions, as illustrated, for example, by a statute of the German Metalworkers' Union (IG Metall). Paragraph 2 stipulates that the IG Metall commits itself to promoting gender equality. Moreover, the DGB and its affiliated trade unions have launched several initiatives.

- The Equal Pay Network (Netzwerk Entgeltgleichheit) provides information about the gender pay gap issue, related events, and positions advocated by the unions. The unions jointly strive to 'eliminate' collective standards which may be influenced by indirect discrimination or which may result in discriminatory practice and a widening of the gender pay gap. In this respect, they aspire to raise awareness of non-discriminating wage policies among the members of their bargaining committees (*Tarifkommissionen*). The member unions also intend to align their wage policies more closely with their gender mainstreaming policies. The United Services Union (Vereinigte Dienstleistungsgewerkschaft, ver.di), for example, has published brochures and guidebooks to promote gender equality in wage setting. In addition, the DGB and its affiliated unions offer training and guidance for works councils at the establishment level.
- In 2008, the DGB's department for gender mainstreaming started the initiative 'I am worth more' (Initiative: Ich bin mehr wert), a series of events aimed at increasing interest in the promotion of gender equality. This campaign ended in March 2009.

- The DGB and its affiliated unions, the Hans-Boeckler-Foundation (Hans-Böckler-Stiftung, HBS), and the Institute of Economic and Social Research (Wirtschafts- und Sozialwissenschaftliches Institut in der HBS, WSI) sponsor a web platform called the 'wage indicator for women' (Frauenlohnspiegel). Based on the responses of the website's visitors to a questionnaire, the wage indicator provides a large though non-representative dataset which can be used for wage comparisons.

In its position paper, the women's group within the DGB demands, among other things, the introduction of a mandatory minimum wage, the implementation of procedural arrangements to facilitate legal action against discrimination, widening of the codetermination rights of the works council to initiate gender mainstreaming measure, and the introduction of non-discriminatory job classification procedures.

3.3 Gender pay gap and the employer associations' agenda since 2005

In 2001, the federal government and the peak organisations of employers' and business associations – BDA, the Federation of German Industries (Bundesverband der Deutschen Industrie, BDI), the German Chambers of Industry and Commerce (Deutscher Industrie- und Handelskammertag, DIHK), the German Confederation of Skilled Crafts (Zentralverband des Deutschen Handwerks, ZDH) – signed an agreement aimed at fostering gender mainstreaming in the private sector. The objectives of this agreement are to improve training and career prospects for women and a better work-life balance for both women and men, to increase the proportion of female workers in occupations, industries and particularly managerial positions which are at present male dominated, and to reduce the gender pay gap.

The peak organisations have committed themselves to recommending measures and promoting programmes that can contribute to the improvement of gender mainstreaming at the company level. They have embedded the issues gender mainstreaming and reconciliation of work and family life into their training campaigns and consultancy activities for their member companies. In return, the federal government has committed itself to refraining from legislative action to reach gender equality as long as the agreement proves successful in promoting gender mainstreaming. The parties to this agreement established a working committee that every two years monitors progress towards achieving its goals and the extent to which recommendations and

programmes have been translated into corporate practice. In April 2008, the committee's latest report was published. It presents best practice from companies that have implemented programmes to foster the career development of women. These include special training for women in managerial positions (Deutsche Bahn since 2006), a training programme to sensitise managers for the skills and qualification of female candidates (Ford since 2007), target quotas for women in managerial positions (Daimler) and (cross) mentoring programmes (BMW and 13 other companies in Munich since 2001, Daimler, Allianz, Bosch SMART and IKEA in Stuttgart and environs).

3.4 Multi-employer collective bargaining and gender pay gap since 2005

Collective standards are inherently gender-neutral. Wages, for example, are aligned with the requirements of the specific jobs which the employees perform. As already outlined in section 1, the gender pay gap is smaller in companies that are bound to a collective agreement. Modifications of job classification systems, such as ERA in the metalworking sector, do not explicitly take into account the issue of gender equality as the classification remains strictly orientated towards the requirements of a specific job and thus gender-neutral, too.

Framework agreements in many sectors include arrangements for part-time work and parental leave which aim at a better reconciliation of work and family life and thus can support the career development of women. These arrangements are, however, not specifically targeted towards female workers. In a few industries, framework agreements contain explicit declarations in favour of gender mainstreaming. For example, this applies to:

- the framework agreement in the private banking sector of 22 May 2001. It stipulates that applications by women and men are to be treated equally when vacant positions are filled. In addition, access to continuous vocational training is to be equal for women and men;
- the framework agreement in the travel agencies and tour operators sector of 6 June 2005. This settlement states that recruitment and promotion chances as well as access to continuous vocational training are to be equal for women and men.

3.5 Single-employer collective bargaining and social dialogue practices at company level and the gender pay gap since 2005

No evidence with respect to single employer agreements.

According to the Works Constitution Act (*Betriebsverfassungsgesetz*), the promotion of gender mainstreaming is part of works councils' general remit. As already outlined in section one, the gender pay gap is smaller in companies with a works councils. Moreover, in some companies, such as Stihl, management and works councils have concluded works agreements that aim at increasing the proportion of female employees in male-dominated jobs and promoting the issue of gender mainstreaming.

3.6 Gender pay gap and certain sectors

The gender pay gap is regarded as equally relevant to all sectors.

4 Information about good practices

In January 2006, the BMFSFJ, BDA, BDI, DIHK, ZDH and DGB initiated a programme called 'The family as a success factor' (Erfolgsfaktor Familie) aimed at companies. The programme has since then collected, collated and disseminated information about the reconciliation of work and family life, organised a network as a platform for communication, guidance and cooperation between firms, and run a competition for the Family-Friendly Enterprise Award. The network has registered roughly 2,400 companies as members, 1,037 of which have so far signed a declaration that the reconciliation of work and family life is to be integrated into the firm's culture, promoted by appropriate measures and incorporated in daily human resources practice. In addition, the programme has so far listed more than 600 companies as examples of best practice.

Since 1996, the initiative TOTAL E-QUALITY Germany has pursued the aim of establishing and ensuring sustainable equal opportunities for women and men in business. It was founded by seven companies, the DGB and BDA, the federal ministries for family affairs and education, IAB, and the employers' association of the state of Hesse. Since then, the main focus of the initiative has been the advancement of women in leadership positions. In addition to the reconciliation of work and family life, TOTAL E-QUALITY is concerned with equal opportunities in personnel recruitment and development, the promotion of fair behaviour at the workplace and the inclusion of equal opportunity in the principles of the organisation. The TOTAL E-QUALITY award has been presented to companies, institutions and authorities for exemplary activities in terms

of human resources management aimed at providing equal opportunity. The award certifies that the recipient has shown a successful and sustained commitment to equal opportunities for women and men in the professions. So far, 163 companies and institutions have been awarded this distinction.

5 Commentary

Though the social partners jointly acknowledge the significance of the gender pay gap and the need for action they are divided in their assessment of which policies are best. While the unions doubt that voluntary programmes and initiatives, such as the agreement between the federal government and the peak organisations of employers and businesses, have been successful in reducing the gender pay gap and promoting gender mainstreaming and thus call for legislative action, the employers' associations strongly oppose any mandatory measures imposed by the government on issues such as pay and staffing.

In general, it is impossible to determine whether different pay for men and women indicates 'real discrimination' or can reasonably be justified on other grounds. Due to the bias of omitted, unobservable variables (eg motivation, ambition etc.), even an adjusted gender pay gap is by no means an appropriate measure of the extent of discrimination. Nonetheless, occupational segregation and parental leave appear to be the dominant factors determining the size of the gender pay gap. Politically motivated efforts to 'reclassify' jobs only in order to raise the value of jobs typically performed by women take no account of the fact that various jobs do inherently have a different value for companies. Therefore, human resources policies which improve the reconciliation of work and family life, the provision of childcare infrastructure, and initiatives which address the educational and occupational choices of girls and women may be considered the most promising approaches to fostering the career prospects of female employees and thus to reducing the gender pay gap.

Finally, as companies are expected to encounter a shortage of skilled employees in the coming years, they will be increasingly inclined to adopt human resources policies and offer working conditions which are attractive for both women and men. As a result, regardless of whether it is actually exploited or not, even the potential for conscious discrimination against female employees will in any case decline.

Annex - Questionnaire

Germany: Government and Social Partner Actions to address the Gender Pay Gap

1 The gender pay gap: national data

1.1 Please provide the reference details (see fact-sheet below), including a brief summary, of the main studies and research on the size and the determinants of the gender pay gap in your country published in the period 1999-2009.

Please select up to two studies giving priority to those with sounder methodology and higher statistical significance, larger coverage in terms of sectors, occupations, employed population and time span. In particular large nation-wide surveys which control/adjust for individual and workplace variables (such as education, age, seniority, working hours, occupation, region, sector, firm size, etc.) should be considered for inclusion, as the main focus of this question should be on “adjusted” pay gaps.

If relevant, please comment the results of the selected studies in the light of the debate or other research results on the gender pay gap in your country.

1.2 Are there any studies published in the 1999-2009 period, possibly using qualitative methods, which investigate the social processes which contribute to determining the gender pay gap through selection, occupational segregation, discrimination, and the like? Is there any research on the development of pay gaps during the life course? Do pay gaps emerge at the beginning of the individual careers of women or do they become significant at later stages of professional development? Because of different gendered career paths or because pay gaps tend to increase as the professional career advances (i.e. higher gaps at higher organisation positions)?

Please provide the reference details (possibly links to the full reports or summaries) and the main results of principal exiting studies (up to three) which cover the above-mentioned issues or similar ones centred on the “social and institutional construction of the gender pay gap”.

In general, question 1.1 is meant to cover mainly large nation-wide quantitative surveys while question 1.2 is expected to refer mainly to qualitative, possibly smaller-scale studies. However, the main difference between the two questions refers to the analytical framework and notably to the identification of the determinants of the gender pay gap: individual and workplace variables as opposed to social processes. Therefore, the same studies could fall under both questions. NCs should decide how to cover these “overlapping” studies, under either of the questions or both.

1.3 Are there any studies in your country on how gender differentials of pay have been affected by the current economic crisis?

The current economic crisis has a strong impact on employment in Europe. Overall unemployment rates increased sharply in many Member States. Many of the industries that were hit hardest by the recession have a male dominated workforce, leading to a stronger increase in unemployment for males. On the other hand, women are

more likely to be in less secure employment relationships, e.g. in temporary contracts and part-time work, making them more vulnerable in times of recession.

2 Government initiatives to address the gender pay gap

- 2.1 In light of the current economic crisis, has the national government taken any steps to assess and monitor the impact of the current economic downturn on gender pay inequalities? If yes, please briefly illustrate them, including the results of such assessment. Has the government started any initiatives to prevent or address the possible widening of the gender pay gap because of the economic downturn?
- 2.2 Please illustrate the major government initiatives to address the gender pay gap put in place since 2005. Since there is extensive legislation on gender equality, interventions are usually of an indirect nature.
- 2.3 Please illustrate the main initiatives by the government to address the gender pay gap since 2005 in the public sector. Here the government acts as the employer and can intervene more directly, even if often the rules on compensation leave less room for pay differentials.

3 Social partner initiatives to address the gender pay gap

- 3.1 In light of the current economic crisis, have the social partners, whether unilaterally or jointly, taken any steps to assess and monitor the impact of the current economic downturn on gender pay inequalities? If yes, please briefly illustrate them, including the results of such assessment. Have the social partners started any initiatives to prevent or address the possible widening of the gender pay gap because of the economic downturn?
- 3.2 Please indicate whether the gender pay gap has figured prominently on the trade union agenda since 2005. Have the trade unions initiated in this period any specific initiatives to address the gender pay gap? Please illustrate the most important of such initiatives.
- 3.3 Please indicate whether the gender pay gap has figured prominently on the employer associations agenda since 2005. Have the main employer associations initiated in this period any specific initiatives to address the gender pay gap? Please illustrate the most important of such initiatives.
- 3.4 Please indicate whether multi-employer collective bargaining has contributed to address the gender pay gap since 2005. Has multi-employer collective bargaining introduced specific clauses or instruments to address the gender pay gap? Please illustrate the most important of such clauses or instruments.
- 3.5 Please indicate whether single-employer collective bargaining and social dialogue practices at company level have contributed to address the gender pay gap since 2005. Has single-employer collective bargaining introduced specific clauses or instruments to address the gender pay gap at company level? Please illustrate the most important of such clauses or instruments.

3.6 Has the issue of the gender pay gap been particularly important in certain sectors? If yes, please indicate the sectors involved (up to three), the main reasons of such relevance and its most significant expressions and achievements (up to three for each sector - unilateral actions by employers or unions, joint initiatives, collective bargaining).

4 Good practices

Since 2005, have there been any major initiatives to identify, collect and disseminate good practices on equal pay or more generally on gender equality in employment?

5 Commentary

Please provide your own assessment and comments on the initiatives to address the gender pay gap covered by this comparative study, including any further information that you consider important to illustrate the state-of-play of pay equity in your country.