

CLOSING THE GENDER PAY GAP IN PUBLIC SERVICES IN THE CONTEXT OF AUSTERITY

Slovakian Workshop
Online workshop, 16 June 2020

Case studies presentation

- Countries covered: **IT-FR-CY-ES**
- **Sectors:** Public Administration & Defence [Penitentiary Police Sub-Sector]; Education; health (hospital) public sector and private for-profit/non for profit health, social and medico-social sector; Public Sector;
- Case study implementation: **desk research & interviews**



Case studies overview

Country	Cyprus	France	Italy/1	Italy/2	Spain
Organization- Trade Union- Organization	PASYDY	CFDT Santé Sociaux	UIL SCUOLA RUA	FP CGIL	FeSP-UGT Cataluña
Sector	Public sector (Educational Sector not included)	Health sector	School, University and Research	Penitentiary Police	Health sector

Main common features of the sectors



- General female **occupational segregation** phenomena ongoing (with the exception of the Penitentiary Police sector).
- Heavy **austerity measures** introduced during the financial crisis affecting the overall public sector, imposing wage cuts, pay freezes and reductions in public sector employment and career progression chances.
- GPG: **issue difficult to be operationalized** also because of a lack of official and updated statistical data about GPG at national and sectoral level.
- GPG: a “**fuzzy**” concept, often not perceived and/or taken into account/tackled/addressed as self-standing problem.



General GPG explanatory factors

Stereotypes,
workplace culture and
(low) social
recognition f

Lack of family-
friendly welfare
measures / care
duties

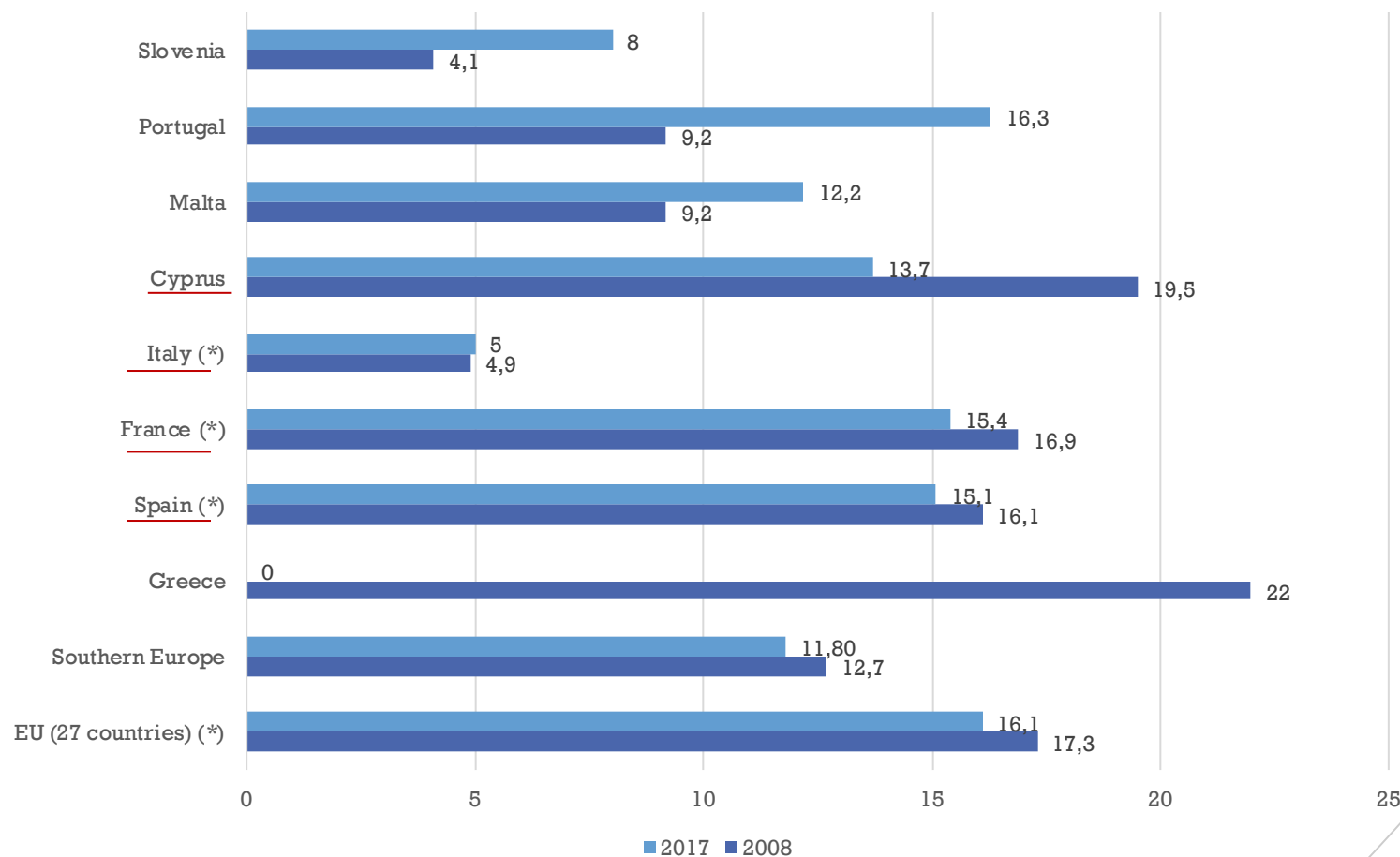
Sectoral labour market
female segregation (both
horizontal and vertical)

No access to paid overtime
work/Part-time and/or
fixed-term jobs mostly
held by women (both
voluntary and involuntary)

Barriers to labour market entry
and negative trade off between
educational
credentials/wages/female
occupational profiles/Glass
ceiling, preventing women's
access to positions of
responsibility, mostly held by
men (vertical segregation)

Low
effectiveness in
law/regulations
application

GPG 2008 vs. 2017 comparison of the unadjusted gender pay gap in the public sector in Southern Europe



GPG & Trade Unions

Examples of good and less successful practices

- **No specific initiatives at national level**, few European initiatives (mainly consisting in participating in EU-funded projects), general initiatives devoted at reducing gender inequalities (ITA/1 & 2; CY).
- **GPG issue ends up losing importance if compared to an issue perceived as more urgent: the very low overall level of wages within the sectors** (ITA/1; CY; FR) and ...
- ... focussing the attention on **wage disparities between sectors** rather than between genders (ITA/1; CY; FR).
- Very important -and recent- **pieces of legislation** approved which affect the equal pay issue and take into account the role of a correct information about the GPG issue and an active social partners involvement. Implementation and outcomes to be evaluated in the longer term (ES; FR).
- Only 2 examples of replicable mechanisms (**envisaging incentives and penalties**) to **encourage and engage employers to support and sustain gender equality**. (ES; FR).
- Interesting introduction of new equal opportunity platform to remove organisational and cultural barriers perpetrating direct and indirect types of discrimination and engage both female and male employees in staff development initiatives for their constant personal and professional growth. . Implementation, outcomes and repeatability to be evaluated in the longer term. (ITA/2)



Thank you!



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