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# ***GENDER PAY GAP IN ITALY***

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EQ-Train-the-trainer

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# Constitutional Principles on Gender Pay Gap

## **Article 37 [Equality of Women at Work]**

(1) Working women are entitled to equal rights and, for comparable jobs, equal pay as men. Working conditions have to be such as to allow women to fulfil their essential family duties and ensure an adequate protection of mothers and children.

This article that granted woman professional equality, is object of a number of laws on equality which main contents can be summarized as following:

- prohibition of job discrimination and definition of juridical action tools to guarantee the respect of such prohibition
- promotion and assumption of the initiatives directed to concretely realize gender equality
- enterprises have to follow determined obligations with the purpose to check the respect of the dispositions on the equal opportunities

# Gender Pay Gap in Italy

Information based on the studies of ISFOL (Institute for the professional training development of workers)

Italian Constitution is clear on the principals of equal opportunities and law are very good but results show that there is a difficulty to apply it to politics of real equality.

Laws work to regulate the formal equality but don't allow the substantial equality.

In contrast with the European data rates available in the European Commission website <http://ec.europa.eu/social/main.jsp?catId=685&langId=en> that assign to Italy the 4.9% of Gender Pay gap, the real date is a media of 23% of gap with a variation that goes from a minimum of 15% to more than 40% for the autonomous professions and the high management levels, and includes all working sectors, professions and areas of the country (with some important differences from north to south)

Country	Gender Pay Gap
Belgium	9.0
Bulgaria	13.6
Czech Republic	26.2
Denmark	17.7
Germany	23.2
Estonia	30.3
Ireland	17.1
Greece	22
Spain	17.1
France	19.2
Italy	4.9
Cyprus	21.6
Latvia	13.4
Lithuania	21.6

Country	Gender Pay Gap
Luxembourg	12.4
Hungary	17.5
Malta	9.2
Netherlands	23.6
Austria	25.5
Poland	9.8
Portugal	9.2
Roumania	9.0
Slovenia	8.5
Slovakia	20.9
Finland	20.0
Sweden	17.1
United Kingdom	21.4

Sure, there are large differences between European countries, but the data numbers have to be read in a correct way. In Italy the very low rate doesn't mean that there is more gender equality. In fact the Italian 4,9% pay differences, one of the lowest in Europe, come from a very low female employment rate.

The paradox is that the gap between women and men is higher in professions more qualified and with better salaries. That means that the gender pay gap doesn't affect only the law paid works but speaks about all the productive system of the country, in the public and private work, and affects also the social welfare (that normally are out of the marketing logics and politics).



- One part of the gap is explained by differences on working hours among genders but the results shown that women earn less money also with equality qualifications and hours worked.
- the gap became higher in relation with the increase of the incomes.
- the gap is strictly linked to the age. The women working life is related to the family balance contribution. In fact the pay gap is higher in media in ages among 30-35 years old.

- Very incisive on the gender pay gap also the welfare politics especially the offer of family services.
- Tendency of Italian enterprises is to incorporate in the salary component the risks of maternity leaves, independently if it is an effective or just probable maternity.
- As in other European countries in Italy there is a strong economical interlacement between production and reproduction

As Rosa Rinaldi, State Vice Secretary of the Ministry of Labour and Social Providence said:

*The paradox is that persons that in our economic lexicon are defined as “dependent people” are in reality persons that work for free to sustain all the others in the market.*

# Why Gender Pay Gap in Italy

Most of the gender pay gap in Italy is due to:

- A different distribution in the professional position between genders
- A different quantity of hours worked
- A different level of training (that can be used)
- An occupational segregation (horizontal and vertical)

Other important things to consider are:

- A persistence of discrimination in the working career
- Difference of salaries between women and men for the same work, hours and responsibilities
- Difference of salaries for equivalent work
- Differences in how to treat bonus, benefits, costs of extra working hours, training possibilities, etc.

# Numbers in Italy

## **The first women discrimination is the difficulty to access the working market**

The level of women participation to the working market is an average of 24 points less than men

In 2004 the annual media income for men was of 16.347 € and for women 12.537 €

Women income gap is higher for autonomous workers 31,5% but also for women working with less or no qualification as a gap of 27,9%

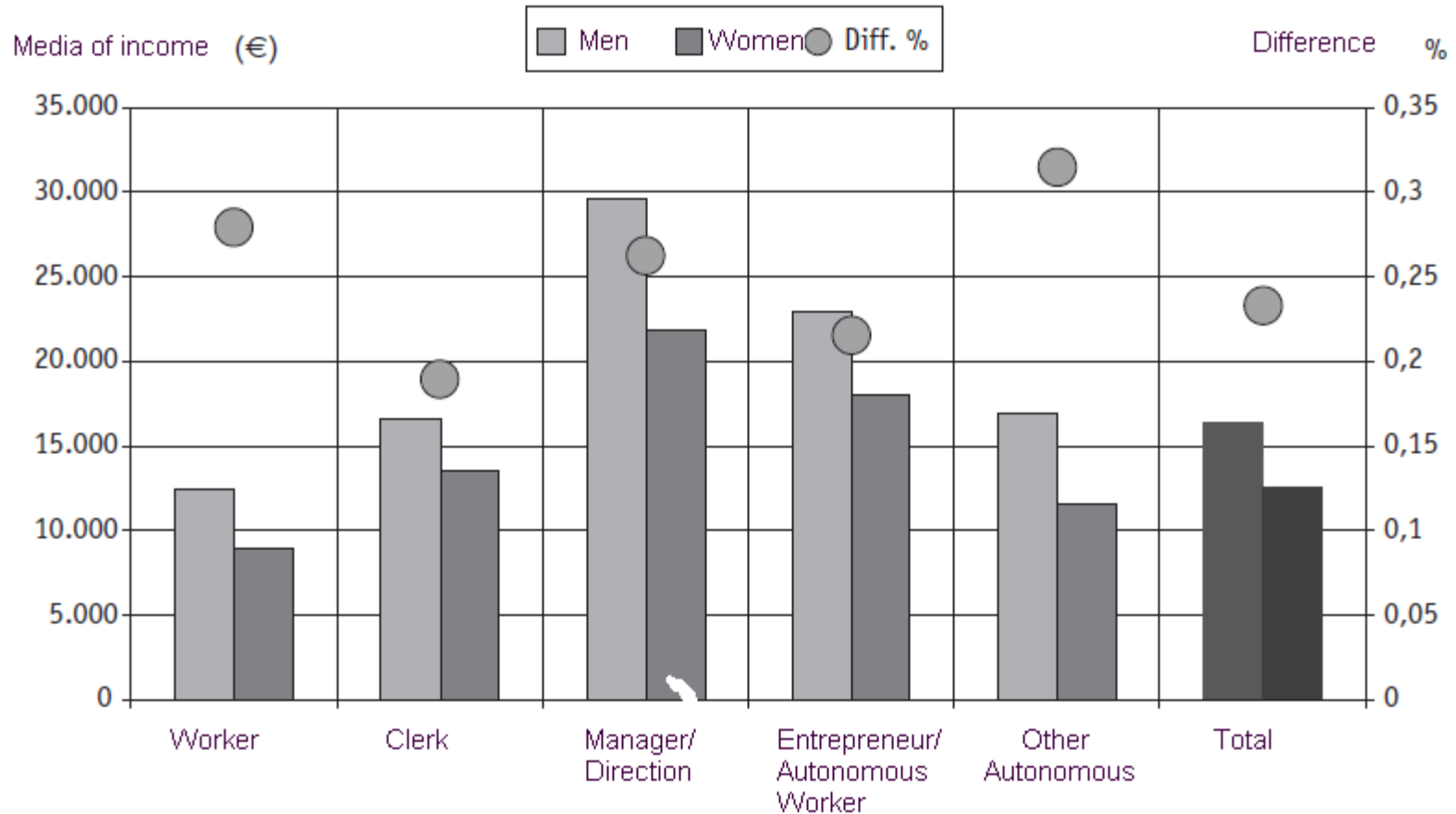
Also if women are in the high positions (Manager/Director) the salaries are equal to  $\frac{3}{4}$  of their men colleagues. A Women manager earns an average of 26,3% less of her men colleagues.

## Media working income following gender and professional position

Professional qualification	Men	Women	Total	Diff. %
Worker	12.432	8.960	11.371	27,9%
Clerk	16.655	13.500	14.913	18,9%
Manager/Direction	29.584	21.815	27.581	26,3%
Entrepreneur/Autonomous worker	22.927	17.986	21.595	21,6%
Other autonomous	16.890	11.573	15.301	31,5%
<b>Total</b>	<b>16.347</b>	<b>12.537</b>	<b>14.859</b>	<b>23,3%</b>

ISFOL. “Esiste un differenziale retributivo di genere in Italia?” Tab. 5.1. Source: elaborated data from Banca d’Italia. Sample survey on the balance of Italian families.

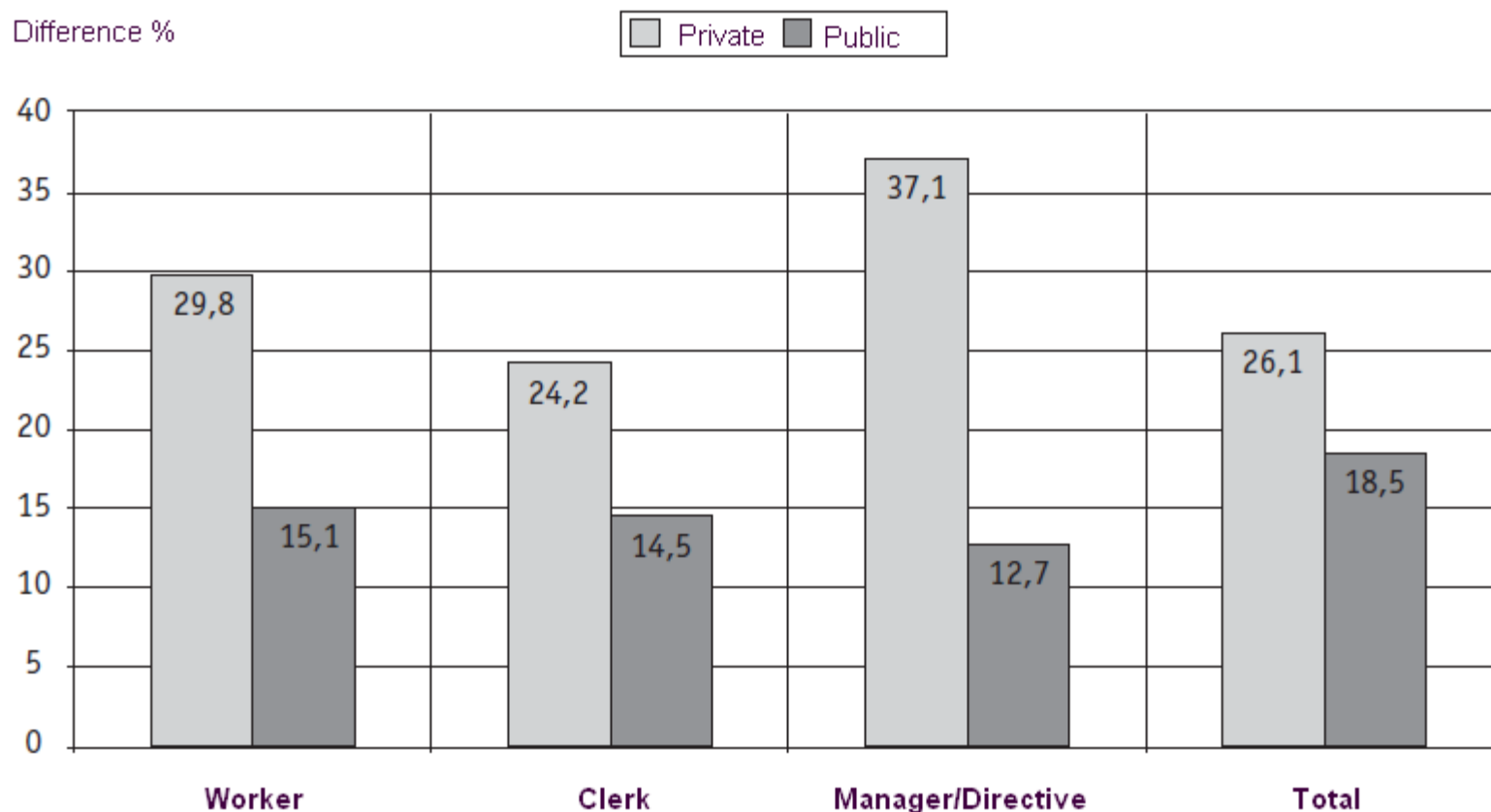
# Media of working income, gender gap and professional qualification



ISFOL. “Esiste un differenziale retributivo di genere in Italia?” Tab. 5.1. Source: elaborated data from Banca d’Italia. Sample survey on the balance of Italian families.



## Gender gaps of salaried work incomes following the working sector Private/Public and the professional qualification



ISFOL. “Esiste un differenziale retributivo di genere in Italia?” Tab. 5.2. Source: elaborated data from Banca d’Italia. Sample survey on the balance of Italian families.

Gender gaps of salaried work incomes following the children presence  
(age 0-6) and the professional qualification

Professional qualification	Presence of children age 0-6	Income from work
<b>Worker</b>	No	27,1%
	YES	33,7%
<b>Clerk</b>	No	17,1%
	YES	40,0%
<b>Manager/Director</b>	No	25,1%
	YES	49,0%
<b>Total</b>	No	19,4%
	YES	36,3%

ISFOL. “Esiste un differenziale retributivo di genere in Italia?” Tab. 5.5. Source: elaborated data from Banca d’Italia. Sample survey on the balance of Italian families.

Working hours following the children presence  
(age 0-6) and the professional qualification

Professional qualification	Presence of children age 0-6	Men	Women	Total
Worker	No	40,4	35,8	39,0
	YES	42,5	28,6	39,8
Clerk	No	38,9	34,2	36,4
	YES	39,6	33,4	36,0
Manager/Director	No	42,1	39,0	41,3
	YES	49,4	41,4	48,5
Total	No	40,0	35,0	38,0
	YES	42,4	32,3	38,8

ISFOL. “Esiste un differenziale retributivo di genere in Italia?” Tab. 5.7. Source: elaborated data from Banca d’Italia. Sample survey on the balance of Italian families.

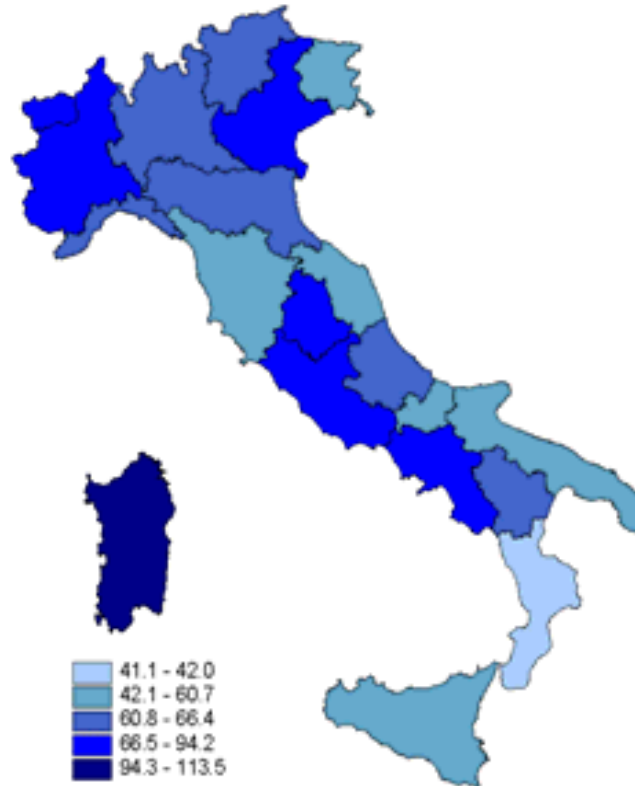
Extra working hours following the children presence  
(age 0-6) and the professional qualification

Professional qualification	Presence of children age 0-6	Men	Women	Total
Worker	No	4,3	2,7	3,9
	YES	5,3	2,9	4,9
Clerk	No	3,9	3,2	3,6
	YES	5,7	1,3	4,2
Manager/Director	No	5,4	3,2	4,9
	YES	2,3	11,0	2,9
Total	No	4,2	3,0	3,8
	YES	5,2	2,1	4,6

ISFOL. “Esiste un differenziale retributivo di genere in Italia?” Tab. 5.8. Source: elaborated data from Banca d’Italia. Sample survey on the balance of Italian families.

# SITUATION PER REGION

Net annual incomes of autonomous working women related to that of men divided per region. Year 2003 (value in percentage)



Data from: Istat, RCFL

# Best practices in Italy

## GENDER PAY GAP

Project DI.RE. in Alto Adige – DI.fferenze Retributive, DI.fferenze da elimina.RE. (gender pay gap, differences to eliminate)

Objectives:

- ***Various level of promotion action to change social stereotypes***
- ***Modify the adaptability of women to the working changeable working market***

With the scientific collaboration of the University of Trento. In 2009 they started the activities with some interviews to stakeholders. Looking for the variables that determinate the differences that for the moment are:

- Life choices (studies, type of work chosen, linked to stereotypes)
- Offers of the working market
- Choices done from the staff selecting workers
- Contracting system
- Taxation system

# STEREOTYPES

## **Observatory of the women representation in Television**

Rome- 18th May 201, in the new contract of RAI (Italian Radio Television), they included a new amendment promoted by Emma Bonino of the association “Pari o dispare” (equal and unequal)

- The amendment, subscribed from more then 70 persons from the parliament of all parties and more than 1200 through internet, foresees to open the independent observatory of the women representation in the Radio-TV programs, stereotype representation, most of the time vulgar, and far away from the reality and the role that women have in our country.
- Second point organization of informative seminars for the producing companies and operators of the sector, with the aim of avoid to give a damaging representation, using results of the European researches in the field.

# From the Ministry of Equal Opportunities

## Equal pay, meeting Carfagna – social parties

- *18th March 2009*

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The Italian Minister of Equal Opportunity, Mara Carfagna met the represents of Fnsi, Cgil, Cisl, Uil e Ugl (Trade Unions). Subject of the meeting, asked from the trade unions, was the gender pay gap and women careers. The group decided to open a consultancy table, that will met in the future, for technical and cultural information related to the women condition in the working market and the concretization of the direction 2006/54/CE of the European Parliament (5th July 2006) concerning the realization of the equal opportunity principle and the equal treatment among Women and men concerning the employment.

“The Ministry is taking seriously into account this problem, very important in our Country as in the world”, told the Minister. “First of all it is necessary a cultural change in the concept of working woman”, and added, “for this reason we are elaborating some measures that would help women to conciliate times dedicated to the family with all dedicated to the work : the aim is to favour the women equal access to the working market, a career development equal to that of men, and consequently an adequate economic treatment”

[http://www.pariopportunita.gov.it/index.php?option=com\\_content&view=article&id=959:parita-salariale-incontro-carfagna-parti-sociali-&catid=79:comunicati-stampa&Itemid=213](http://www.pariopportunita.gov.it/index.php?option=com_content&view=article&id=959:parita-salariale-incontro-carfagna-parti-sociali-&catid=79:comunicati-stampa&Itemid=213)



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- Work edited by Emiliana Rustichelli “Esiste un differenziale retributivo di genere in Italia? Il lavoro femminile tra discriminazioni e diritto alla parità di trattamento” – Collana Editoriali Fondo Sociale Europeo

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# Train the Trainers 2

## Italian experience

The course was divided into 3 lessons one per week held from 09.00 to 18.00 in the city of Udine the dates 3 – 10 and 17 June 2010.

## PARTICIPANTS

For the Train the Trainers II we involved 17 participants coming from different backgrounds:

### Trade Unions:

- Cigl – For women working in the social assistance
- Cigl – From the Commission of Equal Opportunities
- Uil – working in the Secretary of the TU in Udine
- Fiba/Cisl – trade unions for Banks and Insurances

### Public sector:

- Municipality of Tricesimo
- Municipality of Moggio Udinese
- CPI (Centre for Employment) of the Province of Udine
- Regional working Agency – Obiettivo Lavoro
- Regional Agency for Work

### Associations:

- Women Association “La Tela”
- Social Agency 2001

### Schools:

- Teacher for children
- University – stage for credits in Psychology

### Private:

- Privates – for personal interest
- Psychologist – giving lessons in different subjects, working with regional, national and European projects

# Course Evaluation

Generally speaking participants said that the programme was strictly related to the subject of gender pay gap, contents and didactical material were good.

The knowledge for all of them can be used in the working context and for most of them also in the private working context, it responded to their expectations.

They consider the course a theoretical/practice one and will recommend it to other persons working in and/or interested to the subject. It responded to their training needs.

They said that what they needed were more legislative information (we provided them with all the Italian laws or amendments on this subject. See above)

# Use of the training results

Participants working in trade unions will take into account of all the information given for the future development of conciliation and negotiation tables and in the relations with workers and with enterprises also if this is very difficult in the public sector. For this reasons real Italian numbers were very useful as well as role plays and exercises (some of them can be used in some problematic groups)

People working in the public sector will use the data and information for future dissemination in their internal staff and also for a better sensitization on the subject at regional level

Associations working with women confirmed the knowledge that already had and will use the exercises for better sensitize to women to their rights.

In the school they will use some exercise related to the stereotypes with children and sensitize other teachers. The university students will gain some credits but, continuing the stage in a provincial agency for work will disseminate results to other staff and use with the persons that they assist.

The psychologist will probably go on with the information and studies and propose (as free lance) latest a competence also on gender pay gap.

# Conclusions on the experience

Also if it was very difficult to involve persons to the training, we consider to have received very good results from the participants. The problem was related to the training hours (they had to take days off); some political changes in the regional public representatives of equal opportunities; the regional geographical distances.

As organizers we were very satisfy especially due to the learners interest and participation.

The course can be replicate in case some “public stakeholders” will consider it interesting and if it can be fund by the ESF.

Because of the economical crisis some of the persons contacted (that didn't participate to the course) considered that gender pay gap at the moment is a marginal problem related to the employment Italian situation.

In Italy, generally speaking, and in our Region in particular the subject it is not really known. In our country we also ignore the basis of equal opportunities. Gender stereotypes are very present and consistence in hour daily life starting from children generations.

**Thank you for the kind attention!!!**