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1 Recession, austerity and gender: A comparison of eight European labour markets Hélène PÉRIVIER

The collapse in GDP brought about by the global economic crisis in 2008 affected female employment less than male employment, whereas austerity has been particularly harsh on women, a gendered impact described in the literature as “he-cession to sh(e)-austerity”. This article analyses gendered trends in the labour markets of eight European countries, decomposing quarterly changes in labour participation of women and men and in employment by sector. The “he-cession to sh(e)-austerity” scenario is not observed in all countries. Other channels through which austerity policies can jeopardize gender equality and women’s rights are identified with reference to a typology of such policies.

KEYWORDS: ECONOMIC RECESSION, SEX DISCRIMINATION, LABOUR MARKET ANALYSIS, EU COUNTRIES.

39 Job polarization in European industries Valeria CIRILLO

Job polarization instead of pure upgrading is emerging in European industries. This article focuses on polarization of the employment structure and contributes empirical evidence to explain patterns of occupational change in relation to four major groups: managers, clerks, craft workers and manual workers. Building on the structural approach, the author aims to analyse employment dynamics at the sectoral level and shed light on job polarization trends in Europe. Job polarization clearly emerges, mainly in service sectors, and in some European countries it is leading to a rejection of the hypothesis of skill upgrading sustained by the skill-biased technical change paradigm.

KEYWORDS: LABOUR MARKET SEGMENTATION, OCCUPATIONAL STRUCTURE, SERVICE SECTOR, EU COUNTRIES.

This article quantifies the levels of occupational segregation between part-time and full-time work using data from the European Labour Force Survey for 15 European countries. It also attempts to identify some of the determinants of segregation through regression analysis using three groups of indicators (quantity of employment, quality of employment and institutional factors). Occupational segregation by hours of work is generally higher for males than for females and is also higher for young workers versus adult workers. It is also found that segregation for men is correlated with the quantity of employment, while variables from all three groups of indicators are important for adult women and young workers.

KEYWORDS: LABOUR MARKET SEGMENTATION, HOURS OF WORK, PART TIME EMPLOYMENT, WOMEN WORKERS, YOUNG WORKER, EU COUNTRIES.

83 **The gender pay gap at labour market entrance:
Evidence from Germany**

Andreas BEHR and Katja THEUNE

The authors investigate wage differentials between German male and female graduates at labour market entrance at all percentiles of the wage distribution. The wage differentials are decomposed using the single-index approach suggested by DiNardo, Fortin and Lemieux (1996) and Fortin and Lemieux (1998), and by endowment, price and returns-to-skill function effects. The results reveal higher starting salaries for men at all percentiles of the income distribution, with the pay gap varying in magnitude. The endowment and price effects are favourable for men throughout. The effect of the difference in the returns-to-skill function works in favour of female graduates.

KEYWORDS: WAGE DIFFERENTIAL, SEX DISCRIMINATION, ENTRY INTO WORKING LIFE, CASE STUDY, GERMANY.

101 **Inter-country wage differences in the European Union**

João PEREIRA and Aurora GALEGO

This article investigates the determinants of wage gaps between European Union countries along the wage distribution, applying the methodology proposed by Firpo, Fortin and Lemieux (2009) and Fortin, Lemieux and Firpo (2011). The authors conclude that both wage structure and composition effects contribute to explaining wage differentials, but that the wage structure effect is more important. This latter effect would appear to derive from differences between unknown factors, while the composition effect can largely be explained by differences in the following areas: education, proportion of workers with supervisory responsibilities, occupational structure, and, to a lesser extent, industrial structure.

KEYWORDS: WAGE DIFFERENTIAL, WAGE STRUCTURE, EU COUNTRIES.

129 **Wage differentials within a female-dominated occupation:
Domestic workers in informal and flexible jobs in Portugal**

Fátima SULEMAN and Maria da Conceição FIGUEIREDO

The authors use an original cross-sectional data set to examine the impact of informal and flexible contractual arrangements on the wages of domestic workers hired by private employers in Portugal. OLS estimations suggest that formality benefits workers, whether they have a stable or a flexible contract. However, social and labour market processes help to shape and maintain inequality, especially for migrant workers. Although skills are undervalued and do not generate rewards, higher wages are identified for workers who are engaged in contingent work, work for multiple employers or provide care for the elderly. However, such workers are still subject to exploitation and insecurity.

KEYWORDS: WAGE DIFFERENTIAL, DOMESTIC WORKER, WOMEN WORKERS, INFORMAL WORKERS, LABOUR CONTRACT, PORTUGAL.

Unions and unequal pay: The establishment of the “family wage”

Lilach LURIE

Equal pay laws in many OECD countries establish the right of men and women to equal pay for work of equal value. Nevertheless, during the first half of the 20th century, before the enactment of equal pay laws, employers and unions in several countries promoted unequal pay through “family wage” arrangements. This article seeks to improve understanding of the historical and sociological origins of “family wage” arrangements through both comparative research and in-depth historical archival research of family wage arrangements in Israel. It shows that unions played a complex role in promoting family wage arrangements. While their action reflected their patriarchal understanding of society, they were also guided by socialist principles.

KEYWORDS: WAGE DIFFERENTIAL, EQUAL PAY, FAMILY, TRADE UNION ROLE, CASE STUDY, ISRAEL.