

## Earnings differentials in Italian private sector Year 2014

In this report indicators on average hourly earnings are presented for the reference year 2014. They refer to employee jobs in the private sector, excluding Agriculture (NACE rev. 2 sections from B to S excluding O).

These statistics, produced for the first time with a combined use of statistical registers and surveys, allow detailed analysis on earnings variability along economic activity sectors, size of enterprise, localization of the workplace and employee level characteristics.

In 2014 the average hourly earnings was 14.1 euro. 10% of jobs with the highest value (ninth decile of the earnings distribution) recorded an hourly earnings that was at least 12.7 euro higher than 10% with the lowest values (first decile of the distribution).

Among the economic activity sectors the highest average hourly earnings was recorded in Financial and insurance activities (25.4 euro). This was also the sector where the highest internal variability was recorded with a difference between the ninth and the first decile of 26.3 euro per hour. At the other extreme, the Other services activities sector showed the lowest hourly earnings (9.8 euro) that was 30.5% lower than the total average.

Among the regions, Lombardia, recorded both the higher hourly earnings (15.7 euro) and the larger variability (the difference between the ninth and the first decile is 16 euro). The regions with lower and most compressed hourly earnings were Basilicata, Puglia and Calabria.

Of the total annual earning, 9.6% were represented by the 13th or additional monthly pay; 4% by annual bonuses and allowances not paid at each pay period; 2.3% and 1.1% were respectively the weight of payments for overtime and in kinds.

The earning differential between the jobs occupied by female and male workers was -12.2%. This earning gap increased with the average earnings either across economic activity sectors than across regions.

The hourly earnings increased with education both for male and female workers but not at the same pace. Workers with tertiary education were paid on average 16.1 euro for women and 23.2 for men with a gap of -30.6%.

The hourly earnings rose with the age and the tenure within the firm. For a worker with a tenure of at least 35 years it was 70% higher than for a worker with less than 5 years.

The jobs occupied by foreign-born workers recorded lower hourly earnings (-18.6% with respect to native-born workers).

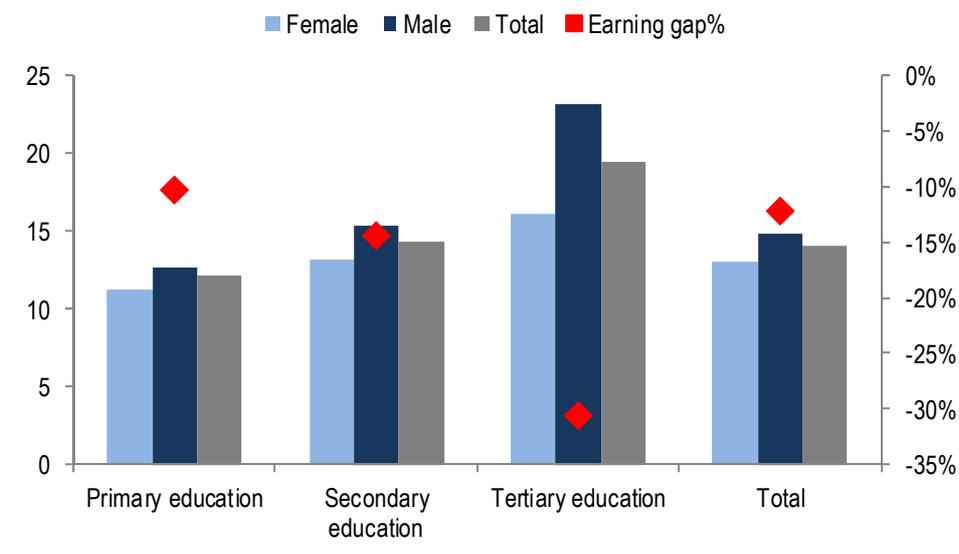
Managers recorded hourly earnings on average five times higher than low skilled occupations and more than three times the national average. Among them the hourly earnings for men was one time and half higher than that of women.

5.6% of jobs was remunerated with an hourly earnings below or equal to 7.5 euro, that is two thirds of the national median. These low pay jobs were concentrated in the southern Italian regions, in the Services sectors, among women, young workers, part-time workers, and with low levels of education.

The Italian Gender Pay Gap, measured on the whole economy including the public sector according the international standards, was among the lowest in European countries. This result synthesizes a very low value measured in the public sector and one, aligned with the other countries, for private sector.

## HOURLY EARNINGS AND EARNING GAP BY SEX AND EDUCATIONAL LEVEL

Year 2014, absolute values in euro and percentages



**For more details please refer to the Italian version**

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