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IT IS NOT A BED OF ROSES. GENDER AND ETHNIC PAY GAPS IN ITALY

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It is not a bed of roses.

Gender and ethnic pay gaps in Italy.

Abstract

The paper investigates the gender and ethnic wage gaps in Italy and their changes during the current economic crisis, using EU-SILC data. Even though Italy has a low gender pay gap compared to other European countries, the overall gender gap increased from 3.7 in 2008 to 7.2 in 2011.

First we analyse the institutional context and how gender segregation in different sectors affected changes in the wage gap. Second, we apply the Oaxaca-Blinder decomposition, with and without Heckman correction, and Shamsuddin decomposition, to estimate the double-negative discrimination for migrant women. We analyse the causes of changes in the wage gaps through a quantile decomposition.

We show that the gender gap among Italians increased from 3.4% in 2008 to 7.0% in 2011, along the whole income distribution, driven by the lower percentage increase in wages of Italian women with respect to men. Moreover, it is unexplained by observables characteristics.

On the other hand, the ethnic wage gap between Italian and migrant women is larger, but it slightly decreased from 27.6% in 2008 to 26.0% in 2011. However, at the bottom of the income distribution the ethnic gap increased, because wages of poorly-paid migrant women did not grow during the period.

Keywords: Gender and ethnic discrimination, wage gaps, double discrimination

JEL: J31, J71, J16

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1. Introduction

The pay gender gap in Italy is very low with respect to other European countries. According to Eurostat (2013), the unadjusted gender pay gap in Italy was 5.8% in 2011, while the European mean is 16.2%. Moreover, some studies (Paggiaro, 2013; Pastore and Villosio, 2011) suggest that the impact of the current economic crisis has been less serious for women (particularly foreign women) than men. In fact, unemployment rate is still higher for women (12.8% in 2013) than for men (11.5% in 2013), but the difference has decreased since 2008, when the unemployment rates were 8.6% for women and 5.6% for men (Istat, 2013). Despite the low gender gap, looking at the broader institutional context, Italy has a long history of gender discrimination. Female participation rate is only 53% in 2012, still very low respect to other European countries. Among OECD countries, Italy has the highest gender gap in leisure time: Italian men have 80 minutes more of leisure time per day than Italian women (OECD, 2009). In fact, Italian women perform 76.2 per cent of domestic and care work (Istat, 2010). The “double burden” for women and the lack of policies to support families with children has led to a low fertility rate (Di Tommaso, 1999; Del Boca *et al.*, 2009). The “double burden” has also hindered female political participation. The percentage of women in the National Parliament is 21% and 16% in the National Government (European Commission, 2013). Furthermore, in Italy gender mainstreaming is mainly absent from economic policies, maintaining or even reinforcing the existing inequalities (Villa and Smith, 2010).

In trying to cope with the above-mentioned cultural and institutional constraints, Italy has seen an increased inflow of female immigrants working in child and elderly care and performing domestic work. This inflow of immigrant women substitutes Italian women in care and domestic work (Bettio *et al.*, 2006; Bettio and Verashchagina, 2013) allowing the perpetuation of a state in which men do not change their role either in the household or in the public sphere. Therefore, observed gender and ethnic earnings gaps are important in the perpetuation of a male-dominated society.

This paper argues that the Italian case is of particular interest as an example of a country with a high level of gender discrimination, a low, but increasing, gender pay gap, and an increasing inflow of

female migrants working in the care and domestic sector. In addition, during the economic crisis, countries with high levels of public debt, like Italy, were especially vulnerable, leading to cuts in public services and the freezing of public sector wages (a large employer of women).

We explore the issue of gender and ethnic earnings discrimination in Italy and its change during the current economic crisis. Relying on data from the 2008 and 2011 European Union Statistics on Income and Living Conditions (EU-SILC) for Italy, we analyse the earning disadvantage of Italian women respect to men and the multiple discrimination experienced by migrant women. In addition, the low Italian wage gap could be partially due to the positive self-selection into the labour force, therefore, the paper also estimates the Heckman corrected wage gaps. In order to analyse the wage gaps among different part of the income distribution, we also apply a quantile decomposition.

The results show that the unadjusted gender wage gap among Italians has increased from 3.4% in 2008 to 7.0% in 2011; the increase is mainly due to the lower increase in the wages of Italian women with respect to men and immigrants. The gender gap between Italians is unexplained by observed characteristics. Migrant women experience the multiple discriminations of being a woman and being an immigrant: the unadjusted wage gap between Italian men and foreign women is equal to 30% in 2008 and to 31% in 2011; observed characteristics explain between 22% and 37% of this gap. The quantile decomposition shows that the gender gap among Italians has a U shape for both 2008 and 2011: it is higher at the two extreme of the income distribution, confirming the presence of sticky floors and glass ceilings (Christofides *et al.*, 2013). The ethnic wage gap for women (Italian women versus migrant women) increases with incomes and it is even less justified by observed characteristics. This last result shows that immigrant women suffer multiple discriminations, making it challenging to improve their economic conditions.

At all income levels, except for the lowest 20%, there was an increase in the Italian gender wage gap between 2008 and 2011. The ethnic wage gap between women with the highest incomes, instead, decreased in the same period. Changes in wage gaps are driven by the lower increase in

wages in the private service sector and in the public sector - where Italian women are mainly employed - with respect to all the other sectors.

The paper is organized as follows: section 2 describes the institutional context and the raw data on the gender and ethnic gaps in Italy; section 3 describes the methodology used, while section 4 illustrate the data used and descriptive statistics. Section 5 details the results, and we conclude with section 6.

2. The institutional context and the gender and ethnic wage gaps

Non-discrimination principles in Italy come both from the Italian Constitution¹ and from European laws². The necessary process to implement those principles were long and laborious (see Ballestrero, 1979; Barbera, 1991). The first law on the right of equal pay was adopted in 1977³. Only in 1991, the broader definition of “indirect discrimination” was introduced⁴, in order to prevent apparently neutral behaviours that instead disadvantage women. Finally, the Code of Equal Opportunities⁵ was adopted in 2006 as a more general norm, and it is now the main instrument used to prevent and remove sex-based discrimination⁶.

Despite the increased awareness of the European Union and of international organizations in monitoring the gender pay gap (Eurostat, 2013), economic research on the gender pay gap in Italy has been relatively scarce, although increasing in recent years. Some studies compare Italian gender pay gaps with other European countries (Olivetti and Petrongolo, 2008; Nicodemo, 2009; Christofides *et al.*, 2013), others link gender pay gaps to educational attainments (Adabbo and Favaro, 2011; Mussida and Picchio, 2013) while Del Bono and Vuri (2011) analyse how gender differences in job mobility affect the gender wage gap.

To study the changes of the gender and ethnic pay gap between 2008 and 2011, we utilize the data set EU-SILC and we start by looking at the raw pay gaps. Table 1 reports the unadjusted hourly wage gaps: men versus women in the whole population, Italian men versus Italian women, and Italian women versus foreign women. The overall gender gap is equal to 3.7% in 2008 and to 7.2%

in 2011. The gender wage gap among Italians increased from 3.4% in 2008 to 7.0% in 2011. The ethnic gap between women decreased from 27.6% to 26.0%. Looking at the gap between Italian men and migrant women (with a double negative effect), we observe a small increase from 30.1% to 31.1%.

TABLE 1 APPROXIMATLY HERE

If we compare the Italian gender gap with other European countries (see fig. 1), we observe that the unadjusted gender pay gap increased for few countries from 2008 and 2011. Italy is among those with an increased gender pay gap, together with Spain, Portugal, Latvia, Hungary, Romania, and Bulgaria. In most European countries, on the contrary, the gender wage gap decreased in the same period.

FIGURE 1 APPROXIMATELY HERE

In order to understand the changes in the wage gaps, it is useful to look at the changes in wages for the different subgroups of the Italian population. Looking at table 2, we observe that wages grew more for Italian men (about 7 per cent) than for Italian women (about 3 per cent) between 2008 and 2011. Italian women had the lowest wage increase, and this causes a dramatic increase in the Italian gender gap during the crisis.

TABLE 2 APPROXIMATLY HERE

In order to explain these differences, it is important to consider the gender composition of the labour force in different sectors.

Italian women work mainly in the private service sector and in the public sector. In 2010, 31.5% of employed women worked in the public sector while only 18.9 % of employed men did so (data from Isfol-plus survey⁷, 2010). In our data⁸, about 60 % of Italian women worked in the service sector in 2008 against 35 % of men.

The high percentage of women working either in the service sector or in the public sector are relevant because wages had different growth patterns, differing between sectors. First, nominal

wages in the public sector grew much less than in the private sector because of a government decree (no.78, 31 May 2010) stopping any new wage increases in the public sector during the period 2010-2013. This measure excluded therefore any revisions of the collective agreement for the public sector as well as any wage increase due to career or years of work experience. As a consequence, the wage differential between the public and the private sector has decreased from 35 % in 2008 to 26 % in 2012 (Banca d'Italia, 2013)⁹.

Second, wages in the private service sector grew much less than in other sectors: in particular, wages in the industrial sector increased on average 3.3% per year between 2008 and 2011, while wages in the private service sector increased only by 1.7% per year over the same period (Banca d'Italia, 2013).

The wages of migrant women are lower than the wages of other groups (see tab. 2 above), but they have increased more than those of Italian women. The gender composition of the labour force by sectors can explain these differences as well. The wages of foreign women increased more than those of Italian women because of the low percentage of foreign women in the public sector. In fact, until 2013, non-European citizens could not apply for positions in the public administration¹⁰. At the same time, foreign women work mainly in the service sector: around 60% of foreign women work in the service sector according to our data (see section 4 below). Their wages grew more than the wages in the public sector but less than male dominated sectors such as industrial production and construction.

3. Methodology

3.1. The decomposition of the wage gap

To analyse the gender and ethnic pay gaps, we first estimate three separate wage equations for Italian men, Italian women, and foreign women, using Ordinary Least Squares. Our dependent variable is log hourly wage, while the explanatory variables are age, age squared, experience, experience squared, level of education, marital status, number of children, sectors of employment,

type of occupation, and region of residence¹¹. Table A1 in appendix A contains a detailed description of the variables.

The estimated wage equations are the following:

$$\ln(W_{gi}) = \alpha_{gi} + \beta X_{gi} + v_{gi} \quad (1)$$

Where subscript g represents one of the three analysed groups: Italian women, Italian men and foreign women; subscript i represents the individual and v represents the stochastic component.

The average estimated gender and ethnic pay gaps can be written as:

$$\Delta\bar{W} = \ln(\bar{W}_h) - \ln(\bar{W}_l) = \alpha_h + \hat{\beta}_h \bar{X}_h - \alpha_l - \bar{X}_l \hat{\beta}_l \quad (2)$$

Where h represents the subscript for the advantaged group and l the subscript for the disadvantaged group.

We use the standard Oaxaca (1973) or Blinder (1973) methodology to decompose the gender and the ethnic pay gap into a component explained by individual characteristics and an unexplained component, which can be considered “discrimination” (equation 3).

$$\Delta\bar{W} = \ln(\bar{W}_h) - \ln(\bar{W}_l) = \underbrace{(\bar{X}_h - \bar{X}_l)\hat{\beta}_h}_{\text{Estimated effects of differences in characteristics}} + \underbrace{(\alpha_h - \alpha_l) + (\hat{\beta}_h - \hat{\beta}_l)\bar{X}_l}_{\text{Estimated effect of different returns ("discrimination")}} \quad (3)$$

The unexplained component may overstate discrimination if there are important omitted variables, such as ability or education quality (Oaxaca, 1973), or understate it if discrimination affects some explanatory variables (Flabbi, 2001). For instance, occupation is often a source of discrimination, through segregation of women and migrants in specific less paid jobs and non-managerial positions (Anderson and Shapiro, 1996; Ruwanpura, 2008). In fact, most of the variables included in the wage equations (sectors, education and background characteristics) include some type of discrimination. Nevertheless, we decide to consider wage as an outcome and to include all relevant

characteristics¹². The Oaxaca-Blinder decomposition is based on the human capital theory, nevertheless there are many other economic theories trying to explain (and to justify) gender wage gaps (Rubery and Grimshaw, 2013).

It has been shown that one of the main causes of the low gender pay gap in Italy is self-selection of women into the labour market (Olivetti and Petrongolo, 2008). Hence, we also estimate the wage equations and the wage gaps decomposition with the well-known Heckman two-step correction (Heckman, 1979). In this case, we first estimate a probit selection equation on all the individuals in the sample where the dependent variable is a dummy variable equal 1 if the individual works. The exogenous variables include age, experience, region, marital status, education, number of children by age, rent or mortgage, other incomes, and allowances. Then we estimate a wage equation including among explanatory variables: age, experience, region, marital status, education, sector, occupation and the Mills ratio.

3.2. The double discrimination

In order to estimate the double-negative effect on wages of immigrant women we apply the methodology suggested by Shamsuddin (1998), which extends Oaxaca-Blinder decomposition.

The difference between average log wage of Italian men and migrant women, that we called “double-negative effect”, is divided into the gender pay gap (between Italian men and women) and ethnic pay gap (between Italian and foreign women). Following Oaxaca-Blinder, each part can be further decomposed into an explained component and an unexplained one. The sum of the two unexplained components is the “double discrimination”, which can be expressed in absolute value or as a percentage of the double gap (see equation 4).

$$\begin{aligned}
\Delta \bar{W} = \ln(\bar{W}_m^I) - \ln(\bar{W}_w^F) &= \overbrace{(\ln(\bar{W}_m^I) - \ln(\bar{W}_w^I))}^{\text{Gender differential}} + \overbrace{(\ln(\bar{W}_w^I) - \ln(\bar{W}_w^F))}^{\text{Ethnic differential}} = \quad (4) \\
&= \underbrace{[(\alpha_m^I - \alpha_w^I) + (\hat{\beta}_m^I - \hat{\beta}_w^I)\bar{X}_w^I]}_{\text{Unexplained gender differential}} + \underbrace{(\bar{X}_m^I - \bar{X}_w^I)\hat{\beta}_m^I}_{\text{Explained gender differential}} + \underbrace{[(\alpha_w^I - \alpha_w^F) + (\hat{\beta}_w^I - \hat{\beta}_w^F)\bar{X}_w^F]}_{\text{Unexplained ethnic differential}} + \underbrace{(\bar{X}_w^I - \bar{X}_w^F)\hat{\beta}_w^I}_{\text{Explained ethnic differential}}
\end{aligned}$$

where I indicates Italians, F foreigners, m men and w women.

Alternatively, the overall wage gap could be decomposed in ethnic pay gap (between Italian and foreign men) and gender pay gap (between foreign men and women)¹³.

Piazzalunga (2013) previously applied this methodology on Italian data and presents results with both alternative decompositions, giving a lower and upper bound of the “double discrimination”.

We are aware of the limitations of our approach which consider double discrimination as additive.

Understanding the discrimination of migrant women in the labour market cannot only be about discovering dualistic links between sub-groups of the population. The idea of multiple identities, shaped by different social characteristics, needs to be taken into consideration. Nevertheless, in economics there are not many studies that analyse multi-discrimination in a broader sense (see Ruwanpura, 2008, for a literature review on multiple discrimination).

3.3. The quantile decomposition

In order to disentangle the causes of changes in wage gaps between 2008 and 2011, we applied a quantile decomposition. Quantile regression analysis allows the variables to impact differently along the wages distribution and to estimate the entire marginal counterfactual distribution of wages, not only at the mean. Different methodologies have been proposed to replicate the Oaxaca-Blinder decomposition together with quantile regressions (Gosling *et al.*, 2000; Machado and Mata, 2005; Melly, 2005). We follow here Chernozhukov *et al.* (forthcoming), in order to decompose the difference between the quantile function of Italian men (Italian women) log wages and the quantile

function of Italian women (foreign women) log wages. The counterfactual distribution is estimated using the conditional distribution of the log wages (dependent variable) given the covariates for Italian men (Italian women) and the distribution of covariates for Italian women (foreign women), and applying the linear quintile estimator (Koenker and Basset, 1978).

4. Data set

We utilize the European Union Statistics on Income and Living Conditions (EU-SILC). We select a sample from the cross-sectional data for Italy in 2008 and 2011, which is the most recent wave. A possible alternative dataset is the Italian Labour Force Survey (LFS)¹⁴, but the EU-SILC has more reliable information on the individual wages. In fact, LFS is truncated for incomes below 250 euro and above 3,000 euro. In order to analyse the gender pay gap it is essential to have the whole distribution of incomes and in particular the top incomes. The main disadvantage of the EU-SILC with respect to the LFS is that EU-SILC has fewer observations. For the same reason we are not using the panel component of the longitudinal data.

The reference population of the EU-SILC consists of private households and their components residing in the country. Thus the number of non-nationals is underestimated, excluding irregular migrants, seasonal migrants, and also the regular migrants which are not yet recorded in the population register, that are about 10% of regular migrants (Fullin and Reyneri, 2011). On the other hand, it collects information also on live-in workers (such as cohabiting caretakers)¹⁵, which are for instance excluded from the LFS due to the design of the survey. This is very important for our analysis given that many migrant women are live-in workers, as 39.2% of domestic or care workers live with the family they work for (IRES, 2009).

We select 16-64 years old employees (excluding self-employed), who provided information on their gross monthly wage and hours usually worked per week. The total number of observations is equal to 14,650 in 2008 and 12,813 in 2011. The sample for the selection equation of the Heckman methodology is larger, including 16-64 years old employed, unemployed and non-employed people.

We still exclude self-employed, retired people and people employed but with no information about wages. The total number of observations is equal to 24,699 in 2008 and 21,593 in 2011.

Table 3 provide some descriptive statistics of the variables utilized for the estimation of the wage gap. Appendix A provides the definition of the variables (table A1), while appendix B presents more detailed descriptive statistics for the two samples utilized in the estimations (tables B1 to B4). An individual is defined as foreigner or Italian according to his citizenship.

TABLE 3 APPROXIMATLY HERE

Table 3 shows that Italian men have the highest gross hourly wages while foreign women have the lowest. Tertiary education is higher among women both for Italians and foreigners. In 2008, 20% of Italian women have a tertiary education compared to 13% of Italian men; 14% of foreign women have a tertiary education compared to 6% of foreign men. Employed men have on average a higher number of young children than employed women; this gap is higher among foreigners.

It is striking that 58% of foreign women in 2008 and 63% in 2011 are domestic or care workers. Foreign men work mainly as blue collars: 78% in 2008 and 76% in 2011.

5. Results

5.1. Gender and ethnic wage gaps

Table 4 reports the Italian gender pay gap (in log hourly wages) and its decomposition using the Oaxaca-Blinder technique, with and without Heckman correction (estimates of the wage equations are reported in Appendix C). Both in 2008 and 2011, more than 100% of the gap is not explained by relevant characteristics, meaning that if women's characteristics were rewarded as men's one, Italian women would have earned more than men. Even though the unexplained component accounts for more than 100% in both year, it decreased from 281% to 187%. Christofides *et al.* (2013) also found that the explained component was negative for Italy.

TABLE 4 APPROXIMATLY HERE

When we consider the Heckman-corrected decomposition, the Italian gender gap in 2008 jump to about 8.9% (see table 5), implying a positive self-selection as expected. The unexplained component is reduced respect to the decomposition without Heckman correction, even though it is still largely above 100%, confirming the positive self-selection.

TABLE 5 APPROXIMATLY HERE

The gender pay gap slightly increased between 2008 and 2011 also when applying Heckman correction: in 2011 the gap is about 9.5%, less than one percentage point higher than 2008. Also in this case the unexplained component decreased respect to 2008. The difference in the unexplained components with and without Heckman is much lower in 2011. In fact, during the economic crisis, women whose observable characteristics predict lower wages entered the labour market: for instance, low educated women, or women with no work experience, started to participate into the labour market, often to compensate the loss of jobs of their husbands.

As reported in table 1 above, the ethnic pay gap (in hourly wages) between women is much larger than the gender one: it is 27.63% in 2008 and decreased to 25.97% in 2011. Even if the gap is larger, most part of it is explained by differences in observable characteristics (51% in 2008 and 55% in 2011), as can be seen from table 6. Note that table 6 reports the gaps in log hourly wages because the estimates are in log wages.

TABLE 6 APPROXIMATLY HERE

In 2008, the ethnic wage gap slightly increases to 30.1% when we apply the Heckman correction, but the same percentage as before is due to observable characteristics. In 2011, the ethnic wage gap estimated with the Heckman correction decreases to 18.4%, and it is almost completely explained (93%). Figure 2 summarises the results of this sub-section.

FIGURE 2 APPROXIMATLY HERE

5.2. The double negative effect

The double-negative effect, given by the sum of the gender pay gap and the ethnic pay gap in hourly wages, is 30.1% in 2008 and 31.1% in 2011 (see table 1 above), and the so-called double discrimination account for about three quarter of it (see table 7 and fig. 3). Note that table 7 reports the gaps in log hourly wages because the estimates are in log wages.

TABLE 7 APPROXIMATLY HERE

FIGURE 3 APPROXIMATLY HERE

In 2008, 76% of the double gap was due to the double discrimination (the sum of the unexplained components of the gender gap and of the ethnic gap). In 2011, the double discrimination diminishes to 71 % thanks to the decrease of both the unexplained component of the Italian gender gap and of the ethnic gap.

The Heckman-corrected double gap is larger than the standard one in 2008, and 78% of it is due to the double-discrimination; on the contrary, the Heckman-corrected gap is lower in 2011 than the standard one, and “only” 63 % of it is due to discrimination.

5.3. *The quantile decomposition*

In order to understand if the gap increased along the whole distribution of wages, we apply a quantile decomposition, following Chernozhukov *et al.* (forthcoming). Results are summarized in figure 4. The Italian gender gap has a U shape: it is wider at the bottom and at the top of the wages distribution, indicating the existence of both sticky floor and glass ceiling like Christofides *et al.* (2013). Nevertheless, in 2008, the gap decreases as wages increase. In 2011, the total gap is larger than in 2008 from the 10th percentile onwards, both in the middle part and at the top of the wages distribution - even though the U-shape remains.

FIGURE 4 APPROXIMATLY HERE

Therefore, the increase in the Italian gender gap between 2008 and 2011 was driven by the growth along almost all the distribution, and in particular at the top. This result confirms our initial hypothesis about the increase of the gap due to the reduction in real wages in the private service sector and in the public sector, and simultaneously to the entrance in the labour market of both low

educated women and highly skilled women with precarious contract, as highlighted by Bettio (2013).

Figure 5 reports the quantile decomposition of the ethnic pay gap. In 2008, this gap increases with wages. The ethnic pay gap is lower for badly paid occupation, which for example can include domestic and care jobs, where it is likely that also wages for Italian women are low. Given the small sample size for migrant women (381 obs. in 2008 and 356 in 2011), each percentile in the quantile decomposition has few observations. To confirm our results, we replicate the decomposition utilising 20-quantiles¹⁶. The fall of the wage gap at the very top of the distribution is not confirmed while the rest of the curve remains the same. It is striking that the effect of coefficient follows the trend of the total difference: the discrimination increases along the wages distribution, accounting for more than the effect of observable characteristics after the 50th percentile.

FIGURE 5 APPROXIMATLY HERE

In 2011, the trend of wage gap between Italian and migrant women changes: it is larger than before at the bottom; then it is more stable, and even though it still increases slightly in the second part of the distribution, the growth is much less than in 2008. Thus, the small reduction in the average women ethnic gap derives from two opposite trends, an increase of the difference at the bottom and a decrease after the 40th percentile. In order to understand the increase of the wage gap respect to 2008 in the first part of the distribution, we analyse the changes in the wage distribution and we find that migrant women wages do not increase from 2008 to 2011 until the 20th percentile.

6. Conclusion

Despite the Italian gender gap is much lower than the European average, and despite some studies and media discourse underline that the great recession in Italy had a less negative impact on women than on men, the gender pay gap has been growing between 2008 and 2011. Using EU-SILC data, the overall gender pay gap doubled during the crisis from 3.7% in 2008 to 7.2% in 2011. We

analyse both the gender gap between Italian men and Italian women and the ethnic wage gap between Italian women and foreign women. The quantile decomposition of the gender gap among Italians shows that the gap increased along almost all the wage distribution (from the 10th percentile onwards). Thus, the growth of the gender pay gap is not driven by a change for some groups of women, but is something that almost every Italian working woman experienced. We argue that the increase was driven by the reduction in wages in the private service sector and in the public sector, in which most women are employed.

On the other hand, the pay gap between Italian women and foreign women slightly decreased from 2008 to 2011, mainly because of the slower increase of Italian women's wages. However, the quantile decomposition shows that at the bottom of the wage distribution (until 20th percentile) this gap increased, due to a complete lack of wage growth of low paid foreign women. These women are most likely those employed in the domestic and care sector, which is of crucial importance for Italian families.

Moreover, foreign women are facing a double negative effect for the fact of being a woman and migrant, and about two third of the overall gap can be imputed to the double discrimination. Hence, even though they have high levels of education, migrant women are stuck in occupations known as “3D” jobs: dirty, dangerous and demeaning (Engle, 2004, p. 23), and also poorly paid.

Given the lack of policies to support families with children, the cuts in the public service sector, and the low involvement of men in domestic and care work, the ethnic wage gap between Italian and foreign women is essential to maintain the *status quo*.

Our estimates stop in 2011, but the lack of wage growth for people working in the private service sector and in the public sector continued until 2013 (Banca d'Italia, 2013). In addition, a decree approved by the government in August 2013, extended to the end of 2014 the freezing of wages in the public sector, first introduced in 2010. Therefore, we expect an increase of gender pay gaps in the period 2012-2014. It would be interesting to replicate our analysis when more recent data will be released.

Economic policies regarding public sector pay freezes and cuts in the service sector, implemented during this crisis, have serious gender side effects, which are too often not considered. Our conclusions are also in line with recent studies about the impact of the economic crisis and austerity measures on women and men (Villa and Smith, 2010; Bettio *et al.*, 2013; Karamessini and Rubery, 2013).

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Notes

- ¹ Art. 3, 37 and 51 of Italian Constitution. In particular, art. 37 of the Italian Constitution refers to “equal pay for equal work” for women.
- ² Art. 153 and 157 of European treaty on the functioning of the European Union and following directives. In particular, art. 157 of the TFEU and directive n. 1975/117/EEC refer to equal pay for men and women, and 1976/207/EEC concerns equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions.
- ³ Law n. 903/1977.
- ⁴ Law n. 125/1991.
- ⁵ Decree n. 198 of 2006.
- ⁶ See also Izzi (2005). For a discussion of the implementation of the Code of Equal Opportunities and its limits refers to Villa (2013).
- ⁷ http://www.isfol.it/temi/Lavoro_professioni/mercato-del-lavoro/plus .
- ⁸ See table 3 in the data section below.
- ⁹ Wages are higher in the public than in the private sector.
- ¹⁰ An Italian law of 6 August 2013 allows non-European citizens with a long-term permit and refugees to apply for positions within the public administration.
- ¹¹ The literature on migrants’ wage assimilation stresses the importance of other relevant variables in their earning equation, in particular years since migration, but also years of schooling in the country of destination , quality of education, country of origin, legal status, local language proficiency (i.e. Italian) - see Borjas and Tienda (1993) and Dustmann and Fabbri (2003). However, for the Oaxaca-Blinder decomposition we need to have the same variables for each group, so we couldn't include migrant-specific variables.
- ¹² Results without type of occupation are available from the authors upon request.
- ¹³ We present here only the first decomposition, more coherent with our focus on the Italian gender gap and ethnic gender gap for women, however results for the second decomposition are available from the authors upon request.
- ¹⁴ Utilised by Piazzalunga, 2013.
- ¹⁵ For a more detailed definition of people considered household members, or other useful concepts, please refer to the Eurostat webpage:
http://epp.eurostat.ec.europa.eu/portal/page/portal/income_social_inclusion_living_conditions/introduction .
- ¹⁶ Results are available from the authors upon request.

TABLES

Tab. 1: Hourly wages in euro and unadjusted gender and ethnic gaps, 2008 and 2011

2008	Mean	Wage gaps	
Men	11.11		
Women	10.70	Overall gender gap	3.73
Italian men	11.26		
Italian women	10.88	Italian gender gap	3.42
Foreign men	8.78	Women ethnic gap	27.63
Foreign women	7.87	Double negative effect	30.11

2011	Mean	Wage gaps	
Men	11.89		
Women	11.03	Overall gender gap	7.24
Italian men	12.04		
Italian women	11.20	Italian gender gap	6.98
Foreign men	9.28	Women ethnic gap	25.97
Foreign women	8.29	Double negative effect	31.14

Source: Own elaboration on EU-SILC 2008 and 2011

Tab. 2: Changes in hourly wages, 2008 and 2011

	2008	2011	Δ %
Italian men	11.26	12.04	6.91
Italian women	10.88	11.20	2.98
Foreign men	8.78	9.28	5.70
Foreign women	7.87	8.29	5.33
Total	10.93	11.49	5.10

Source: Own elaboration on EU-SILC 2008 and 2011

Tab. 3. Descriptive statistics: mean values. Employed individuals by gender and origin, age 16-64. 2008 and 2011.

Variable	2008				2011			
	Italians		Foreigners		Italians		Foreigners	
	Men	Women	Men	Women	Men	Women	Men	Women
Age	41.39	40.97	36.86	38.60	42.56	42.53	37.94	39.91
Age squared	1,826.50	1,780.21	1,452.17	1,595.29	1,924.33	1,909.15	1,533.95	1,690.79
Experience	18.52	15.82	13.35	12.47	19.81	17.55	14.48	14.57
Experience squared	461.26	345.50	247.01	233.12	511.49	408.29	286.45	296.31
Hours worked (monthly)	174.04	146.05	177.28	146.60	172.51	146.10	172.60	147.11
Gross wage (monthly)	1,938.39	1,542.34	1,537.75	1,111.41	2,068.42	1,628.26	1,589.93	1,171.55
Gross wage (hourly)	11.26	10.88	8.78	7.87	12.04	11.20	9.28	8.29
Log hourly wage	2.34	2.30	2.12	1.99	2.40	2.33	2.18	2.03
Region								
North	0.46	0.52	0.60	0.59	0.49	0.53	0.67	0.62
Centre	0.24	0.26	0.28	0.31	0.24	0.25	0.26	0.31
South	0.30	0.22	0.12	0.10	0.27	0.22	0.07	0.07
Education								
Primary and pre-pr.	0.06	0.04	0.12	0.09	0.05	0.04	0.07	0.04
Lower secondary	0.33	0.21	0.35	0.23	0.31	0.21	0.37	0.24
Upper secondary	0.44	0.47	0.46	0.50	0.46	0.45	0.47	0.52
Post-secondary	0.04	0.07	0.01	0.03	0.03	0.05	0.01	0.01
Tertiary	0.13	0.20	0.06	0.14	0.15	0.24	0.08	0.19
Marital status								
Married	0.60	0.59	0.63	0.54	0.60	0.57	0.69	0.51
Cohabiting	0.05	0.06	0.08	0.14	0.06	0.07	0.04	0.14
Other	0.35	0.36	0.30	0.32	0.34	0.36	0.27	0.35
Children								
Children aged 0-2	0.09	0.08	0.19	0.11	0.08	0.08	0.14	0.07
Children aged 3-5	0.10	0.09	0.18	0.12	0.09	0.09	0.16	0.10
Children aged 6-10	0.18	0.17	0.19	0.16	0.17	0.17	0.20	0.15
Children aged 11-14	0.14	0.15	0.12	0.14	0.14	0.14	0.12	0.12
Sector (NACE)								
Agriculture	0.03	0.02	0.09	0.04	0.03	0.02	0.04	0.03
Manufacture	0.31	0.17	0.40	0.16	0.30	0.14	0.32	0.14
Construction	0.10	0.01	0.22	0.00	0.08	0.01	0.25	0.01
Commerce	0.20	0.20	0.18	0.21	0.22	0.22	0.23	0.24
Services	0.35	0.59	0.12	0.59	0.37	0.61	0.16	0.58
Occupation (ISCO)								
Managers	0.02	0.01	0.00	0.01	0.03	0.02	0.00	0.01
White collar	0.46	0.71	0.13	0.22	0.54	0.73	0.12	0.19
Blue collar	0.42	0.12	0.78	0.20	0.38	0.11	0.76	0.18
Domestic - care work	0.10	0.15	0.09	0.58	0.05	0.14	0.12	0.63
Observations	7,711	6,067	491	381	6,517	5,553	387	356

Source: Own elaboration on EU-SILC 2008 and 2011. The sample includes only 16-64 years old employed individuals who reported their gross monthly wage and hours usually worked per week.

For a definition of the variables see table A1 in Appendix A.

Tab. 4: Oaxaca-Blinder decomposition, with and without Heckman correction. Italian gender gap, 2008 and 2011, log hourly wages.

Oaxaca-Blinder decomposition					
<i>Italian gender gap 2008</i>			<i>Italian gender gap 2011</i>		
Gap in log	0.042 ***	(0.007)	Gap in log	0.068 ***	(0.007)
Decomposition			Decomposition		
Explained	-0.076 ***	(0.005)	Explained	-0.059 ***	(0.005)
Unexplained (a)	0.117 ***	(0.006)	Unexplained (b)	0.127 ***	(0.007)
% Explained	-181.31 %		% Explained	-87.50 %	
% Unexplained	281.31 %		% Unexplained	187.50 %	
Heckman-corrected Oaxaca-Blinder decomposition					
<i>Italian gender gap 2008</i>			<i>Italian gender gap 2011</i>		
Gap in log	0.103 ***	(0.019)	Gap in log	0.114 ***	(0.021)
Decomposition			Decomposition		
Explained	-0.077 ***	(0.005)	Explained	-0.060 ***	(0.005)
Unexplained (c)	0.179 ***	(0.019)	Unexplained (d)	0.174 ***	(0.021)
% Explained	-74.77 %		% Explained	-52.43 %	
% Unexplained	174.77 %		% Unexplained	152.43 %	

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Robust standard errors in parenthesis (standard decomposition), standard error in parenthesis (Heckman-corrected).

Tab. 5: Heckman-corrected hourly wages and gender and ethnic wage gaps, 2008 and 2011, in euro.

2008	Mean	Wage gaps	
Men	10.75		
Women	9.63	Overall gender gap	10.43
Italian men	10.81		
Italian women	9.84	Italian gender gap	8.94
Foreign men	8.85	Women ethnic gap	30.08
Foreign women	6.88	Double negative effect	36.33
2011	Mean	Wage gaps	
Men	11.37		
Women	10.02	Overall gender gap	11.93
Italian men	11.52		
Italian women	10.29	Italian gender gap	9.51
Foreign men	8.21	Women ethnic gap	18.41
Foreign women	8.40	Double negative effect	26.17

**Tab. 6: Oaxaca-Blinder decomposition, with and without Heckman correction.
Women ethnic gap, 2008 and 2011, log hourly wages.**

Oaxaca-Blinder decomposition					
<i>Women ethnic gap 2008</i>			<i>Women ethnic gap 2011</i>		
Gap in log	0.309	***	(0.021)	Gap in log	0.300 *** (0.022)
Decomposition			Decomposition		
Explained	0.159	***	(0.015)	Explained	0.166 *** (0.015)
Unexplained (e)	0.150	***	(0.022)	Unexplained (f)	0.134 *** (0.024)
% Explained	51.38	%		% Explained	55.30 %
% Unexplained	48.62	%		% Unexplained	44.70 %
Heckman-corrected Oaxaca-Blinder decomposition					
<i>Women ethnic gap 2008</i>			<i>Women ethnic gap 2011</i>		
Gap in log	0.341	***	(0.083)	Gap in log	0.183 * (0.101)
Decomposition			Decomposition		
Explained	0.175	***	(0.017)	Explained	0.170 *** (0.016)
Unexplained (g)	0.166	**	(0.084)	Unexplained (h)	0.013 (0.102)
% Explained	51.33	%		% Explained	93.09 %
% Unexplained	48.67	%		% Unexplained	6.91 %

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Robust standard errors in parenthesis (standard decomposition), standard error in parenthesis (Heckman-corrected).

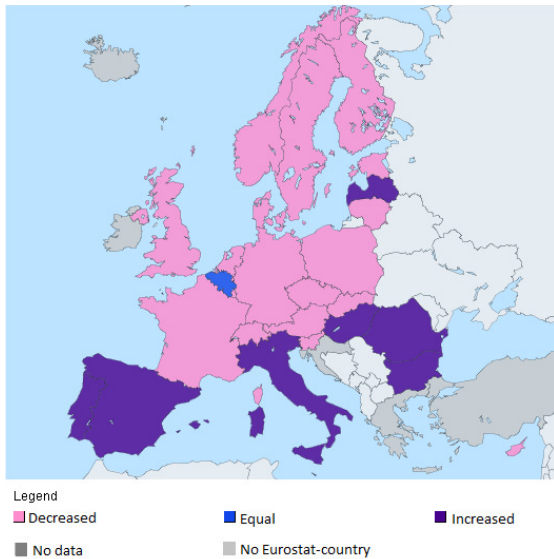
Tab. 7: Shamsuddin decomposition, 2008 and 2011, log hourly wages.

Shamsuddin decomposition			
<i>Double gap (Italian men - foreign women) 2008</i>		<i>Double gap (Italian men - foreign women) 2011</i>	
Gap	0.351	Gap	0.367
Double discrimination (a) + (e)	0.267	Double discrimination (b) + (f)	0.261
Double discrimination as % of double gap	76.27%	Double discrimination as % of double gap	70.96%
Heckman-corrected Shamsuddin decomposition			
<i>Double gap (Italian men - foreign women) 2008</i>		<i>Double gap (Italian men - foreign women) 2011</i>	
Gap	0.444	Gap	0.298
Double discrimination (c) + (g)	0.345	Double discrimination (d) + (h)	0.187
Double discrimination as % of double gap	77.81%	Double discrimination as % of double gap	62.68%

Note: The double discrimination is the sum of unexplained component of the Italian gender gap (table 4) and of the unexplained component of the women ethnic gap (table 6) of the same year and with the same methodology (with or without Heckman correction).

FIGURES

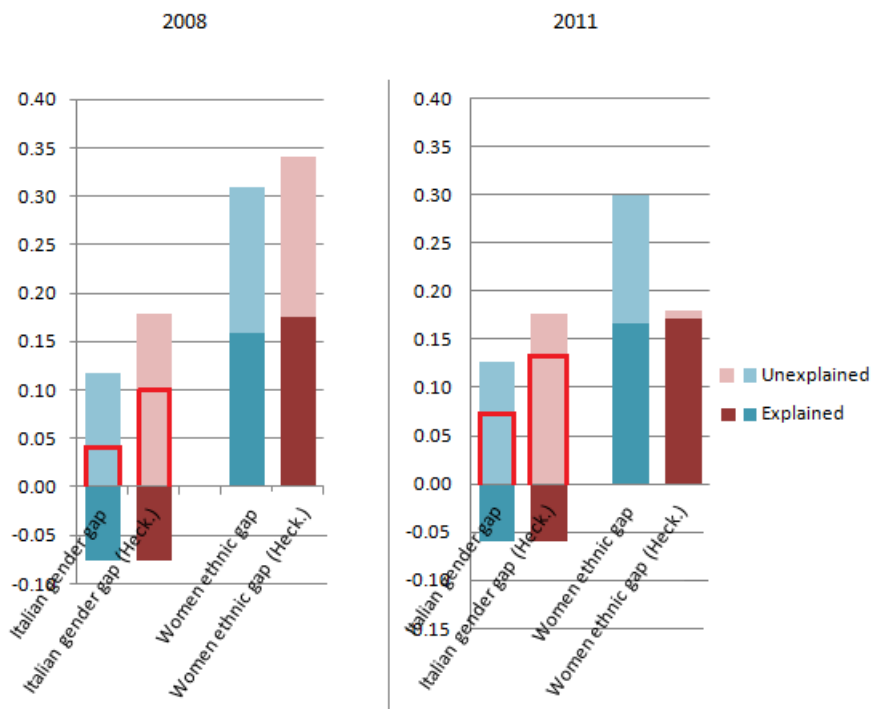
Fig. 1: Unadjusted gender gap, 2011 compared with 2008



Source: Eurostat, 2013

Note: Gender gap computed using the Structure of Earnings Survey. For the methodology see <http://epp.eurostat.ec.europa.eu/tgm/web/table/description.jsp>.

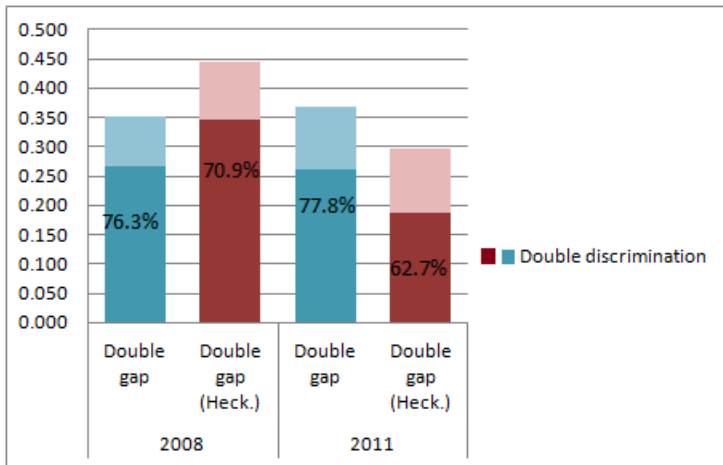
Fig. 2: Log hourly wage gaps and their decomposition without and with Heckman correction, 2008 and 2011



Note: in blue is the standard Oaxaca-Blinder decomposition, in brown the Heckman-corrected O-B decomposition. The square in red represent the absolute value of the Italian gender gap (0.4 and 0.10), of which more that 100% is unexplained.

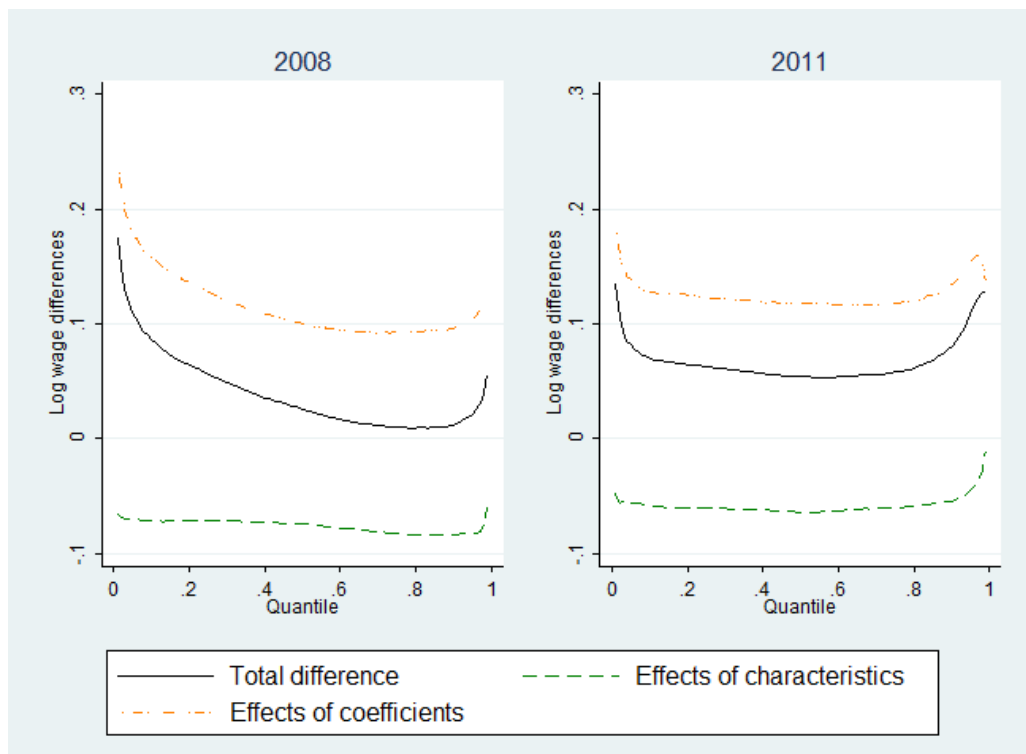
Source: Own estimates on EU-SILC 2008 and 2011

Fig. 3: Double gaps and their decomposition without and with Heckman correction, 2008 and 2011



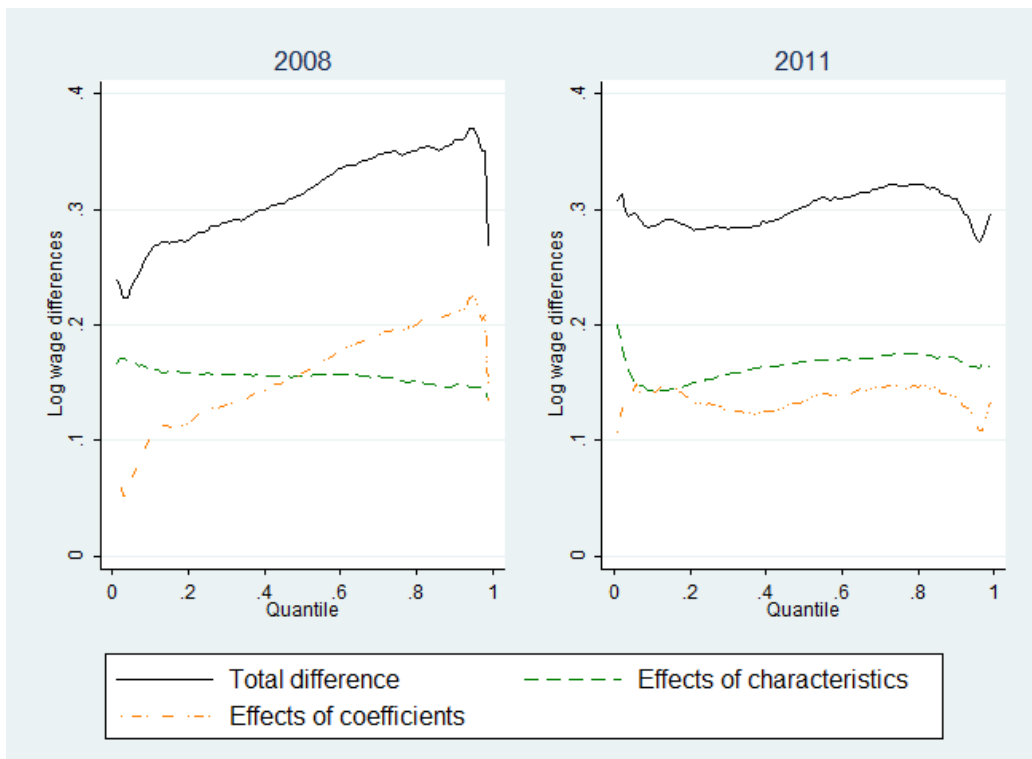
Source: Own estimates on EU-SILC 2008 and 2011

Fig. 4: Quantile decomposition of the Italian gender pay gap, 2008 and 2011



Source: Own estimates on EU-SILC 2008 and 2011

Fig. 5: Quantile decomposition of the women ethnic pay gap, 2008 and 2011



Source: Own estimates on EU-SILC 2008 and 2011

Appendix A

Tab A.1: Variables description

Variable	Description
Woman	Dummy variable = 1 if woman, 0 otherwise.
Foreign	Dummy variable = 1 if not an Italian citizen, 0 otherwise.
Age	Age is defined in year using the year of interview - year of birth (rb080).
Age squared	Age squared.
Employed	Dummy variable = 1 if the person is employed, 0 otherwise (rb210).
Experience	Experience are years spent in paid work (self-defined) from the first job (maternity leave included) (pl200).
Experience squared	Experience squared.
Hours per month	Hours usually worked per week (pl060) times 4.3.
Gross monthly wage	Gross monthly earnings for employees in euro (py200g).
Gross hourly wage	Gross wage divided by hours per month, in euro.
Log hourly wage	Natural log of gross hourly wage.
Region	
North	Dummy variable = 1 if living in: Aosta Valley, Piedmont, Liguria, Lombardy, Trentino-Alto Adige, Veneto, Friuli-Venezia Giulia, Emilia Romagna, 0 otherwise.
Centre	Dummy variable = 1 if living in: Tuscany, Umbria, Marche, Lazio, 0 otherwise.
South	Dummy variable = 1 if living in: Abruzzo, Molise, Campania, Apulia, Basilicata, Calabria, Sicilia, Sardegna, 0 otherwise.
Education	<i>Highest ISCED level attained (pe040):</i>
Primary and pre-pr.	Dummy variable = 1 if no education, pre-primary education or primary education (ISCED 0 and ISCED 1): up to <i>scuola elementare</i> , 0 otherwise.
Lower secondary	Dummy variable = 1 if lower secondary education (ISCED 2) - <i>scuola media inferiore</i> , 0 otherwise.
Upper secondary	Dummy variable = 1 if upper secondary education (ISCED 3) - <i>scuola media superiore</i> , 0 otherwise.
Post-secondary	Dummy variable = 1 if post-secondary non tertiary education (ISCED 4) - <i>Diploma post-maturità non universitario</i> , 0 otherwise.
Tertiary	Dummy variable = 1 if first or second stage of tertiary education (ISCED 5 and ISCED 6) - <i>laurea</i> or more, 0 otherwise.
Marital status	
Married	Dummy variable = 1 if married (pb190=1) and she/he is not in consensual union without a legal basis (pb200≠2), 0 otherwise.
Cohabiting	Dummy variable = 1 if in consensual union without a legal basis (pb200=2), 0 otherwise.
Other	Dummy variable = 1 if single, separated, divorced, widowed ((pb190≠1) and not in consensual union without a legal basis (pb200≠2), 0 otherwise.
Children	<i>Variables constructed using mother id (rb230), father id (rb240) and age:</i>
Children 0-2	Number of children aged 0-2.
Children 3-5	Number of children aged 3-5.
Children 6-10	Number of children aged 6-10.
Children 11-14	Number of children aged 11-14.
Sector (NACE)	<i>The economic activity of the local unit of the main job for respondents at work: NACE rev.1.1 in 2008 (pl110); NACE rev.2 in 2011 (pl111).</i>
Agriculture	Dummy variable. 1 if NACE=1 to 5 (agriculture, hunting, forestry, fishing).
Manufacture	Dummy variable. 1 if NACE =10 to 41 (mining and quarrying, manufacturing, electricity, gas and water supply; waste management).
Construction	Dummy variable. 1 if NACE =45 (construction).
Commerce	Dummy variable. 1 if NACE =50 to 64 (Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods; hotels and restaurants; transport, storage and communication).
Services	Dummy variable. 1 if NACE =65 to 99 (Financial intermediation; real estate, renting and business activity, public administration and defence, compulsory social security; education; health and social work; other community, social and personal service activities; private households with employed persons; extra-territorial organizations and bodies). In 2011 the definition for these categories are slightly different, but this main group covers the same as in 2008.

Occupation (ISCO)	<i>Classification by occupation is done according to ISCO-88 in 2008 (pl050) and ISCO-08 (pl051) in 2011. While the main group are roughly similar, and we can include them in the regression as controls, a comparison cannot be made between 2008 and 2011.</i>
Managers	Dummy variable. 1 if legislators, senior officials or managers (ISCO 11 to 14).
White collar	Dummy variable. 1 if professionals, technicians and associate professionals, clerks, models, salespersons and demonstrators, armed forces (ISCO 01, 02, 03, 21 to 44, 52, 54).
Blue collar	Dummy variable. 1 if skilled agricultural and fishery workers, craft and related trades workers, plant and machine operators and assemblers, elementary occupation (ISCO 61 to 83, 92 to 96).
Domestic and care work	Dummy variable. 1 if personal and protective services workers or sales and services elementary occupations (ISCO 51, 53, 91).
Selection variables	
Rent or mortgage	Total monthly current rent paid on the main residence of the household (hh060) or the total monthly gross amount of mortgage interest on the main residence of the household (hy100g). Variable takes value 0 if the person has no rent or mortgage to pay, in euro.
Income from rental	Income from rental of a property or land (hy040g) in euro.
Income from capital	Interest, dividends, profit from capital investments in unincorporated business (hy090g) in euro.
Allowances	Current transfer received during the year as social benefits. It is the sum of family/children related allowances (hy050g), housing allowances (hy070g) and benefits for social exclusion nor elsewhere classified (hy060g), in euro.

Appendix B

Tab. B.1: Descriptive statistics. 16-64 years old employed individuals. EU-SILC 2008

2008	Italian men				Italian women				Foreign men				Foreign women			
Variable	Mean	Std. Dev.	Min	Max	Mean	Std. Dev.	Min	Max	Mean	Std. Dev.	Min	Max	Mean	Std. Dev.	Min	Max
Age	41.39	10.66	17	64	40.97	10.07	17	64	36.86	9.70	17	63	38.60	10.26	17	64
Age squared	1,826.50	877.64	289	4,096	1,780.21	827.16	289	4,096	1,452.17	746.98	289	3,969	1,595.29	818.76	289	4,096
Experience	18.52	10.87	1	50	15.82	9.75	1	48	13.35	8.30	1	46	12.47	8.83	1	41
Experience squared	461.26	451.80	1	2,500	345.50	371.23	1	2,304	247.01	294.98	1	2,116	233.12	317.61	1	1,681
Hours per month	174.04	30.88	56	387	146.05	36.71	47	344	177.28	29.89	69	301	146.60	43.29	65	344
Gross wage (per month)	1,938.39	945.61	257	9,500	1,542.34	708.72	246	9,000	1,537.75	514.51	280	5,500	1,111.41	509.11	289	5,000
Gross wage (per hour)	11.26	5.24	2	55	10.88	5.00	2	51	8.78	3.07	3	32	7.87	3.39	2	32
Log hourly wage	2.34	0.39	1	4	2.30	0.42	0	4	2.12	0.31	1	3	1.99	0.38	1	3
North	0.46	0.50	0	1	0.52	0.50	0	1	0.60	0.49	0	1	0.59	0.49	0	1
Centre	0.24	0.43	0	1	0.26	0.44	0	1	0.28	0.45	0	1	0.31	0.47	0	1
South	0.30	0.46	0	1	0.22	0.42	0	1	0.12	0.32	0	1	0.10	0.30	0	1
Primary and pre-pr.	0.06	0.24	0	1	0.04	0.20	0	1	0.12	0.32	0	1	0.09	0.29	0	1
Lower secondary	0.33	0.47	0	1	0.21	0.41	0	1	0.35	0.48	0	1	0.23	0.42	0	1
Upper secondary	0.44	0.50	0	1	0.47	0.50	0	1	0.46	0.50	0	1	0.50	0.50	0	1
Post-secondary	0.04	0.20	0	1	0.07	0.26	0	1	0.01	0.12	0	1	0.03	0.17	0	1
Tertiary	0.13	0.33	0	1	0.20	0.40	0	1	0.06	0.24	0	1	0.14	0.35	0	1
Married	0.60	0.49	0	1	0.59	0.49	0	1	0.63	0.48	0	1	0.54	0.50	0	1
Cohabiting	0.05	0.22	0	1	0.06	0.23	0	1	0.08	0.27	0	1	0.14	0.35	0	1
Other	0.35	0.48	0	1	0.36	0.48	0	1	0.30	0.46	0	1	0.32	0.47	0	1
Children 0-2	0.09	0.30	0	3	0.08	0.28	0	2	0.19	0.44	0	2	0.11	0.35	0	2
Children 3-5	0.10	0.32	0	2	0.09	0.31	0	2	0.18	0.41	0	2	0.12	0.34	0	2
Children 6-10	0.18	0.44	0	3	0.17	0.43	0	3	0.19	0.45	0	2	0.16	0.44	0	2
Children 11-14	0.14	0.38	0	2	0.15	0.38	0	3	0.12	0.35	0	2	0.14	0.36	0	2
Agriculture	0.03	0.18	0	1	0.02	0.15	0	1	0.09	0.28	0	1	0.04	0.19	0	1
Manufacture	0.31	0.46	0	1	0.17	0.38	0	1	0.40	0.49	0	1	0.16	0.36	0	1
Construction	0.10	0.30	0	1	0.01	0.12	0	1	0.22	0.42	0	1	0.00	0.05	0	1
Commerce	0.20	0.40	0	1	0.20	0.40	0	1	0.18	0.38	0	1	0.21	0.41	0	1
Services	0.35	0.48	0	1	0.59	0.49	0	1	0.12	0.32	0	1	0.59	0.49	0	1
Managers	0.02	0.14	0	1	0.01	0.11	0	1	0.00	0.06	0	1	0.01	0.07	0	1
White collar	0.46	0.50	0	1	0.71	0.45	0	1	0.13	0.34	0	1	0.22	0.41	0	1
Blue collar	0.42	0.49	0	1	0.12	0.33	0	1	0.78	0.42	0	1	0.20	0.40	0	1
Domestic and care work	0.10	0.30	0	1	0.15	0.36	0	1	0.09	0.28	0	1	0.58	0.49	0	1
Observations	7,711				6,067				491				381			

Tab. B.2: Descriptive statistics. 16-64 years old employed individuals. EU-SILC 2011

Variable	2011				Italian men				Italian women				Foreign men				Foreign women			
	Mean	Std. Dev.	Min	Max	Mean	Std. Dev.	Min	Max	Mean	Std. Dev.	Min	Max	Mean	Std. Dev.	Min	Max	Mean	Std. Dev.	Min	Max
Age	42.56	10.61	17	64	42.53	10.04	17	64	37.94	9.74	17	62	39.91	9.91	19	63				
Age squared	1,924.33	886.29	289	4,096	1,909.15	841.69	289	4,096	1,533.95	769.23	289	3,844	1,690.79	806.94	361	3,969				
Experience	19.81	10.91	1	50	17.55	10.01	1	52	14.48	8.77	1	40	14.57	9.18	1	47				
Experience squared	511.49	479.22	1	2,500	408.29	416.02	1	2,704	286.45	334.30	1	1,600	296.31	363.45	1	2,209				
Hours per month	172.51	29.27	52	361	146.10	35.53	47	301	172.60	33.15	52	323	147.11	43.78	52	301				
Gross wage (per month)	2,068.42	1,052.35	246	10,600	1,628.26	829.55	240	10,236	1,589.93	616.19	470	7,000	1,171.55	522.54	250	4,600				
Gross wage (per hour)	12.04	5.69	1	75	11.20	4.98	2	61	9.28	3.28	2	39	8.29	3.73	2	39				
Log hourly wage	2.40	0.42	0	4	2.33	0.41	1	4	2.18	0.32	1	4	2.03	0.41	1	4				
North	0.49	0.50	0	1	0.53	0.50	0	1	0.67	0.47	0	1	0.62	0.49	0	1				
Centre	0.24	0.43	0	1	0.25	0.43	0	1	0.26	0.44	0	1	0.31	0.46	0	1				
South	0.27	0.45	0	1	0.22	0.41	0	1	0.07	0.25	0	1	0.07	0.26	0	1				
Primary and pre-pr.	0.05	0.21	0	1	0.04	0.20	0	1	0.07	0.26	0	1	0.04	0.20	0	1				
Lower secondary	0.31	0.46	0	1	0.21	0.41	0	1	0.37	0.48	0	1	0.24	0.43	0	1				
Upper secondary	0.46	0.50	0	1	0.45	0.50	0	1	0.47	0.50	0	1	0.52	0.50	0	1				
Post-secondary	0.03	0.16	0	1	0.05	0.22	0	1	0.01	0.10	0	1	0.01	0.11	0	1				
Tertiary	0.15	0.36	0	1	0.24	0.43	0	1	0.08	0.27	0	1	0.19	0.39	0	1				
Married	0.60	0.49	0	1	0.57	0.49	0	1	0.69	0.46	0	1	0.51	0.50	0	1				
Cohabiting	0.06	0.24	0	1	0.07	0.25	0	1	0.04	0.19	0	1	0.14	0.35	0	1				
Other	0.34	0.47	0	1	0.36	0.48	0	1	0.27	0.44	0	1	0.35	0.48	0	1				
Children aged 0-2	0.08	0.29	0	3	0.08	0.29	0	3	0.14	0.36	0	2	0.07	0.28	0	2				
Children aged 3-5	0.09	0.32	0	2	0.09	0.31	0	2	0.16	0.41	0	2	0.10	0.31	0	2				
Children aged 6-10	0.17	0.44	0	3	0.17	0.43	0	3	0.20	0.47	0	2	0.15	0.38	0	2				
Children aged 11-14	0.14	0.39	0	3	0.14	0.37	0	3	0.12	0.39	0	2	0.12	0.35	0	2				
Agriculture	0.03	0.16	0	1	0.02	0.14	0	1	0.04	0.19	0	1	0.03	0.17	0	1				
Manufacture	0.30	0.46	0	1	0.14	0.35	0	1	0.32	0.47	0	1	0.14	0.35	0	1				
Construction	0.08	0.28	0	1	0.01	0.12	0	1	0.25	0.44	0	1	0.01	0.12	0	1				
Commerce	0.22	0.41	0	1	0.22	0.41	0	1	0.23	0.42	0	1	0.24	0.43	0	1				
Services	0.37	0.48	0	1	0.61	0.49	0	1	0.16	0.37	0	1	0.58	0.49	0	1				
Managers	0.03	0.17	0	1	0.02	0.12	0	1	0.00	0.00	0	0	0.01	0.07	0	1				
White collar	0.54	0.50	0	1	0.73	0.44	0	1	0.12	0.32	0	1	0.19	0.39	0	1				
Blue collar	0.38	0.49	0	1	0.11	0.31	0	1	0.76	0.43	0	1	0.18	0.38	0	1				
Domestic and care work	0.05	0.22	0	1	0.14	0.35	0	1	0.12	0.33	0	1	0.63	0.48	0	1				
Observations																				
		6,517				5,553				387				356						

Tab. B.3: Descriptive statistics for Heckman selection equation. 16-64 years old individuals. EU-SILC 2008

2008	Italian men				Italian women				Foreign men				Foreign women			
Variable	Mean	Std. Dev.	Min	Max	Mean	Std. Dev.	Min	Max	Mean	Std. Dev.	Min	Max	Mean	Std. Dev.	Min	Max
Age	38.13	12.49	17	64	40.28	12.73	17	64	35.60	10.79	17	63	36.31	10.95	17	64
Age squared	1,609.71	967.11	289	4,096	1,784.68	1,025.00	289	4,096	1,383.46	809.57	289	3,969	1,437.98	840.41	289	4,096
Employed	0.73	0.44	0	1	0.47	0.50	0	1	0.82	0.38	0	1	0.50	0.50	0	1
Experience	14.88	12.07	0	50	10.27	10.44	0	48	12.07	8.88	0	46	8.61	8.76	0	41
Experience squared	367.18	445.53	0	2,500	214.49	329.24	0	2,304	224.30	295.74	0	2,116	150.72	261.25	0	1,681
North	0.41	0.49	0	1	0.41	0.49	0	1	0.60	0.49	0	1	0.57	0.50	0	1
Centre	0.23	0.42	0	1	0.23	0.42	0	1	0.28	0.45	0	1	0.30	0.46	0	1
South	0.36	0.48	0	1	0.36	0.48	0	1	0.13	0.33	0	1	0.13	0.34	0	1
Primary and pre-pr.	0.07	0.26	0	1	0.11	0.32	0	1	0.12	0.33	0	1	0.11	0.32	0	1
Lower secondary	0.34	0.47	0	1	0.29	0.46	0	1	0.36	0.48	0	1	0.31	0.46	0	1
Upper secondary	0.44	0.50	0	1	0.42	0.49	0	1	0.44	0.50	0	1	0.46	0.50	0	1
Post-secondary	0.04	0.19	0	1	0.05	0.22	0	1	0.01	0.12	0	1	0.02	0.13	0	1
Tertiary	0.11	0.32	0	1	0.13	0.33	0	1	0.06	0.24	0	1	0.11	0.31	0	1
Married	0.48	0.50	0	1	0.58	0.49	0	1	0.56	0.50	0	1	0.59	0.49	0	1
Cohabiting	0.04	0.20	0	1	0.04	0.20	0	1	0.07	0.25	0	1	0.13	0.33	0	1
Other	0.48	0.50	0	1	0.38	0.49	0	1	0.37	0.48	0	1	0.28	0.45	0	1
Children aged 0-2	0.07	0.27	0	3	0.07	0.27	0	2	0.16	0.41	0	2	0.18	0.43	0	2
Children aged 3-5	0.08	0.28	0	2	0.08	0.29	0	2	0.15	0.39	0	2	0.18	0.41	0	2
Children aged 6-10	0.14	0.39	0	3	0.15	0.40	0	3	0.16	0.42	0	2	0.19	0.45	0	2
Children aged 11-14	0.11	0.34	0	2	0.13	0.36	0	3	0.10	0.32	0	2	0.14	0.38	0	2
Rent or mortgage	102.96	202.99	0	2,942	98.51	197.85	0	2,300	376.45	308.68	0	2,128	306.34	287.15	0	2,128
Income from rental	587.33	4,122.59	0	179,111	624.03	3,900.15	0	147,121	33.59	484.79	0	10,070	264.77	2,676.99	0	62,161
Income from capital	783.62	1,815.72	0	63,896	768.70	1,789.65	0	51,284	256.04	676.07	0	5,537	311.86	991.49	0	19,482
Allowances	589.83	1,705.67	0	41,340	532.96	1,615.02	0	41,340	1,061.41	2,459.45	0	33,144	963.55	2,261.75	0	33,144
Observations	10,538				12,810				596				755			

Tab. B.4: Descriptive statistics for Heckman selection equation. 16-64 years old individuals. EU-SILC 2011

2011 Variable	Italian men				Italian women				Foreign men				Foreign women			
	Mean	Std. Dev.	Min	Max	Mean	Std. Dev.	Min	Max	Mean	Std. Dev.	Min	Max	Mean	Std. Dev.	Min	Max
Age	39.11	12.81	17	64	40.95	12.77	17	64	36.44	11.07	17	63	37.10	10.61	17	63
Age squared	1,693.80	999.81	289	4,096	1,840.39	1,025.52	289	4,096	1,450.15	835.29	289	3,969	1,488.90	820.79	289	3,969
Employed	0.71	0.46	0	1	0.50	0.50	0	1	0.73	0.44	0	1	0.48	0.50	0	1
Experience	16.06	12.42	0	53	11.46	11.11	0	52	12.89	9.38	0	40	9.72	9.48	0	47
Experience squared	412.28	478.38	0	2,809	254.78	375.11	0	2,704	254.14	326.87	0	1,600	184.20	301.47	0	2,209
North	0.44	0.50	0	1	0.43	0.49	0	1	0.69	0.46	0	1	0.60	0.49	0	1
Centre	0.23	0.42	0	1	0.23	0.42	0	1	0.24	0.43	0	1	0.30	0.46	0	1
South	0.33	0.47	0	1	0.34	0.48	0	1	0.08	0.26	0	1	0.09	0.29	0	1
Primary and pre-pr.	0.06	0.23	0	1	0.09	0.29	0	1	0.09	0.28	0	1	0.07	0.26	0	1
Lower secondary	0.34	0.47	0	1	0.30	0.46	0	1	0.39	0.49	0	1	0.28	0.45	0	1
Upper secondary	0.45	0.50	0	1	0.42	0.49	0	1	0.44	0.50	0	1	0.48	0.50	0	1
Post-secondary	0.02	0.14	0	1	0.04	0.19	0	1	0.01	0.10	0	1	0.01	0.11	0	1
Tertiary	0.13	0.33	0	1	0.16	0.36	0	1	0.07	0.26	0	1	0.16	0.36	0	1
Married	0.48	0.50	0	1	0.56	0.50	0	1	0.61	0.49	0	1	0.59	0.49	0	1
Cohabiting	0.05	0.21	0	1	0.05	0.21	0	1	0.05	0.22	0	1	0.12	0.32	0	1
Other	0.47	0.50	0	1	0.40	0.49	0	1	0.34	0.47	0	1	0.30	0.46	0	1
Children aged 0-2	0.06	0.26	0	3	0.07	0.27	0	3	0.13	0.34	0	2	0.15	0.38	0	2
Children aged 3-5	0.07	0.28	0	2	0.08	0.29	0	2	0.15	0.39	0	2	0.17	0.42	0	2
Children aged 6-10	0.13	0.39	0	3	0.14	0.40	0	4	0.18	0.45	0	2	0.21	0.50	0	2
Children aged 11-14	0.11	0.35	0	3	0.12	0.36	0	3	0.11	0.36	0	2	0.13	0.39	0	2
Rent or motgage	107.88	200.44	0	2,500	102.94	196.90	0	2,211	383.38	262.98	0	2,242	331.35	273.64	0	2,242
Income from rental	855.65	4,424.33	0	154,623	1,026.41	4,708.17	0	86,862	77.37	754.39	0	10,557	178.57	1,756.05	0	41,202
Income from capital	373.58	1,435.39	0	48,881	391.78	1,619.23	0	62,844	92.47	686.81	0	13,221	100.26	659.20	0	13,495
Allowances	501.85	1,616.89	0	58,488	461.65	1,499.88	0	53,452	1,121.42	2,591.28	0	41,868	965.38	2,206.17	0	41,868
Observations	9,218				11,095				531				749			

Appendix C

Tab. C.1: Regressions for 16-64 years old employed people. 2008 and 2011

Variables	2008				2011			
	Overall	Ita men	Ita women	For. women	Overall	Ita men	Ita women	For. women
Women	-0.12*** (0.01)				-0.13*** (0.01)			
Foreign	-0.09*** (0.01)				-0.10*** (0.02)			
Foreign*women	-0.08*** (0.02)				-0.04 (0.03)			
Age	0.02*** (0.00)	0.02*** (0.00)	0.02*** (0.00)	0.04** (0.01)	0.02*** (0.00)	0.02*** (0.00)	0.02*** (0.00)	0.07*** (0.02)
Age squared	-0.00*** (0.00)	-0.00*** (0.00)	-0.00** (0.00)	-0.00** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)
Experience	0.01*** (0.00)	0.01*** (0.00)	0.01*** (0.00)	0.00 (0.01)	0.01*** (0.00)	0.01*** (0.00)	0.01*** (0.00)	0.01 (0.01)
Experience sq.	-0.00*** (0.00)	-0.00*** (0.00)	-0.00 (0.00)	0.00 (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00* (0.00)	-0.00 (0.00)
Centre	-0.04*** (0.01)	-0.06*** (0.01)	-0.03** (0.01)	-0.02 (0.04)	-0.07*** (0.01)	-0.07*** (0.01)	-0.06*** (0.01)	-0.09** (0.04)
South	-0.12*** (0.01)	-0.15*** (0.01)	-0.08*** (0.01)	-0.17*** (0.06)	-0.20*** (0.01)	-0.22*** (0.01)	-0.18*** (0.01)	-0.28*** (0.09)
Cohabiting	-0.02* (0.01)	-0.06*** (0.02)	0.03* (0.02)	-0.04 (0.05)	-0.04*** (0.01)	-0.07*** (0.02)	0.01 (0.02)	-0.08 (0.07)
Other	-0.05*** (0.01)	-0.08*** (0.01)	-0.02 (0.01)	-0.01 (0.04)	-0.05*** (0.01)	-0.09*** (0.01)	-0.03*** (0.01)	0.04 (0.05)
Children 0-2	0.04*** (0.01)	0.02* (0.01)	0.05*** (0.02)	0.02 (0.05)	0.03*** (0.01)	0.02* (0.01)	0.04*** (0.02)	-0.03 (0.08)
Children 3-5	0.05*** (0.01)	0.03*** (0.01)	0.05*** (0.01)	0.07 (0.06)	0.03*** (0.01)	0.01 (0.01)	0.02 (0.01)	0.07 (0.06)
Children 6-10	0.04*** (0.01)	0.02** (0.01)	0.05*** (0.01)	0.01 (0.05)	0.03*** (0.01)	0.02** (0.01)	0.04*** (0.01)	0.01 (0.05)
Children 11-14	0.04*** (0.01)	0.04*** (0.01)	0.04*** (0.01)	0.02 (0.05)	0.05*** (0.01)	0.04*** (0.01)	0.05*** (0.01)	-0.04 (0.06)
Lower secondary	0.08*** (0.01)	0.07*** (0.02)	0.12*** (0.03)	0.08 (0.06)	0.04** (0.02)	0.07*** (0.03)	-0.02 (0.03)	0.14 (0.10)
Upper secondary	0.20*** (0.01)	0.18*** (0.02)	0.28*** (0.03)	0.10 (0.06)	0.15*** (0.02)	0.18*** (0.03)	0.11*** (0.03)	0.07 (0.09)
Post-secondary	0.23*** (0.02)	0.19*** (0.02)	0.32*** (0.03)	0.01 (0.09)	0.15*** (0.02)	0.17*** (0.04)	0.12*** (0.04)	0.21 (0.16)
Tertiary	0.42*** (0.02)	0.41*** (0.02)	0.50*** (0.03)	0.07 (0.07)	0.34*** (0.02)	0.39*** (0.03)	0.30*** (0.03)	0.16 (0.10)
Agriculture	-0.18*** (0.02)	-0.18*** (0.02)	-0.13*** (0.04)	-0.26* (0.14)	-0.16*** (0.02)	-0.17*** (0.03)	-0.14*** (0.04)	-0.19 (0.14)
Construction	-0.00 (0.01)	-0.01 (0.01)	-0.01 (0.03)	0.85*** (0.11)	0.02 (0.01)	0.00 (0.01)	0.03 (0.04)	-0.22** (0.11)
Commerce	-0.04*** (0.01)	-0.05*** (0.01)	-0.04*** (0.02)	-0.00 (0.08)	-0.04*** (0.01)	-0.05*** (0.01)	-0.03** (0.02)	-0.16** (0.07)
Services	0.08*** (0.01)	0.07*** (0.01)	0.07*** (0.01)	-0.03 (0.08)	0.05*** (0.01)	0.04*** (0.01)	0.07*** (0.01)	-0.15** (0.07)
Managers	0.29*** (0.03)	0.31*** (0.04)	0.24*** (0.05)	0.38 (0.33)	0.40*** (0.03)	0.41*** (0.03)	0.34*** (0.05)	0.66*** (0.10)
White collar	0.12*** (0.01)	0.10*** (0.01)	0.15*** (0.02)	0.26*** (0.08)	0.15*** (0.01)	0.13*** (0.01)	0.19*** (0.02)	0.30*** (0.07)
Domestic and care	-0.06*** (0.01)	-0.03** (0.01)	-0.04** (0.02)	-0.03 (0.08)	-0.08*** (0.01)	-0.06*** (0.02)	-0.05** (0.02)	0.04 (0.06)
Constant	1.45*** (0.05)	1.45*** (0.07)	1.21*** (0.08)	1.16*** (0.27)	1.55*** (0.06)	1.53*** (0.08)	1.38*** (0.09)	0.66** (0.33)
Observations	14,650	7,711	6,067	381	12,813	6,517	5,553	356
R squared adj.	0.38	0.39	0.36	0.18	0.39	0.41	0.37	0.13

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Robust standard errors in parenthesis.

Tab. C.2: Heckman-corrected regression for 16-64 years old individuals. 2008 and 2011

Selection equation

Variables	2008				2011			
	Overall	Ita men	Ita women	For. women	Overall	Ita men	Ita women	For. women
Women	-0.57*** (0.02)				-0.37*** (0.02)			
Foreign	0.27*** (0.08)				0.03 (0.07)			
Foreign*women	-0.25*** (0.09)				-0.23** (0.09)			
Age	0.16*** (0.01)	0.15*** (0.01)	0.18*** (0.01)	0.10*** (0.04)	0.13*** (0.01)	0.13*** (0.01)	0.14*** (0.01)	0.10** (0.04)
Age squared	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)
Experience	0.20*** (0.00)	0.20*** (0.01)	0.20*** (0.01)	0.17*** (0.02)	0.20*** (0.00)	0.18*** (0.01)	0.21*** (0.01)	0.19*** (0.02)
Experience squared	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)
Centre	-0.01 (0.03)	-0.08 (0.05)	0.00 (0.04)	0.02 (0.12)	-0.06** (0.03)	-0.14*** (0.05)	-0.03 (0.04)	-0.10 (0.12)
South	-0.30*** (0.03)	-0.46*** (0.04)	-0.30*** (0.03)	-0.23 (0.17)	-0.23*** (0.03)	-0.36*** (0.04)	-0.16*** (0.04)	-0.11 (0.20)
Cohabiting	0.17*** (0.05)	-0.20** (0.10)	0.25*** (0.07)	0.26* (0.16)	0.11** (0.05)	-0.05 (0.10)	0.23*** (0.07)	0.36** (0.18)
Other	-0.00 (0.03)	-0.46*** (0.06)	0.24*** (0.04)	0.33** (0.14)	-0.01 (0.03)	-0.39*** (0.05)	0.19*** (0.04)	0.41*** (0.14)
Lower secondary	0.19*** (0.04)	0.39*** (0.07)	0.10 (0.06)	-0.20 (0.19)	0.12** (0.05)	0.17** (0.07)	0.05 (0.07)	0.28 (0.27)
Upper secondary	0.60*** (0.04)	0.67*** (0.07)	0.66*** (0.06)	-0.08 (0.19)	0.59*** (0.05)	0.66*** (0.07)	0.57*** (0.07)	0.30 (0.26)
Post-secondary	0.88*** (0.06)	0.92*** (0.11)	0.93*** (0.08)	0.30 (0.46)	0.76*** (0.08)	0.83*** (0.15)	0.78*** (0.10)	-0.24 (0.53)
Tertiary	1.10*** (0.05)	0.95*** (0.08)	1.25*** (0.07)	0.33 (0.24)	1.18*** (0.06)	1.10*** (0.09)	1.27*** (0.08)	0.43 (0.29)
Children 0-2	-0.07* (0.04)	0.22** (0.09)	-0.22*** (0.05)	-0.36*** (0.13)	-0.01 (0.04)	0.25*** (0.09)	-0.14** (0.06)	-0.41** (0.16)
Children 3-5	-0.04 (0.04)	0.28*** (0.09)	-0.14*** (0.05)	-0.37*** (0.14)	-0.09** (0.04)	-0.02 (0.08)	-0.14** (0.05)	-0.16 (0.15)
Children 6-10	-0.11*** (0.03)	-0.06 (0.06)	-0.19*** (0.04)	-0.01 (0.12)	-0.08*** (0.03)	-0.03 (0.06)	-0.12*** (0.04)	-0.19 (0.13)
Children 11-14	-0.13*** (0.03)	-0.09 (0.07)	-0.17*** (0.04)	-0.19 (0.15)	-0.07** (0.03)	0.04 (0.06)	-0.17*** (0.05)	0.16 (0.16)
Rent or motgage	0.00*** (0.00)	0.00 (0.00)	0.00*** (0.00)	0.00 (0.00)	0.00*** (0.00)	0.00 (0.00)	0.00*** (0.00)	-0.00 (0.00)
Income from rental	-0.00*** (0.00)	-0.00 (0.00)	-0.00*** (0.00)	-0.00 (0.00)	-0.00*** (0.00)	-0.00** (0.00)	-0.00*** (0.00)	0.00 (0.00)
Income from capital	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.00)	-0.00 (0.00)	0.00 (0.00)
Allowances	-0.00*** (0.00)	-0.00** (0.00)	-0.00*** (0.00)	-0.00 (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00 (0.00)
Constant	-3.42*** (0.14)	-2.90*** (0.21)	-4.47*** (0.20)	-2.26*** (0.67)	-3.07*** (0.15)	-2.80*** (0.22)	-3.75*** (0.22)	-2.70*** (0.82)
Observations	24,699	10,538	12,810	755	21,593	9,218	11,095	749

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Standard errors in parenthesis.

Wage equation

Variables	2008				2011			
	Overall	Ita men	Ita women	For. women	Overall	Ita men	Ita women	For. women
Women	-0.12*** (0.01)				-0.13*** (0.01)			
Foreign	-0.08*** (0.02)				-0.10*** (0.02)			
Foreign*women	-0.08*** (0.02)				-0.05* (0.03)			
Age	0.03*** (0.00)	0.02*** (0.00)	0.03*** (0.00)	0.04*** (0.02)	0.03*** (0.00)	0.02*** (0.00)	0.03*** (0.00)	0.06*** (0.02)
Age squared	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)
Experience	0.01*** (0.00)	0.01** (0.00)	0.02*** (0.00)	0.01 (0.01)	0.01*** (0.00)	0.01*** (0.00)	0.02*** (0.00)	-0.01 (0.02)
Experience sq.	-0.00*** (0.00)	-0.00* (0.00)	-0.00*** (0.00)	-0.00 (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	-0.00*** (0.00)	0.00 (0.00)
Centre	-0.05*** (0.01)	-0.06*** (0.01)	-0.03** (0.01)	-0.01 (0.04)	-0.07*** (0.01)	-0.07*** (0.01)	-0.06*** (0.01)	-0.10** (0.05)
South	-0.12*** (0.01)	-0.14*** (0.01)	-0.10*** (0.01)	-0.18*** (0.07)	-0.21*** (0.01)	-0.21*** (0.01)	-0.19*** (0.01)	-0.27*** (0.08)
Cohabiting	-0.03** (0.01)	-0.07*** (0.02)	0.04* (0.02)	-0.02 (0.06)	-0.05*** (0.01)	-0.08*** (0.02)	0.02 (0.02)	-0.11 (0.07)
Other	-0.08*** (0.01)	-0.10*** (0.01)	-0.03*** (0.01)	0.00 (0.05)	-0.08*** (0.01)	-0.11*** (0.01)	-0.04*** (0.01)	0.01 (0.06)
Lower secondary	0.08*** (0.01)	0.06*** (0.02)	0.12*** (0.02)	0.06 (0.07)	0.04*** (0.02)	0.07*** (0.02)	-0.02 (0.02)	0.13 (0.11)
Upper secondary	0.20*** (0.01)	0.17*** (0.02)	0.31*** (0.03)	0.09 (0.07)	0.16*** (0.02)	0.17*** (0.02)	0.13*** (0.03)	0.06 (0.11)
Post-secondary	0.23*** (0.02)	0.17*** (0.02)	0.37*** (0.03)	0.02 (0.12)	0.16*** (0.02)	0.16*** (0.03)	0.15*** (0.03)	0.26 (0.22)
Tertiary	0.43*** (0.02)	0.39*** (0.02)	0.57*** (0.03)	0.08 (0.08)	0.36*** (0.02)	0.37*** (0.03)	0.35*** (0.03)	0.14 (0.12)
Agriculture	-0.18*** (0.02)	-0.18*** (0.02)	-0.14*** (0.03)	-0.26** (0.11)	-0.16*** (0.02)	-0.17*** (0.03)	-0.14*** (0.03)	-0.21 (0.13)
Construction	-0.00 (0.01)	-0.01 (0.01)	-0.01 (0.04)	0.85** (0.35)	0.02 (0.01)	0.00 (0.02)	0.03 (0.04)	-0.24 (0.18)
Commerce	-0.04*** (0.01)	-0.05*** (0.01)	-0.05*** (0.02)	-0.00 (0.08)	-0.04*** (0.01)	-0.05*** (0.01)	-0.04** (0.02)	-0.17** (0.08)
Services	0.08*** (0.01)	0.07*** (0.01)	0.07*** (0.01)	-0.03 (0.08)	0.05*** (0.01)	0.04*** (0.01)	0.07*** (0.01)	-0.15** (0.07)
Managers	0.29*** (0.02)	0.32*** (0.03)	0.24*** (0.04)	0.37 (0.26)	0.40*** (0.02)	0.41*** (0.03)	0.34*** (0.04)	0.67** (0.28)
White collar	0.12*** (0.01)	0.10*** (0.01)	0.16*** (0.02)	0.26*** (0.08)	0.16*** (0.01)	0.13*** (0.01)	0.19*** (0.02)	0.30*** (0.08)
Domestic, care	-0.07*** (0.01)	-0.03** (0.01)	-0.04* (0.02)	-0.03 (0.08)	-0.08*** (0.01)	-0.06*** (0.02)	-0.05** (0.02)	0.04 (0.07)
Constant	1.40*** (0.07)	1.53*** (0.09)	0.86*** (0.12)	0.89** (0.37)	1.43*** (0.08)	1.59*** (0.12)	1.08*** (0.13)	1.02* (0.53)
Mills								
Lambda	0.00 (0.02)	-0.06* (0.03)	0.10*** (0.03)	0.14 (0.14)	0.03 (0.03)	-0.04 (0.04)	0.09** (0.04)	-0.14 (0.17)
Observations	14,650	7,711	6,067	381	12,813	6,517	5,553	356

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. Standard errors in parenthesis.