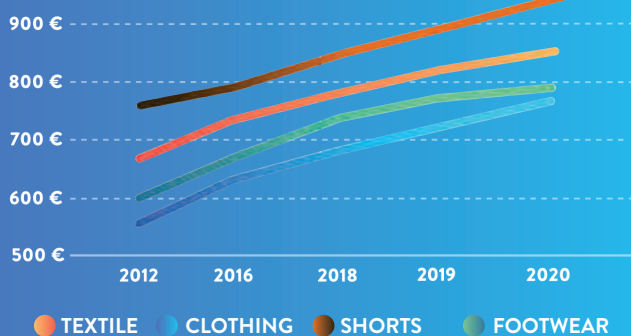


WAGE DIFFERENCES

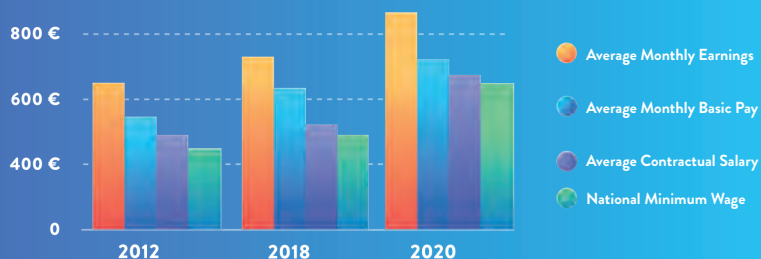
between men and women in the clothing sector

EVOLUTION OF AVERAGE MONTHLY BASE REMUNERATION

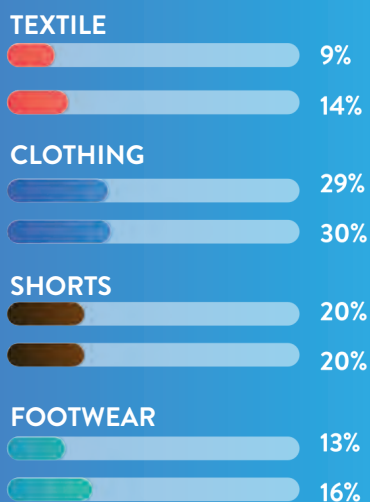


The **average wage negotiated is close to the National Minimum Wage (NMW)**, and is even confused with the value of the NMW. On the other hand, the spractised salaries are far from the contractual salaries.

EVOLUTION OF THE AVERAGE SALARY



GENDER PAY GAP



In the Clothing Industry, **the wage gap (Base GPG) is 29% and 30% considering the actually earned remuneration (Earned GPG)**, making it the sector that contributes most to the wage gap in TCFLI.

Programme Operator:



Promoter:



Partner:



Partner:



Partner:



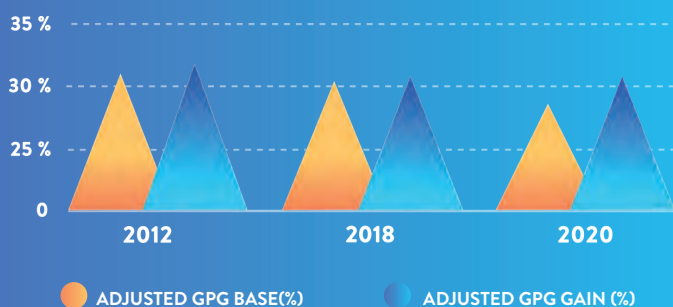
Partner:



WAGE DIFFERENCES

between men and women in the garment sector

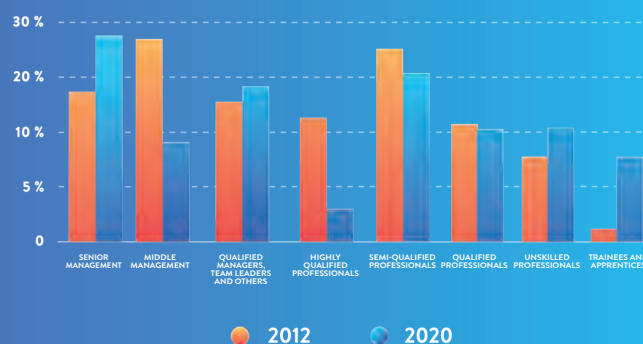
WAGE GAP BY GENDER ADJUSTED



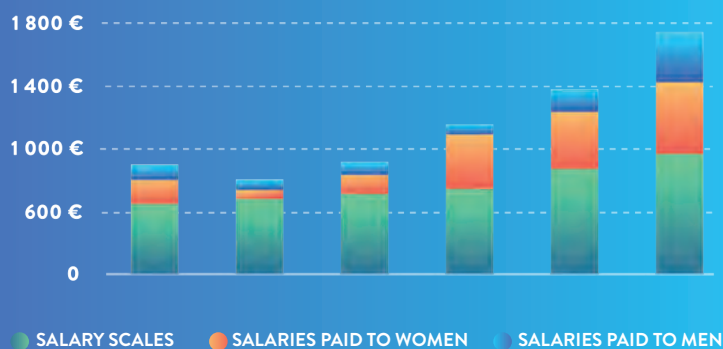
The Clothing Industry has an **adjusted gender pay gap** (Adjusted GPG) above the national average, both in terms of basic pay and what is actually earned.

In the Clothing Industry, the biggest pay gaps between men and women occur at the highest qualification levels, such as Senior Managers, where the gap was **18% in 2012 and almost 27% in 2020**.

SALARY DIFFERENCE BY QUALIFICATION LEVEL



DIFFERENCE BETWEEN SALARIES AND CONTRACTUAL WAGES



There are significant differences between the average values practised by **companies and the salary scales, with companies paying their workers more than** the defined in the salary scale, paying better the professional categories in the higher levels.

Programme
Operator:



Promoter:



Partner:



Partner:



Partner:



Partner:



WAGE DIFFERENCES

between men and women in the
garment sector



It is necessary to guarantee effective pay transparency in companies, in compliance with the rules in force, and **to ensure that situations of discrimination are identified.**

It is necessary to ensure that women workers are not subjected to double discrimination: in **the devaluation of categories performed** mostly by women and in the **devaluation compared to men** when they perform the same functions.

Programme
Operator:



Promoter:



Partner:



Partner:



Partner:



Partner:

