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Decomposing the Gender Reservation Wage Gap in Italy: A Regional Perspective

Appendix

Table A1 – NUTS-II regions of Italy:

North Italy	Central Italy	South Italy
Piemonte	Toscana	Abruzzo
Lombardia	Umbria	Molise
Valle d'Aosta	Marche	Campania
Trentino Alto Adige	Lazio	Puglia
Veneto		Basilicata
Friuli-Venezia Giulia		Calabria
Liguria		Sicilia (Island)
Emilia-Romagna		Sardegna (Island)

Table A2 - OLS regression by region and gender; dependent variable: (log) reservation wage

Region	Italy		Central Italy	
Explanatory variables	Females	Males	Females	Males
Age 24-29	0.050***	0.066***	0.054***	0.076***
	(0.007)	(0.006)	(0.019)	(0.017)
Age 30-39	0.088***	0.098***	0.083***	0.109***
	(0.008)	(0.007)	(0.019)	(0.020)
Age 40-49	0.101***	0.122***	0.132***	0.168***
	(0.008)	(0.007)	(0.020)	(0.020)
Age over 50	0.091***	0.121***	0.101***	0.167***
	(0.010)	(0.008)	(0.024)	(0.022)
Foreign EU	-0.070***	-0.087***	-0.104***	-0.091***
	(0.009)	(0.009)	(0.020)	(0.019)
Foreign NEU	-0.061***	-0.104***	-0.083***	-0.122***
	(0.007)	(0.006)	(0.018)	(0.016)
High school	0.056***	0.038***	0.063***	0.034***
	(0.005)	(0.004)	(0.012)	(0.011)
High education	0.149***	0.094***	0.130***	0.086***
	(0.008)	(0.009)	(0.018)	(0.024)
Employed partner	-0.017***	0.063***	-0.018	0.056***
	(0.006)	(0.006)	(0.015)	(0.016)
Non-employed partner	0.001	0.074***	-0.030	0.097***
	(0.008)	(0.007)	(0.021)	(0.018)
Children (0-3)	-0.000	0.011**	0.021	0.009
	(0.007)	(0.005)	(0.016)	(0.014)
Children (4-16)	-0.005	0.019***	-0.014	0.010
	(0.005)	(0.004)	(0.012)	(0.011)
Other adults	-0.008***	0.001	-0.007	0.004
	(0.002)	(0.002)	(0.005)	(0.005)
Permanent job	0.105***	0.083***	0.030	0.028
	(0.012)	(0.008)	(0.026)	(0.024)
Job search index	0.007***	0.007***	0.007*	0.006*
	(0.001)	(0.001)	(0.004)	(0.003)
Never worked	-0.003	-0.025***	0.005	-0.030
	(0.007)	(0.006)	(0.016)	(0.020)
Long -term unemployed	-0.006	-0.036***	0.001	-0.043***
	(0.005)	(0.004)	(0.012)	(0.010)
Re-enter	-0.010*	-0.018***	0.000	-0.020
	(0.006)	(0.005)	(0.013)	(0.015)
No working time preference	-0.115***	-0.086***	-0.149***	-0.135***
	(0.005)	(0.004)	(0.011)	(0.011)
Close commuting	0.048***	0.056***	0.027*	0.039**
	(0.006)	(0.007)	(0.014)	(0.017)
Any commuting Italy	0.179***	0.147***	0.121***	0.076***
	(0.010)	(0.008)	(0.030)	(0.022)
Any commuting Europe	0.199***	0.230***	0.202***	0.220***
	(0.014)	(0.010)	(0.034)	(0.027)
Piemonte	0.005	-0.019**	-	-
	(0.009)	(0.008)		
Valle d'Aosta	-0.001	0.001	-	-
	(0.023)	(0.017)		
Trentino Alto Adige	0.039***	0.048***	-	-
	(0.015)	(0.010)		
Veneto	0.019*	0.011	-	-
	(0.011)	(0.009)		
Friuli-Venezia Giulia	0.040**	-0.018	-	-
	(0.018)	(0.016)		

Table A2 - OLS regression by region and gender (continued)

Region	Italy		Central Italy	
Explanatory variables	Females	Males	Females	Males
Liguria	-0.088***	-0.066***	-	-
	(0.018)	(0.014)		
Emilia-Romagna	-0.030***	-0.049***	-	-
	(0.011)	(0.010)		
Toscana	-0.023*	-0.048***	0.064***	-0.014
	(0.012)	(0.012)	(0.014)	(0.013)
Umbria	-0.060***	-0.071***	0.030**	-0.034**
	(0.013)	(0.012)	(0.015)	(0.014)
Marche	-0.085***	-0.093***	-0.001	-0.058***
	(0.017)	(0.014)	(0.018)	(0.015)
Lazio	-0.080***	-0.037***	-	-
	(0.011)	(0.009)		
Abruzzo	-0.038**	0.000	-	-
	(0.016)	(0.012)		
Molise	-0.054***	-0.020	-	-
	(0.018)	(0.013)		
Campania	-0.104***	-0.030***	-	-
	(0.011)	(0.009)		
Puglia	-0.093***	-0.065***	-	-
	(0.011)	(0.008)		
Basilicata	-0.123***	-0.047***	-	-
	(0.015)	(0.013)		
Calabria	-0.054***	-0.016*	-	-
	(0.012)	(0.009)		
Sicilia	-0.054***	-0.038***	-	-
	(0.010)	(0.008)		
Sardegna	-0.118***	-0.043***	-	-
	(0.012)	(0.009)		
y2010	-0.017***	-0.009*	-0.018	-0.013
	(0.006)	(0.005)	(0.015)	(0.014)
y2011	-0.062***	-0.037***	-0.070***	-0.053***
	(0.006)	(0.005)	(0.016)	(0.015)
y2012	-0.115***	-0.094***	-0.104***	-0.090***
	(0.006)	(0.005)	(0.015)	(0.014)
Constant	6.718***	6.781***	6.660***	6.777***
	(0.014)	(0.012)	(0.030)	(0.029)
Observations	16,258	20,610	2,702	2,864
R-squared	0.192	0.214	0.193	0.259

NOTES: Robust standard errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1 Reference categories: 1. Age: 16-23 years old; 2. Nationality: Italian; 3. Education: low education; 4. Partner's employment status: no cohabiting partner; 5. Commuting preference: no commuting; 6. Region: a. Lombardia (Sample Italy), b. Lazio (Sample Central Italy); 7. Year: 2009.

Table A3 - OLS regression by region and gender; dependent variable: (log) reservation wage
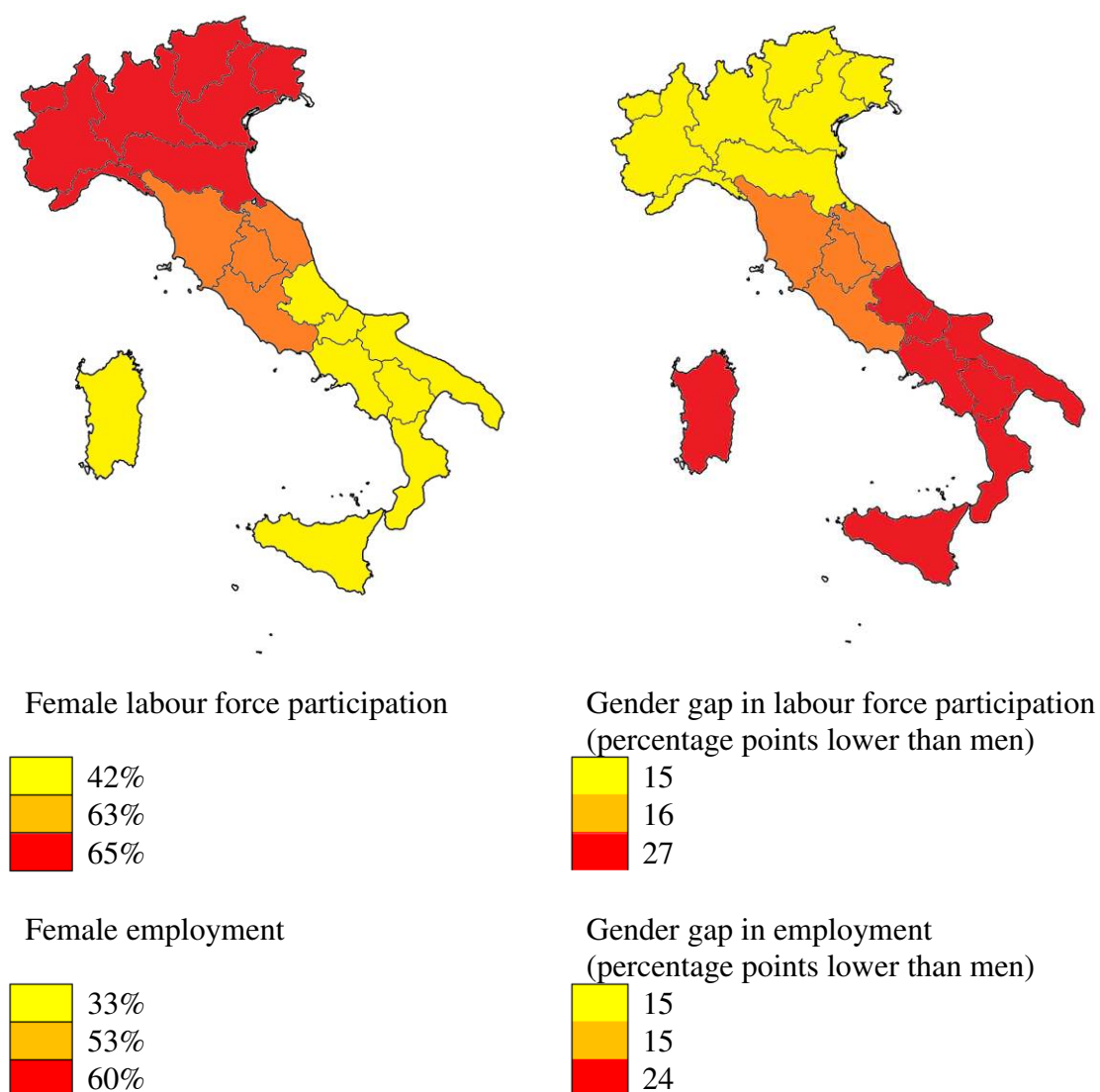
Region	North		South and Islands	
Explanatory variables	Females	Males	Females	Males
Age 24-29	0.055***	0.058***	0.065***	0.037***
	(0.012)	(0.010)	(0.009)	(0.011)
Age 30-39	0.083***	0.089***	0.096***	0.086***
	(0.012)	(0.010)	(0.010)	(0.012)
Age 40-49	0.098***	0.115***	0.106***	0.079***
	(0.012)	(0.010)	(0.011)	(0.013)
Age over 50	0.089***	0.118***	0.100***	0.078***
	(0.015)	(0.012)	(0.012)	(0.016)
Foreign EU	-0.049***	-0.045***	-0.184***	-0.084***
	(0.012)	(0.013)	(0.021)	(0.020)
Foreign NEU	-0.058***	-0.091***	-0.174***	-0.053**
	(0.009)	(0.007)	(0.019)	(0.025)
High school	0.046***	0.027***	0.043***	0.058***
	(0.007)	(0.006)	(0.006)	(0.008)
High education	0.131***	0.075***	0.107***	0.166***
	(0.012)	(0.013)	(0.013)	(0.012)
Employed partner	-0.027***	0.039***	0.093***	-0.005
	(0.009)	(0.009)	(0.011)	(0.011)
Non-employed partner	-0.025**	0.041***	0.104***	0.039***
	(0.013)	(0.011)	(0.010)	(0.013)
Children (0-3)	-0.015*	0.011	0.008	0.004
	(0.009)	(0.007)	(0.007)	(0.011)
Children (4-16)	-0.005	0.028***	0.014***	-0.001
	(0.007)	(0.006)	(0.005)	(0.007)
Other adults	-0.014***	-0.003	0.002	-0.005
	(0.004)	(0.003)	(0.003)	(0.004)
Permanent job	0.078***	0.097***	0.085***	0.150***
	(0.021)	(0.015)	(0.010)	(0.018)
Job search index	0.002	-0.002	0.013***	0.010***
	(0.002)	(0.002)	(0.002)	(0.002)
Never worked	-0.016	-0.025**	-0.025***	-0.001
	(0.011)	(0.011)	(0.009)	(0.010)
Long-term unemployed	-0.030***	-0.032***	-0.039***	0.010
	(0.007)	(0.006)	(0.005)	(0.007)
Re-enter	-0.007	-0.025***	-0.013*	-0.015
	(0.008)	(0.008)	(0.007)	(0.009)
No working time preference	-0.129***	-0.105***	-0.059***	-0.089***
	(0.007)	(0.007)	(0.005)	(0.007)
Close commuting	0.035***	0.036***	0.070***	0.064***
	(0.010)	(0.012)	(0.010)	(0.009)
Any commuting Italy	0.115***	0.118***	0.175***	0.217***
	(0.018)	(0.015)	(0.012)	(0.013)
Any commuting Europe	0.133***	0.170***	0.272***	0.246***
	(0.022)	(0.016)	(0.015)	(0.021)

Table A3 - OLS regression by region and gender (continued)

Region	North		South and Islands	
Explanatory variables	Females	Males	Females	Males
Piemonte	0.001	-0.026***	-	-
	(0.009)	(0.008)		
Valle d'Aosta	-0.006	0.003	-	-
	(0.023)	(0.017)		
Trentino Alto Adige	0.032**	0.045***	-	-
	(0.015)	(0.010)		
Veneto	0.016	0.009	-	-
	(0.011)	(0.009)		
Friuli-Venezia Giulia	0.043**	-0.011	-	-
	(0.018)	(0.016)		
Liguria	-0.095***	-0.067***	-	-
	(0.018)	(0.015)		
Emilia-Romagna	-0.032***	-0.047***	-	-
	(0.011)	(0.010)		
Molise	-	-	0.042***	0.014
			(0.012)	(0.017)
Campania	-	-	0.011	-0.004
			(0.013)	(0.018)
Puglia	-	-	0.006	-0.053***
			(0.008)	(0.011)
Basilicata	-	-	-0.030***	-0.042***
			(0.008)	(0.011)
Calabria	-	-	-0.012	-0.075***
			(0.013)	(0.015)
Sicilia	-	-	0.020**	-0.003
			(0.008)	(0.011)
Sardegna	-	-	-0.009	-0.070***
			(0.009)	(0.012)
y2010	-0.002	-0.001	-0.014*	-0.030***
	(0.009)	(0.008)	(0.008)	(0.010)
y2011	-0.052***	-0.021***	-0.044***	-0.067***
	(0.009)	(0.008)	(0.007)	(0.010)
y2012	-0.108***	-0.086***	-0.099***	-0.120***
	(0.009)	(0.008)	(0.007)	(0.010)
Constant	6.783***	6.858***	6.697***	6.616***
	(0.019)	(0.017)	(0.016)	(0.019)
Observations	6,474	7,488	10,258	7,082
R-squared	0.178	0.216	0.217	0.200

NOTES: Robust standard errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1 Reference categories: 1. Age: 16-23 years old; 2. Nationality: Italian; 3. Education: low education; 4. Partner's employment status: no cohabiting partner; 5. Commuting preference: no commuting; 6. Region: a. Lombardia (Sample Northern Italy), b. Abruzzo (Sample Southern Italy); 7. Year: 2009.

Figure A1: Regional differences in labour force participation and employment for Italy

Female labour force participation

(yellow)	42%
(orange)	63%
(red)	65%

Female employment

(yellow)	33%
(orange)	53%
(red)	60%

Gender gap in labour force participation (percentage points lower than men)

(yellow)	15
(orange)	16
(red)	27

Gender gap in employment (percentage points lower than men)

(yellow)	15
(orange)	15
(red)	24

Notes: We consider three regions of Italy. The **North** comprises the North-West regions of Piemonte, Lombardia, Valle d'Aosta and Liguria and the North-East includes the regions of Trentino Alto Adige, Veneto, Friuli Venezia Giulia, and Emilia Romagna. The **Centre** comprises the regions of Toscana, Umbria, Marche, and Lazio. The **South** includes the regions of Abruzzo, Molise Campania, Basilicata, Puglia, and Calabria and the 'Islands' of Sicilia and Sardegna.
Data source: OECD

Figure A2: Regional differences in GDP per capita and per capita net wealth of households for Italy

GDP per capita at current prices

🟨	€18,500
🟧	€30,700
🟥	€34,900

Per capita net wealth of households (2005)

🟨	€83,000
🟧	€145,400
🟥	€167,900
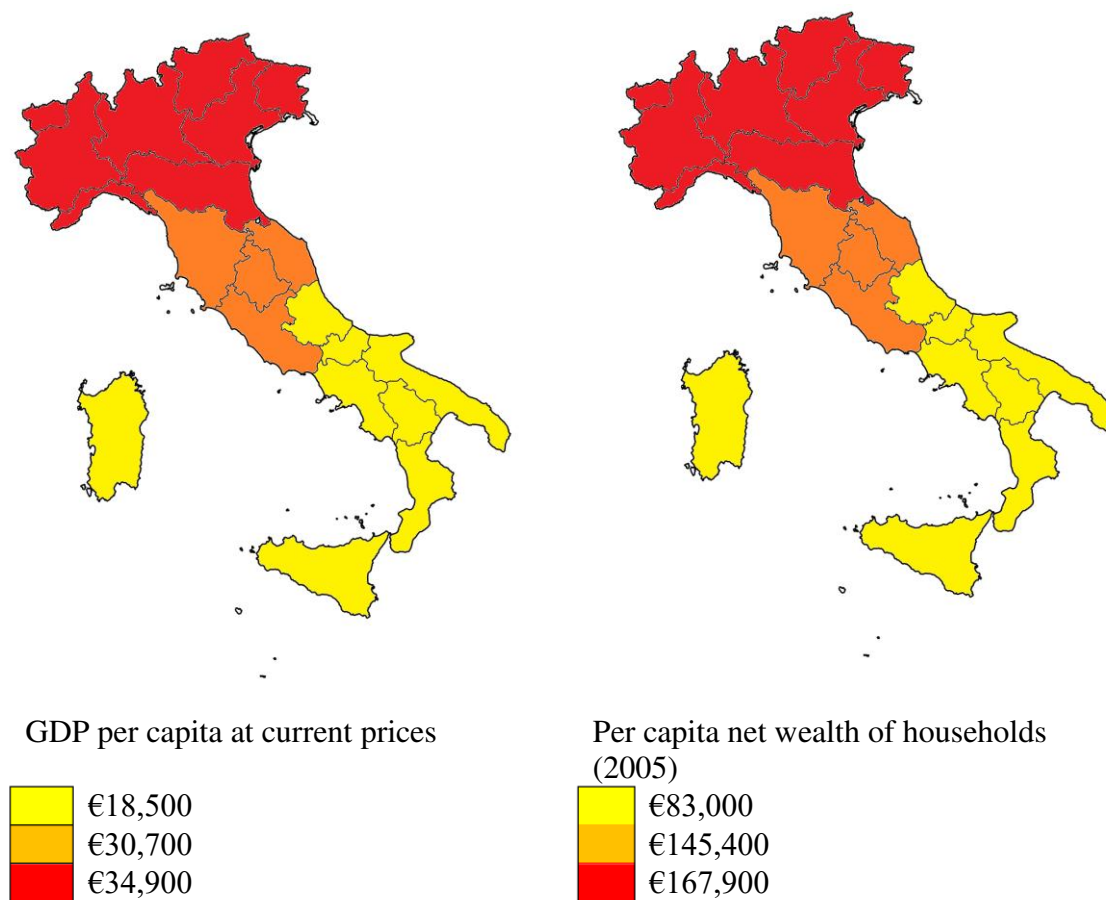
Notes: see notes to Figure A1.
Data source: Albareto et al. (2008) for per capita net wealth of households. For GDP per capita, see Istat (2018): Conti economici territoriali.

Figure A3: Reservation wages by regions of Italy

Female reservation wage, Mean (SD)

🟨	€849.6 (264.9)
🟧	€849.8 (252.6)
🟥	€899.7 (261.9)

Gender gap in reservation wages (€ lower than men)

🟨	€121.7
🟧	€138.5
🟥	€168.0
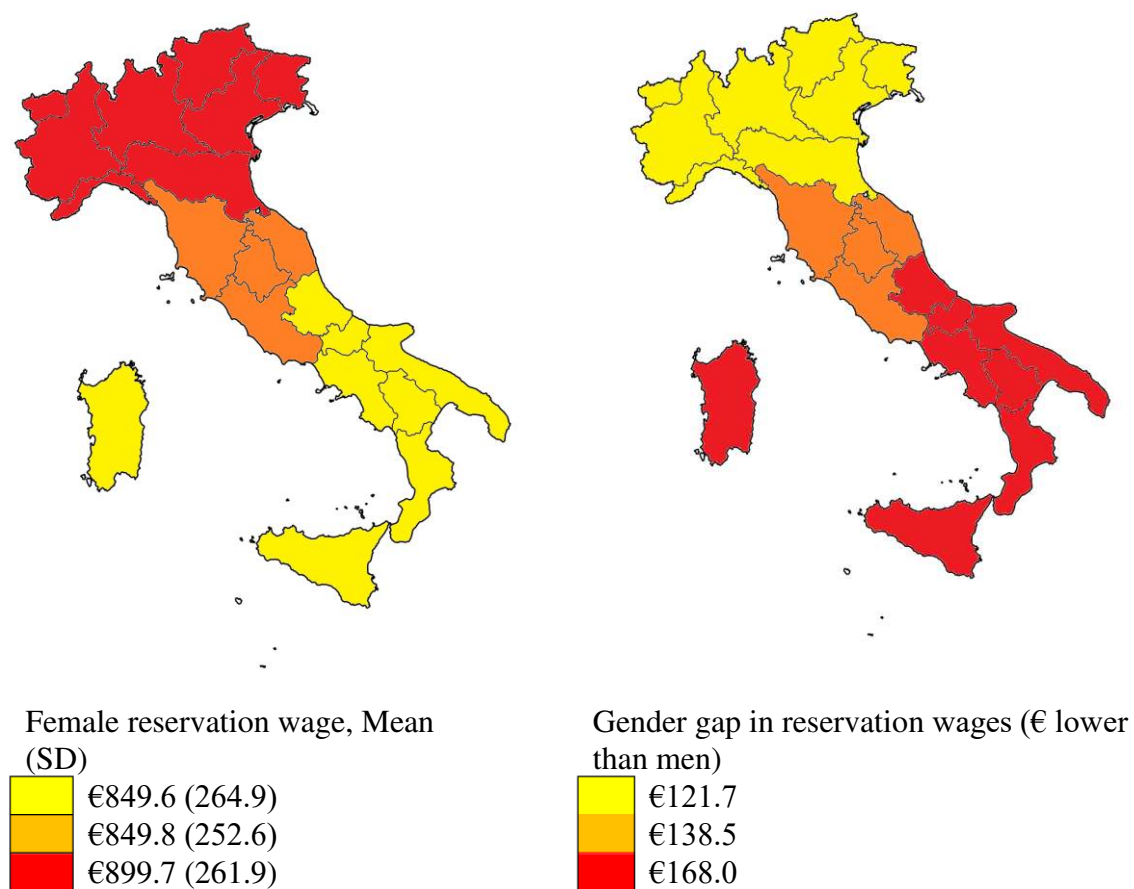
Notes: see notes to Figure A1.
The mean (SD) reservation wages for men and women for all of Italy are €1,014.9 (316.2) and €869.6 (262.9), respectively.
Data source: Authors calculations from Istat data.

Figure A4 – Distributions of monthly real reservation wages in levels (without kernel fitting)