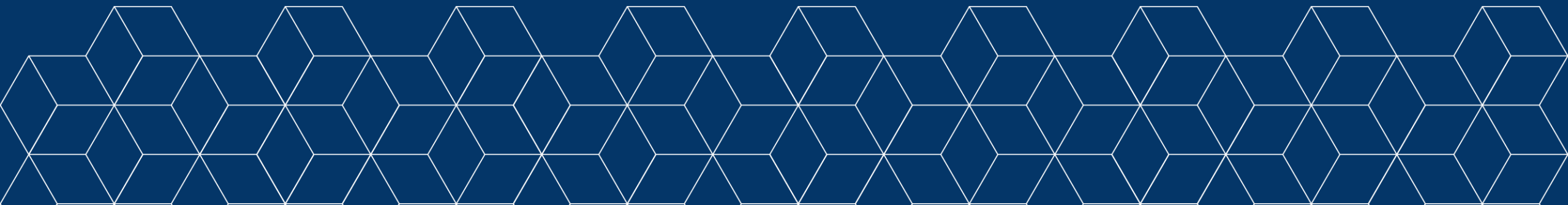


MASSIMILIANO DEIDDA

# **INFLATION, EARNING AND GENDER PAY GAP THE HIGHEST PRICE**

Espanet 2026

Rome, 10 September 2026



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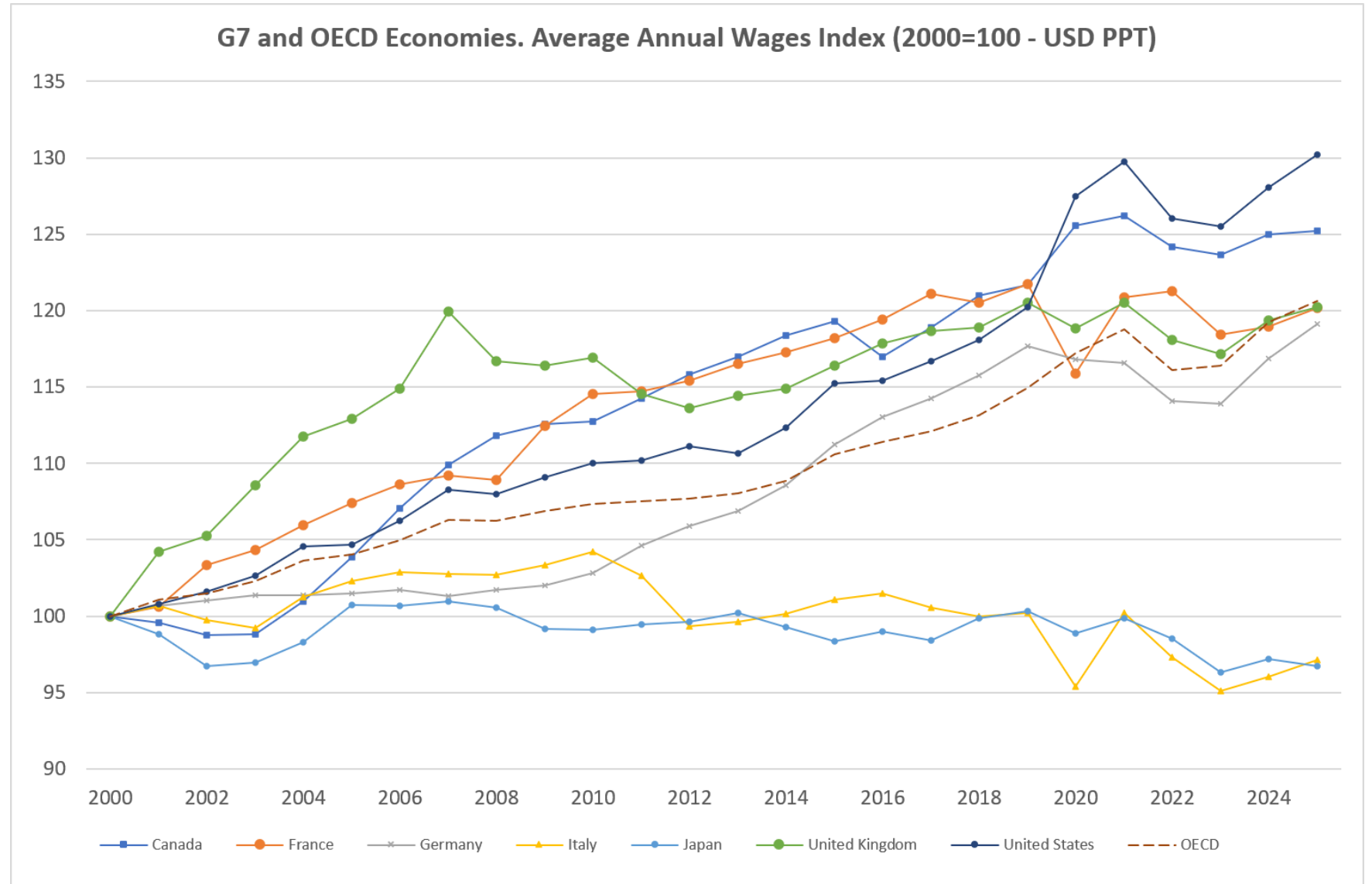
## The five dimensions of job quality according with La Rosa and Gallino

- ❑ Economic
- ❑ Ergonomic
- ❑ Complexity
- ❑ Autonomy
- ❑ Control



# 01

Italy has been affected for at least two decades by wage stagnation associated with low growth and weak productivity. The last two crises and rising inflation have further eroded households' purchasing power, increased inequality, and worsened poverty.



Source: Authors' calculations based on OECD Database (2025) data processed by INAPP.

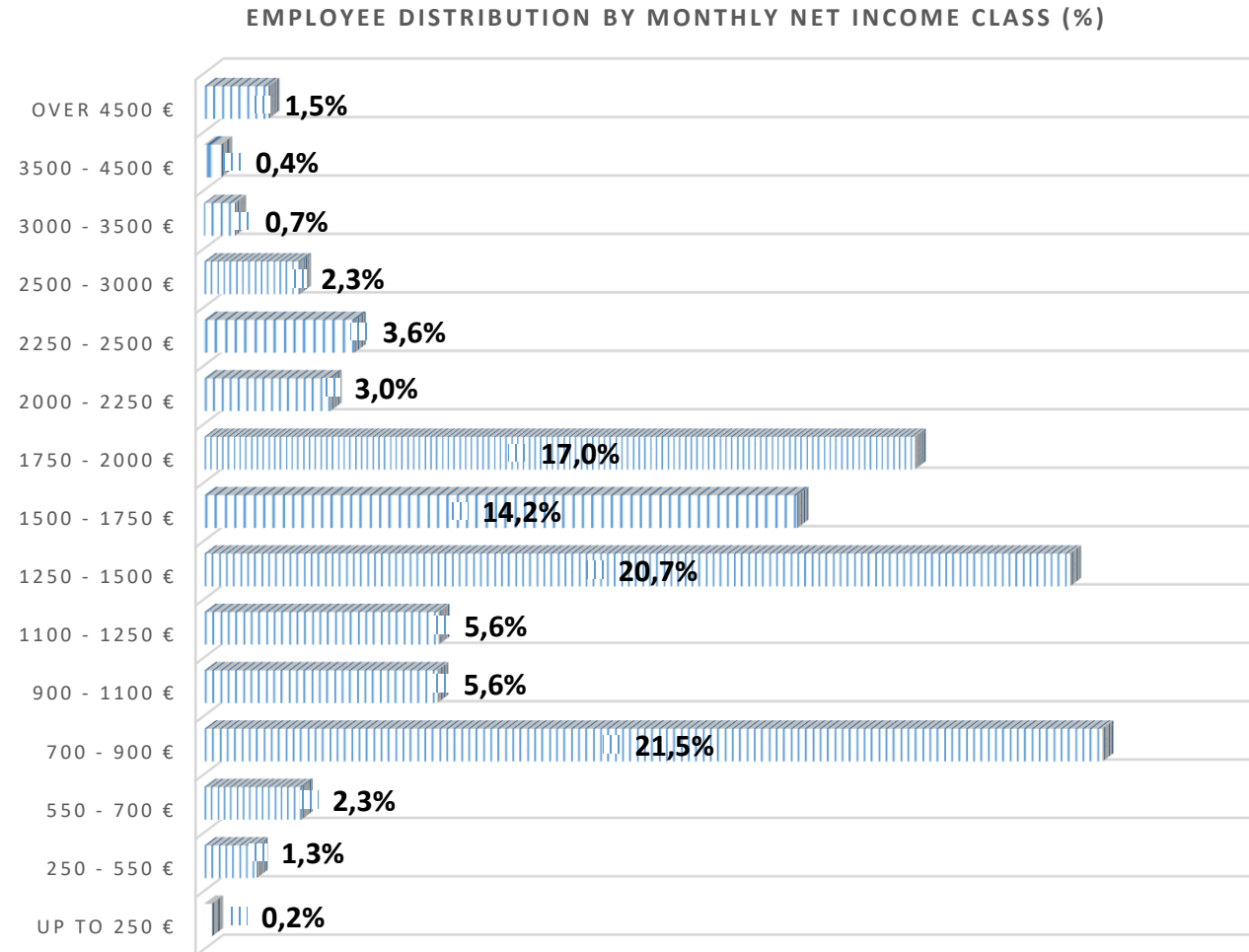


*The INAPP Survey QdL captures the economic dimension of Job Quality:*

- more than half of employees earn between €1,250 and €2,000 net per month
- Women are disproportionately represented in income classes below €1,250, while they are almost absent in those above €1,750.



More than half of dependent employment in Italy is concentrated in the monthly net earning range between €1,250 and €2,000



Source: Authors' calculations based on data from the INAPP VI QdL Survey (2025), processed by INAPP.



Women are disproportionately represented in earning classes below €1,250, while they are almost absent in those above €1,750

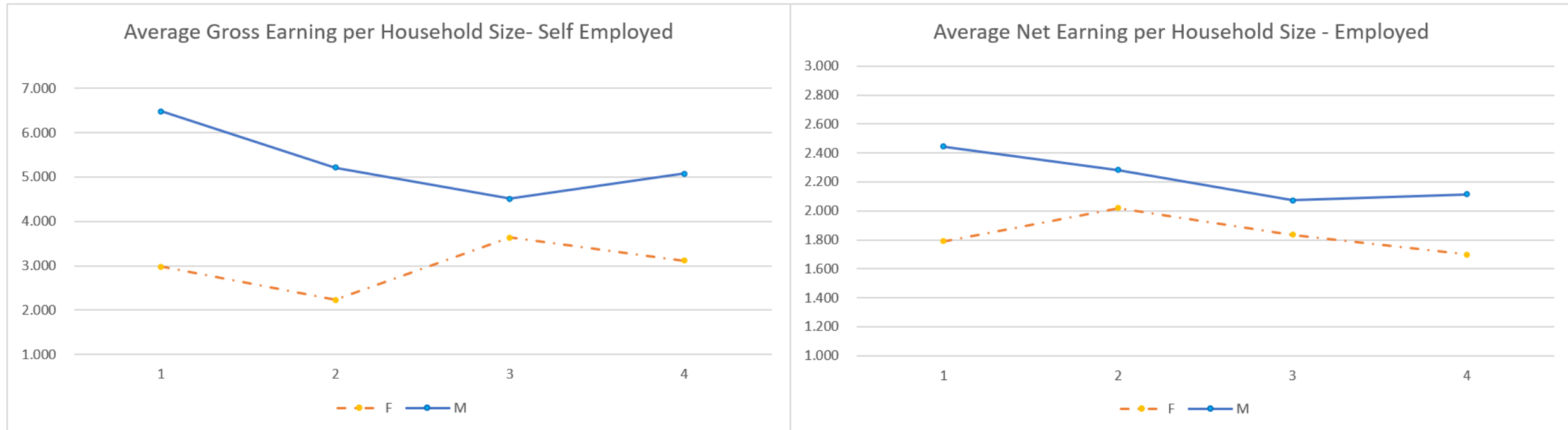
| Monthly Average Net Income |   | men         | women       | Total      |
|----------------------------|---|-------------|-------------|------------|
| up to a 700 €              |   | 23,7        | 76,3        | 100        |
| 700 - 1.250 €              | ↗ | 33,6        | 66,4        | 100        |
| 1250 - 2500 €              | ↗ | 62,7        | 37,3        | 100        |
| over 2.250 €               | ↗ | 77,5        | 22,5        | 100        |
| <b>Total</b>               |   | <b>58,0</b> | <b>42,0</b> | <b>100</b> |

Source: Authors' calculations based on data from the INAPP VI QdL Survey (2025), processed by INAPP.



# 01

The gender pay gap, consistent with the existing literature, affects both self-employment and paid employment and shows different patterns according to household size



Source: Authors' calculations based on data from the INAPP VI QdL Survey (2025), processed by INAPP.



24.6% of households with more than two members rely on a single income earner

Number of households' income earners

| Household Size    | 0    | 1     | 2            | 3            | 4            | 5            | 6            | 7            | Total |
|-------------------|------|-------|--------------|--------------|--------------|--------------|--------------|--------------|-------|
| <b>2</b>          | 1,1% | 34,3% | <b>64,6%</b> |              |              |              |              |              | 100%  |
| <b>3</b>          | 1,1% | 27,1% | <b>57,7%</b> | <b>14,1%</b> |              |              |              |              | 100%  |
| <b>4</b>          | 0,8% | 15,1% | <b>56,1%</b> | <b>16,1%</b> | <b>12,0%</b> |              |              |              | 100%  |
| <b>5</b>          | 0,5% | 15,9% | <b>43,1%</b> | <b>19,3%</b> | <b>11,7%</b> | <b>9,4%</b>  |              |              | 100%  |
| <b>6</b>          | 0,3% | 20,6% | <b>32,7%</b> | <b>16,1%</b> | <b>13,0%</b> | <b>6,7%</b>  | <b>10,5%</b> |              | 100%  |
| <b>7 and over</b> | 0,0% | 10,2% | <b>22,3%</b> | <b>10,1%</b> | <b>3,6%</b>  | <b>16,1%</b> | <b>10,6%</b> | <b>27,0%</b> | 100%  |
| <b>Totale</b>     | 0,9% | 24,6% | 57,5%        | 10,9%        | 4,7%         | 1,0%         | 0,2%         | 0,1%         | 100%  |

Source: Authors' calculations based on data from the INAPP VI QdL Survey (2025), processed by INAPP.



In households with only one income earner, the sole earner is a “male breadwinner” in 63.4% of cases. In only 36.6% of households is the woman the sole earner.

| Number of households' income earners |            | Men  | Women |
|--------------------------------------|------------|------|-------|
| ■                                    | none       | 60,2 | 39,8  |
| ■                                    | 1          | 63,4 | 36,6  |
| ■                                    | 2          | 52,5 | 47,5  |
| ■                                    | 3          | 56,5 | 43,5  |
| ■                                    | 4          | 57,4 | 42,6  |
| ■                                    | 5          | 70,7 | 29,3  |
| ■                                    | 6          | 83,5 | 16,5  |
|                                      | 7 and over | 87,1 | 18,4  |
| Total                                |            | 56,2 | 43,8  |

Source: Authors' calculations based on data from the INAPP VI QdL Survey (2025), processed by INAPP.



*Gendered perceptions of the level of contribution to household income are a stereotype that likely plays a role in individuals' self-assessment of their contribution to family income: men may tend to overstate it, while women may tend to underestimate it.*

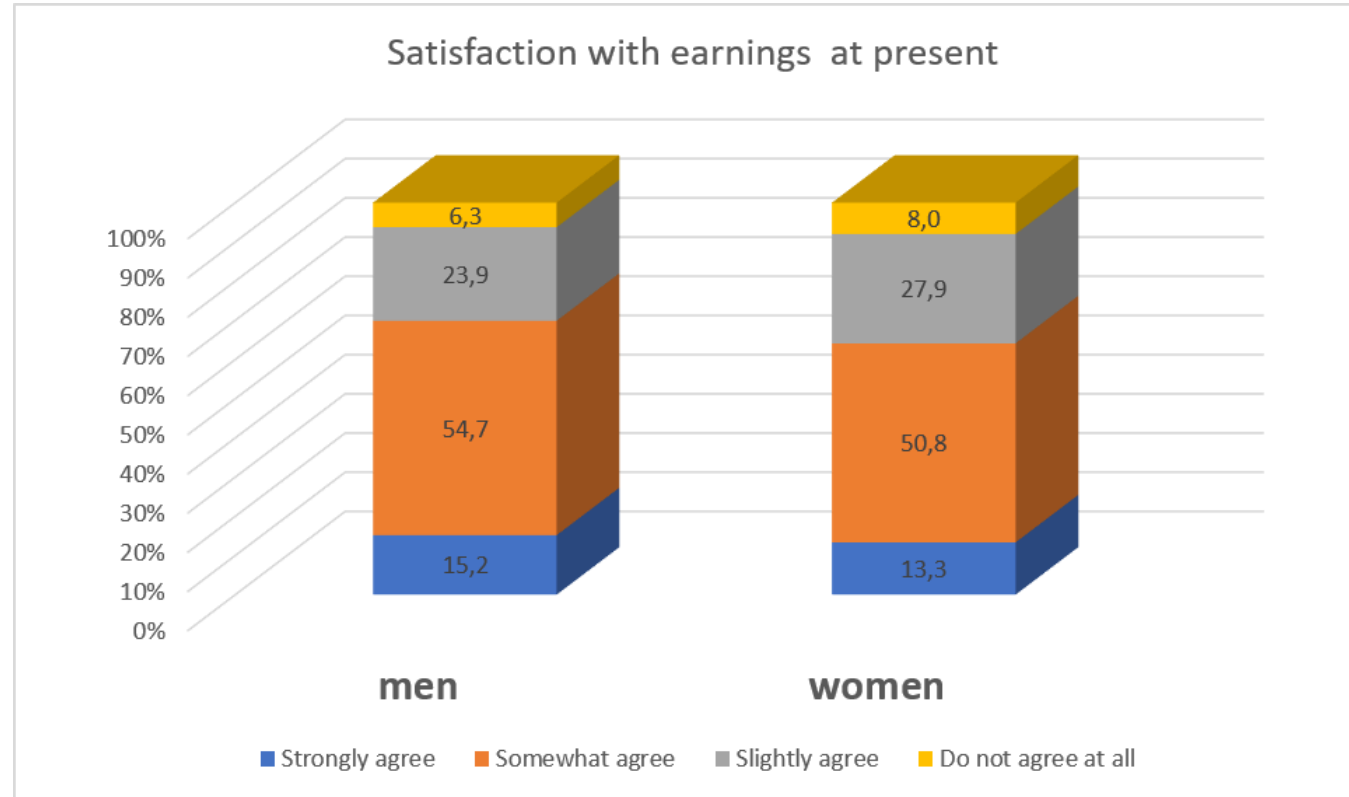
*“We contribute equally” is the response given by only 36.4% of men, compared with 43.3% of women.*

| <b>Who contributes the most to your household income?</b> | <b>men</b> | <b>women</b> |
|-----------------------------------------------------------|------------|--------------|
| Major contribution                                        | 48,9       | 21,9         |
| Minor contribution                                        | 14,7       | 34,8         |
| We both give same contribution                            | 36,4       | 43,3         |
| Total                                                     | 100        | 100          |

Source: Authors' calculations based on data from the INAPP VI QdL Survey (2025), processed by INAPP.



Men report greater satisfaction with earnings from their work than women

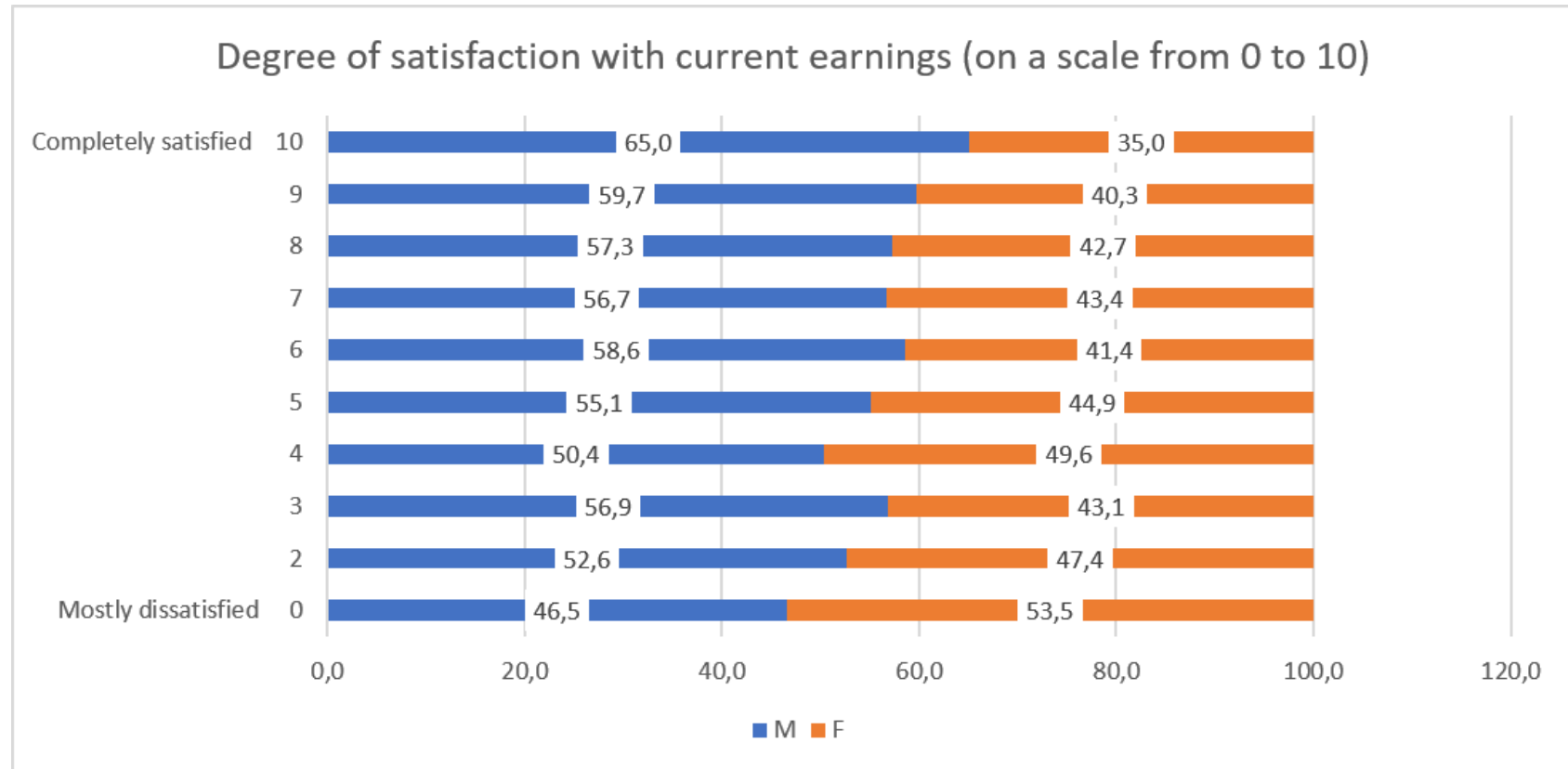


Source: Authors' calculations based on data from the INAPP VI QdL Survey (2025), processed by INAPP.



## 02

The degree of dissatisfaction with current earnings (on a scale from 0 to 10) is highest among women and lowest among men.



Source: Authors' calculations based on data from the INAPP VI QdL Survey (2025), processed by INAPP.



The higher presence of women (56.5%) in public sector employment highlights the value and protection associated with public service positions, especially for women.

| Tipologia datore di lavoro | F    | M    | Totale |
|----------------------------|------|------|--------|
| Privato                    | 43,0 | 57,0 | 100    |
| Pubblico                   | 56,5 | 43,5 | 100    |
| Totale                     | 45,5 | 54,6 | 100    |

Source: Authors' calculations based on data from the INAPP VI QdL Survey (2025), processed by INAPP.



The higher prevalence of part-time work among women is associated, in 34.4% of cases, with a distorted use of this contractual arrangement.

Gender discrimination is the result of women's weaker bargaining power in the workplace, which is linked to occupational roles, job classifications, and pay levels that are, on average, of lower quality than those of men.

Involuntary part-time work is prevalent in the private sector.

| Working time and employers, by gender |  | men       |             |      | women     |             |      |
|---------------------------------------|--|-----------|-------------|------|-----------|-------------|------|
| <i>Part-Timers</i>                    |  | Voluntary | Involuntary | Tot  | Voluntary | Involuntary | Tot  |
| Public sector                         |  | 1,4       | 1,8         | 3,1  | 5,0       | 3,9         | 8,9  |
| Private sector                        |  | 7,0       | 11,9        | 18,9 | 36,6      | 29,2        | 65,7 |
| Non profit                            |  | 0,2       | 0,3         | 0,6  | 0,7       | 0,8         | 1,5  |
| State-owned company                   |  | 0,1       | 0,3         | 0,4  | 0,3       | 0,6         | 0,9  |
| Totale                                |  | 8,7       | 14,4        | 23,0 | 42,6      | 34,4        | 77,0 |

Source: Authors' calculations based on data from the INAPP VI QdL Survey (2025), processed by INAPP.



Variations in risk perception by age are more pronounced among women than among men.

| I fear a reduction in my salary/earnings<br>within the next year | men  |      | women |      | Total |      |
|------------------------------------------------------------------|------|------|-------|------|-------|------|
|                                                                  | si   | no   | si    | no   | si    | no   |
| 18-24                                                            | 17,0 | 83,1 | 18,7  | 81,3 | 17,6  | 82,4 |
| 25-34                                                            | 10,3 | 89,7 | 13,8  | 86,2 | 11,8  | 88,2 |
| 35-44                                                            | 10,4 | 89,6 | 11,1  | 89,0 | 10,7  | 89,3 |
| 45-54                                                            | 10,3 | 89,7 | 10,4  | 89,6 | 10,3  | 89,7 |
| 55-64                                                            | 10,6 | 89,4 | 9,1   | 90,9 | 10,0  | 90,0 |
| 65+                                                              | 14,6 | 85,5 | 13,9  | 86,1 | 14,3  | 85,7 |
| <b>Total</b>                                                     | 10,9 | 89,1 | 11,3  | 88,7 | 11,0  | 89,0 |

Source: Authors' calculations based on data from the INAPP VI QdL Survey (2025), processed by INAPP.



Men display a polarized pattern between:

- those expressing the highest level of frustration, and
- those expressing the highest level of satisfaction compared with women regarding the evolution of earnings since the start of their careers.

Compared with men, women experience greater economic immobility throughout their careers, from entry into the labor market to retirement.

| <b>Career Earnings Progression</b> | <b>M</b>    | <b>F</b>    | <b>Total</b> |
|------------------------------------|-------------|-------------|--------------|
| worsened                           | 57,6        | 42,5        | 100          |
| remained unchanged                 | 55,3        | 44,7        | 100          |
| improved                           | 59,4        | 40,6        | 100          |
| <b>Total</b>                       | <b>57,3</b> | <b>42,7</b> | <b>100</b>   |

Source: Authors' calculations based on data from the INAPP VI QdL Survey (2025), processed by INAPP.



# 03

For women, the need for a second source of income (38.1%) and personal fulfillment (27.9%) are the main motivations for taking on an additional job. In contrast, among men, the dominant motivation appears to be the pursuit of greater financial resources, both when financially necessary (28.8%) and when not essential (34.3%).

| Reason for having "a second job"                         | M    | F    | Total |
|----------------------------------------------------------|------|------|-------|
| To make ends meet; this is an essential source of income | 28,8 | 38,1 | 33,0  |
| To earn additional income, even if it is not essential   | 34,3 | 20,4 | 28,0  |
| To start a future self-employed/business activity        | 8,0  | 8,3  | 8,1   |
| For personal fulfillment                                 | 26,5 | 27,9 | 27,1  |
| To acquire experience                                    | 2,4  | 5,4  | 3,7   |
| Total                                                    | 100  | 100  | 100   |

Source: Authors' calculations based on data from the INAPP VI QdL Survey (2025), processed by INAPP.



# SUMMARY

The drive toward holding a second job is increasing. For women (38.1%), a second job has become a pressing necessity to make ends meet. Reduced working hours affect 30% of women, compared with only 7% of men. Moreover, 48% of these contracts prove to be involuntary part-time positions.



The overall analysis leads to the conclusion that women workers' right to remuneration proportionate to the quantity and quality of their work, and in any case sufficient to ensure for themselves and their families a free and dignified existence, as enshrined in the Italian Constitution, remains today a far more distant goal for women than it is for male workers.





# THANK YOU FOR YOUR ATTENTION.

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