

# The Belgian Policy on the Gender Pay Gap

Vienna, 11-3-2016

# Content

1. Classifications of functions
2. Annual Reports
3. Law on gender pay gap

# Classifications of functions

- Need for gender neutral classifications of functions
- A demand from the women's movement, and women in academia
- Highly collective and highly structured wage formation
- Social Dialogue on national, sector, sub-sector, and company level

# Classifications of functions

- Collective Labour Agreement 25  
(1975, 2001, 2008)
- EVA-project 2001-2007

How to make classifications of functions  
gender neutral?

- List all qualities needed for a job
- Involve men and women in the process

# Annual Reports

- A demand from the trade unions in 2006
- Official data needed
- GPG in general, by labour time, sector, subsector, size of the company, profession, age, level of education, nationality and origin, family situation and marital status
- Annually since 2007
- Used to build awareness

## 2 approaches

Gender neutrality of classifications of functions

- Eliminate pay discrimination
- Determine fair pay

Measure GPG + identify factors

- Strengthen women's position on the labour market

# Law on tackling the gender pay gap

- Voted in the Chamber and announced publicly on March 8 2012
- Almost unanimously
- Strong desire to do something
- Enthusiasm

# Law on tackling the gender pay gap

- For all levels of Social Dialogue:  
Obligation to discuss the gender pay gap and what to do about it
- For all joint committees:  
Obligation to have their classifications of functions evaluated on gender neutrality



# Law on tackling the gender pay gap

## ➤ For companies:

- Obligation to provide data on wages disaggregated by sex to the National Bank
- Obligation to make up a biannual Gender Pay Gap Report on a company level
- Possibility to appoint a mediator

## 3 main instruments:

1. Gender neutral Classifications  
of functions
1. Data for monitoring
2. Obligation

# Thank you for your attention

Hildegard Van Hove

<http://igvm-iefh.belgium.be>  
[hildegard.vanhove@igvm.belgie.be](mailto:hildegard.vanhove@igvm.belgie.be)