



The Belgian Law on the Gender Pay Gap

Zagreb, 8 June 2016

How it was voted

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

Before the law

- Prior to the law, the Belgian policy on the gender pay gap included:
 - Work on gender neutral classifications of functions
 - Annual reports with official data

2 underlying 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

What does the law say

- 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

What does the law say

➤ 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

- Gender neutral Classifications of functions
- Data for monitoring
- Obligation

Link to existing labour laws

- Existing structures of social dialogue + legal obligations
- New or revised classifications of functions have to be checked on possible conflicts with labour laws
- Mediator is new, but similar to trade union representatives and trustees



Link to existing laws on company regulation

- Companies have to report economical and social figures to the National Bank, that makes up economical indicators + controls companies

Implementing the law

- Ambitious law
- Implementation is slow
- A lot of resistance among employers
- Less political will, more technocrats' job
- Needed: more tools, more public debate, more transparency



Thank you for your attention

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