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
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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