



**bibliotheek, documentatiecentrum en archief
voor gelijke kansen m/v, feminisme en gender**

The GPG-Project in Belgium

Contribution of RoSa ngo

Final Conference Zagreb

June 8 2016

Belgium is...

1. Quite aware of the existence of the gender pay gap
2. Large, powerful and active trade unions
3. > 10 years of equal pay days
4. 10 annual national equal pay reports
5. Tools on gender equality
6. Brochures on gender pay gap
7. Law on tackling the gender pay gap
8. Opposing gender equality = “not done”

Wage Setting Mechanisms

- 74,7% syndicalization degree
- Highly collective, highly structured
- Social Dialogue on national, sector, sub-sector, and company level
- Hierarchy of rules
- Classifications of functions mostly set on sub-sector level (joint committees)

Initiatives & measures

1. CLA 25, 25bis and 25ter (1975, 2001, 2008)
2. EVA-project (2001-2006)
3. Annual Equal Pay Day (2005-...)
4. Loonwijzer (2005)
5. Gender Pay Gap Report (2007-...)
6. Law on the Gender Pay Gap (2012)

RoSa Action Plan 2016

1. Promoting www.genderpaygap.eu
2. Promoting Gender Wage Watchers Network
3. Video clip Street Interviews
4. Digital lesson for secondary school students
5. Material for teachers to use in class
6. Promoting the idea of discussing wages
7. Press Conference



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