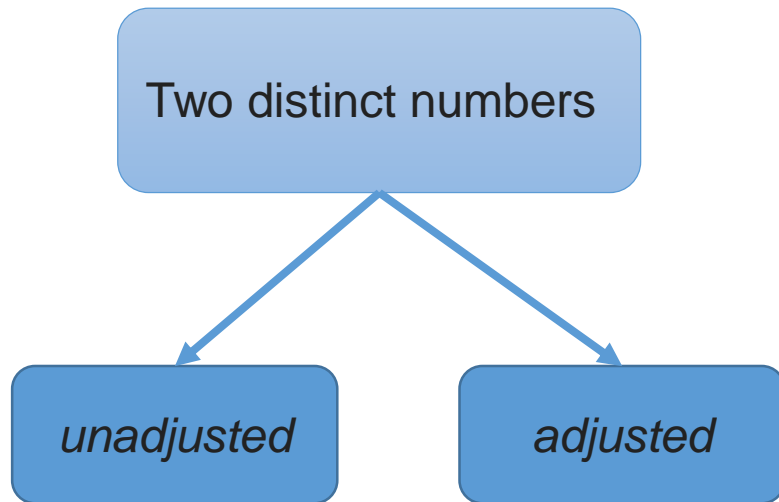


THE GENDER **PAY GAP**



The gender pay gap or gender wage gap

is the average difference between the remuneration for men and women who are working.



Differences in:

- Hours worked,
- Occupations chosen,
- Education,
- Job experience.



Wage-setting mechanisms in Belgium

- highly collectively regulated wage-setting mechanisms;
- the general minimum wage;
- higher minima for subsectors.

Important characteristics of the GPG in Belgium

- small gender pay gap in comparison to other Eucountries;
- 2012 law on tackling the gender pay gap.



Specific initiatives to reduce the GPG in Belgium

- Law on the Gender Pay Gap
- Annual Gender Pay Gap Reports
- EVA project
- Collective Labour Agreement 25, 25bis and 25ter
- Annual Equal Pay Day
- Loonwijzer

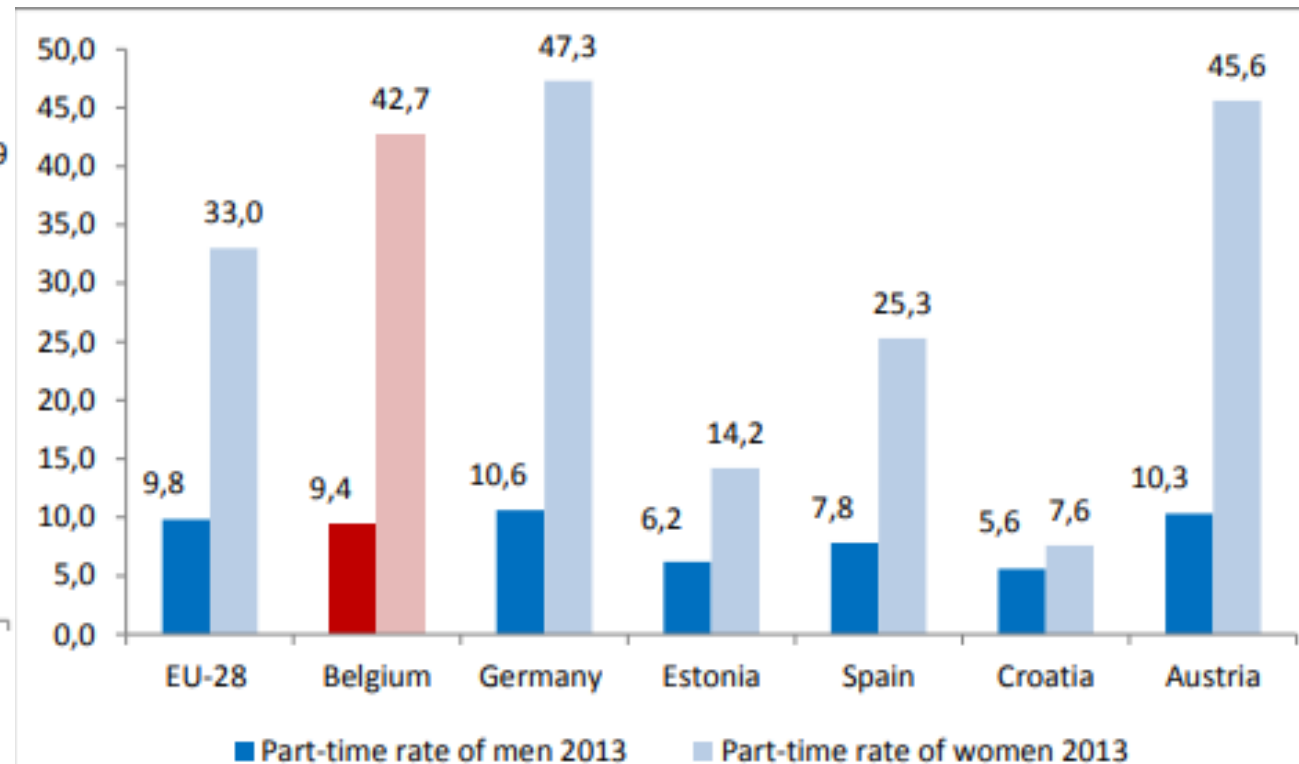
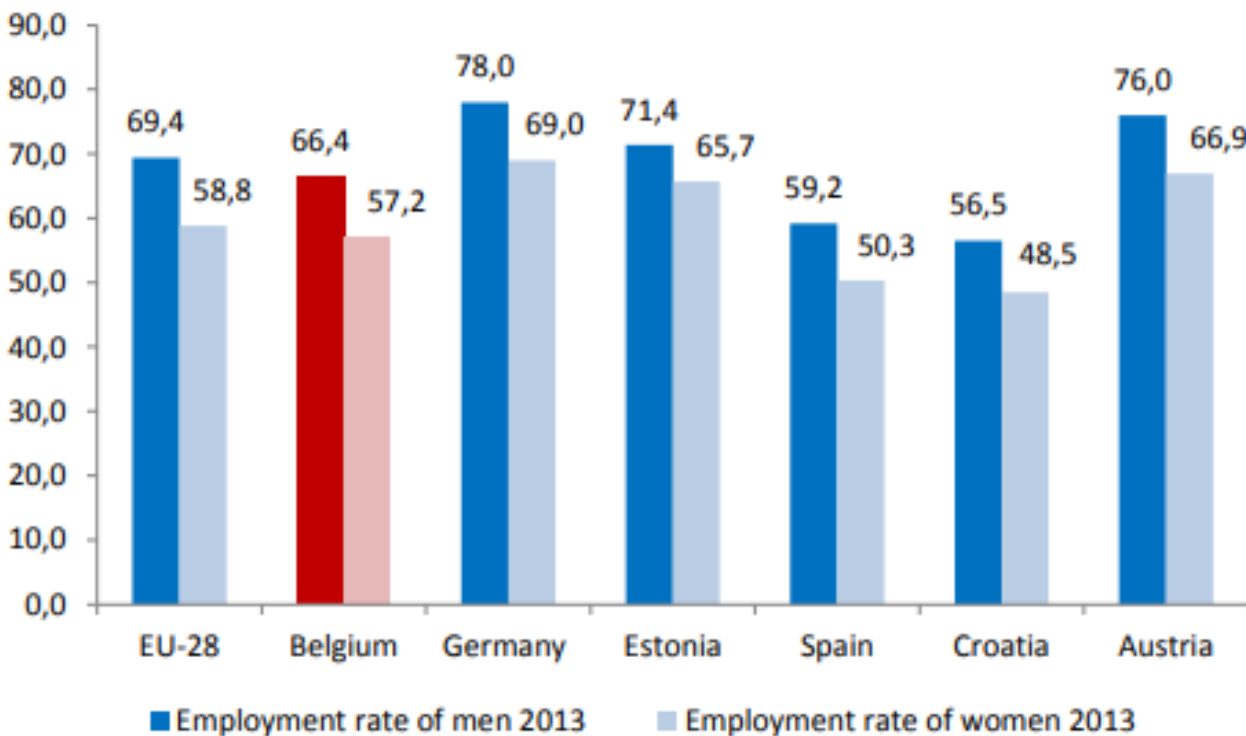


Women's and men's employment & part-time rate 2013

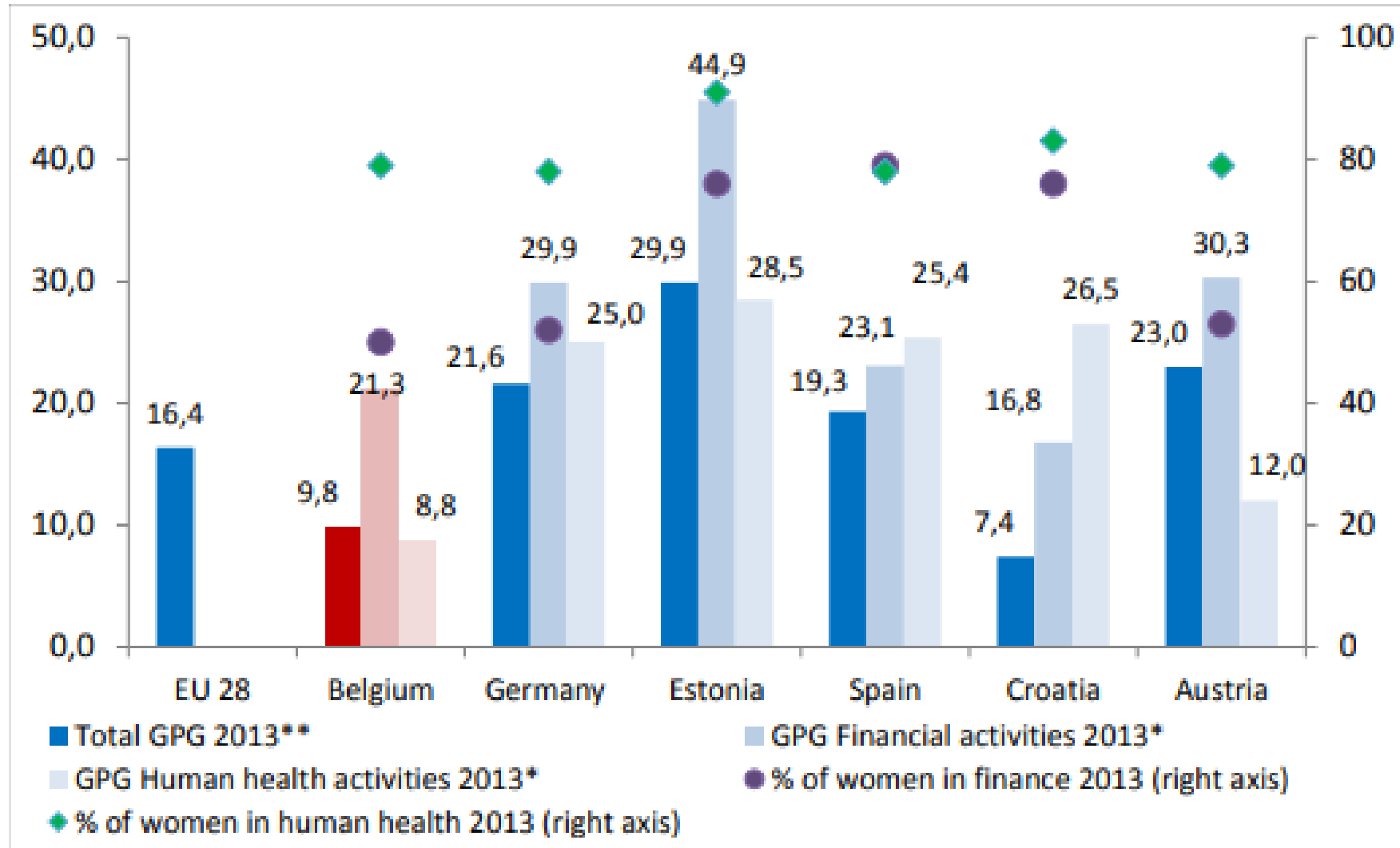
The employment rate of women and men in Belgium
For men - 66.4%, and for women - 57.2%.

Male and female employment in Belgium
Female -42.7% for men - 9.4%.

STEREOTYPICAL DIVISION OF LABOUR IN THE HOUSEHOLDS



Total GPG**, the GPG in the financial and health sectors and women's share in these sectors 2013



Education and the payment gap

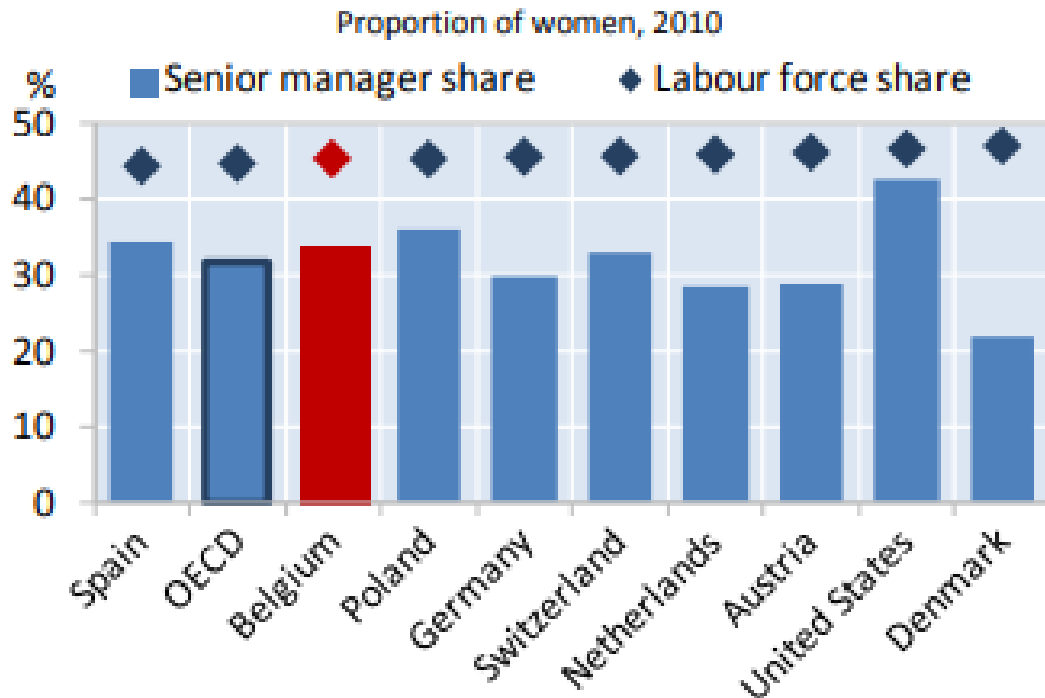
Completed tertiary education:

- 52% of self-employed women
- 40% of Belgian self-employed men

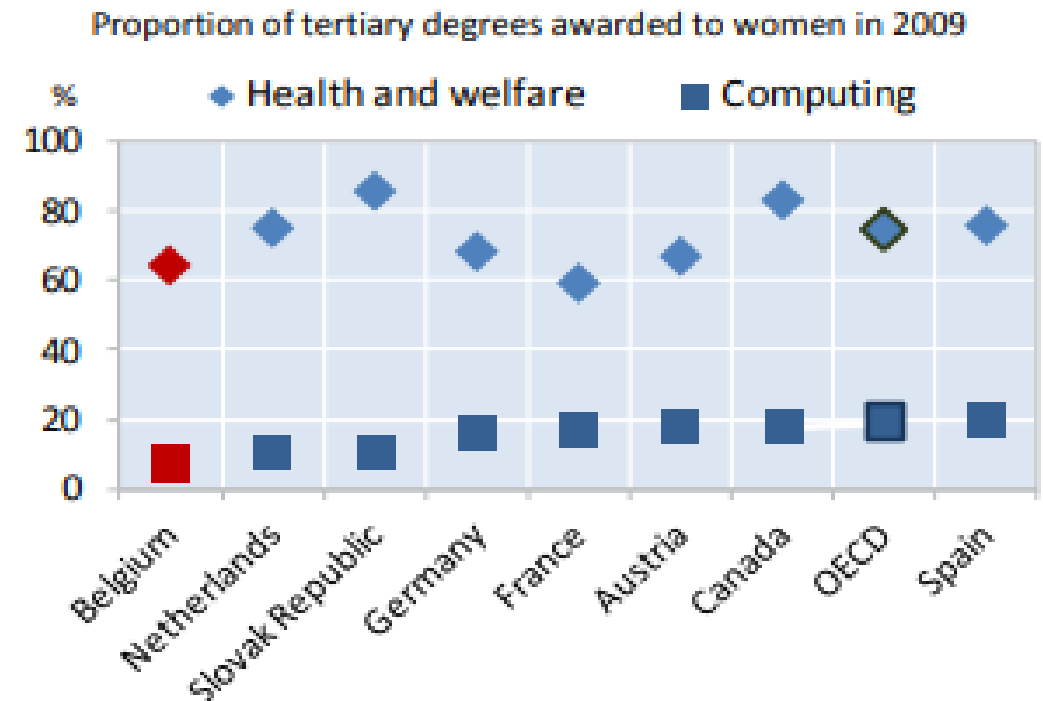
A tertiary degree:

- Women aged 25 to 34 49%
- Men 36% of the same age.

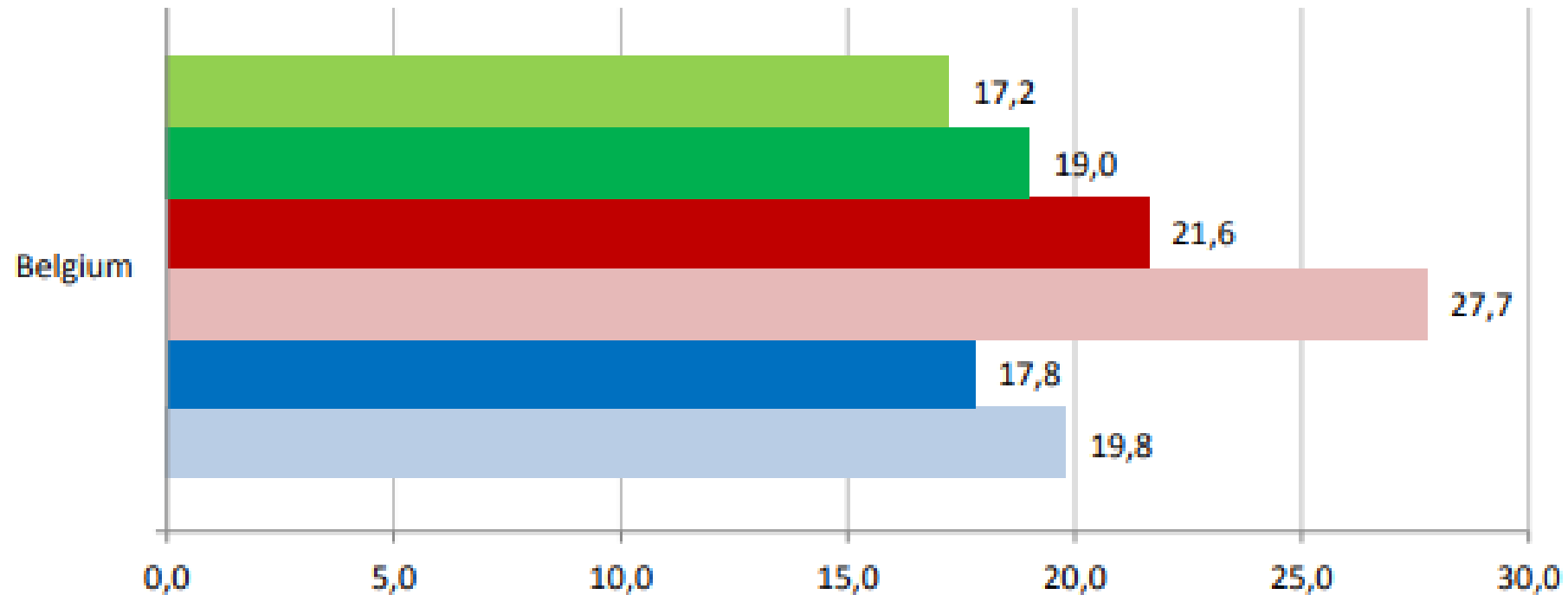
Women are underrepresented in senior management functions



Very few Belgian women opt for computer science in tertiary education

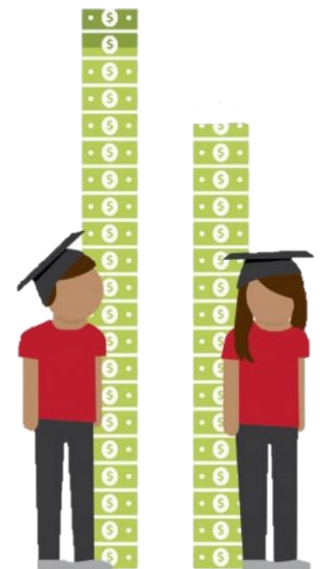


Mean hourly earnings by sex in Belgium 2010

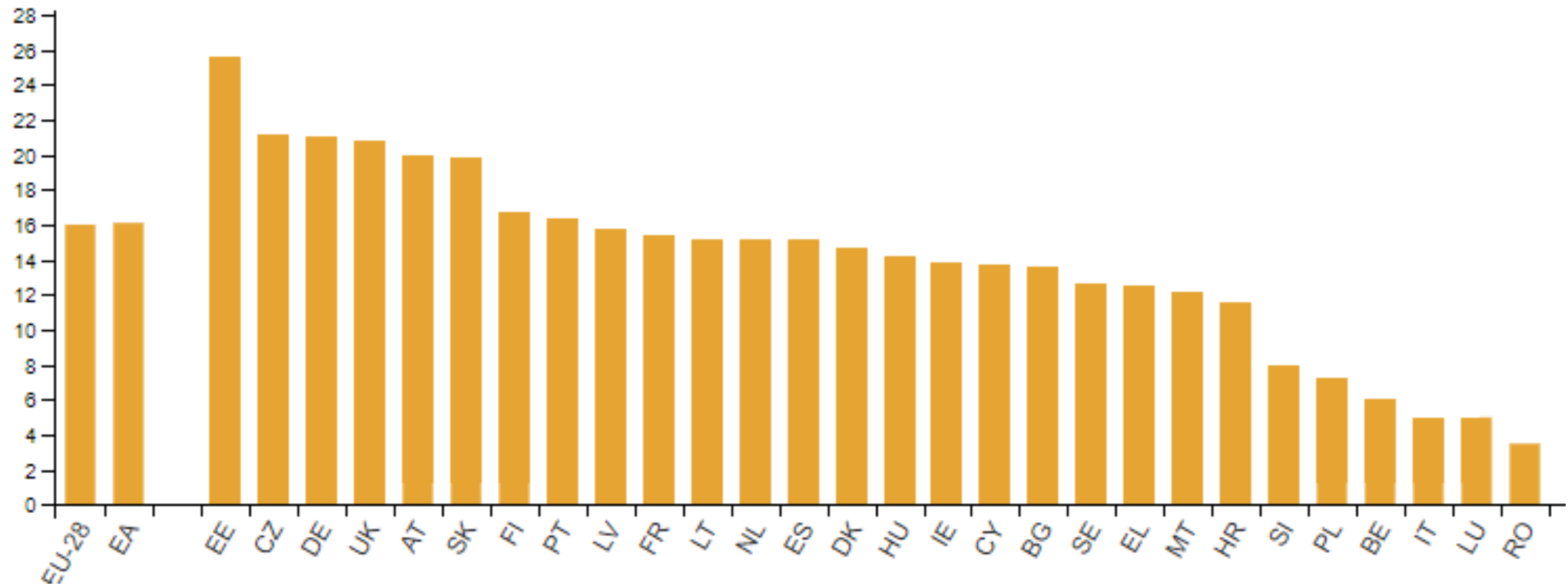


- Hourly earnings 2010: Females in health sector
- Hourly earnings 2010: Females in financial sector
- Hourly earnings 2010: Females in all sectors

- Hourly earnings 2010: Males in health sector
- Hourly earnings 2010: Males in financial sector
- Hourly earnings 2010: Males in all sectors



The unadjusted gender pay gap, 2017 (difference between average gross hourly earnings of male and female employees as % of male gross earnings)



MIND THE GAP

