

Belgium's Gender Pay Gap Law: Mandatory Biennial Reporting and Action Plans

Gender Equality · Good practice · Belgium

Quality score: 85/100

Evidence strength: Observational / pre–post

Summary

Since 2012, Belgian companies with 50+ staff must file a biennial gender pay-gap analysis and, if a gap is found, an action plan. Belgium's 2024 private-sector pay gap (6.1%) is now the EU's lowest; the hours-adjusted national gap stood at 7.0% in 2023.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-17

[Institute for the Equality of Women and Men \(IEFH/IGVM\)](#) — accessed 2026-09-17

[IEFH/IGVM gender pay gap statistics](#) — accessed 2026-09-17

[Eurostat: Gender pay gap statistics](#) — accessed 2026-09-17

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