



European network of legal experts in gender equality and non-discrimination

NEWS REPORT

Country:	The Netherlands
Title:	Gender pay gap decreasing
Date:	22 December 2016
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<u>Context</u>	
Issue at stake:	Statistics on the gender pay gap
Ground of discrimination:	Sex
Source:	Miscellaneous
Field:	Equal pay
Applicable law:	Article 7:646 Dutch Civil Code, Equal Treatment Act

Content

Development: In November 2016, the Central Bureau for Statistics (CBS) published the outcome of research into the gender pay gap that was carried out in 2014. The main conclusion is that the gender pay gap has declined since 2008. In 2008, the gender pay gap in the public sector amounted to 16 %, whereas in 2014 this has become 10 %. In the market sector, the gender pay gap decreased from 22 % in 2008 to 20 % in 2014. If factors such as age, working hours and education level are taken into account, the gender pay gap in the market sector decreased from 9 % in 2008 to 7 % in 2014 and in the public sector from 7 % to 4 %.

The research furthermore shows that the gender pay gap grows with age. The turning point has shifted though. In 2008 the turning point, i.e. the age at which men start to earn more than women, was, in the public sector, 33 years, whereas in 2014 this was 36 years. In the public sector, women up to the age of 30 earn more than their male colleagues but are also better educated.

In the public sector, female workers appear to be catching up with men. Women approximately 50 years old earned 20 % less than their male colleague in 2008, whereas in 2014 this was 13 %. In the market sector, less progress is to be seen. In this sector the difference decreased from 30 % to 27%.

The CBS research makes it clear, as the Minister of Social Affairs and Employment stated, that it is still necessary to take measures to reduce the gender pay gap. Important in this respect are factors such as the different positions men and women fulfill, working hours, professional level and the percentage of women in management. At the beginning of 2017, further measures will be announced by the Minister of Education, Culture and Science.

Key points of analysis: The gender pay gap appears to diminish very slowly. However, a gender pay gap remains of 16 % in the public sector and of 20 % in the private sector (or 4 % and 7 % when corrected for several factors). This is still around the EU-average

and therefore not something to be proud of. It is to be hoped that the gender pay gap will decline further in the future but there is no certainty that it will. Economic factors may also cause the pay gap to grow. However, the fact that women, especially in the public sector, have started to earn more than men because they are better-educated, is a hopeful sign.

Internet link source:

<https://www.cbs.nl/nl-nl/nieuws/2016/47/krijgen-mannen-en-vrouwen-gelijk-loon-voor-gelijk-werk->, accessed 20 December 2016.