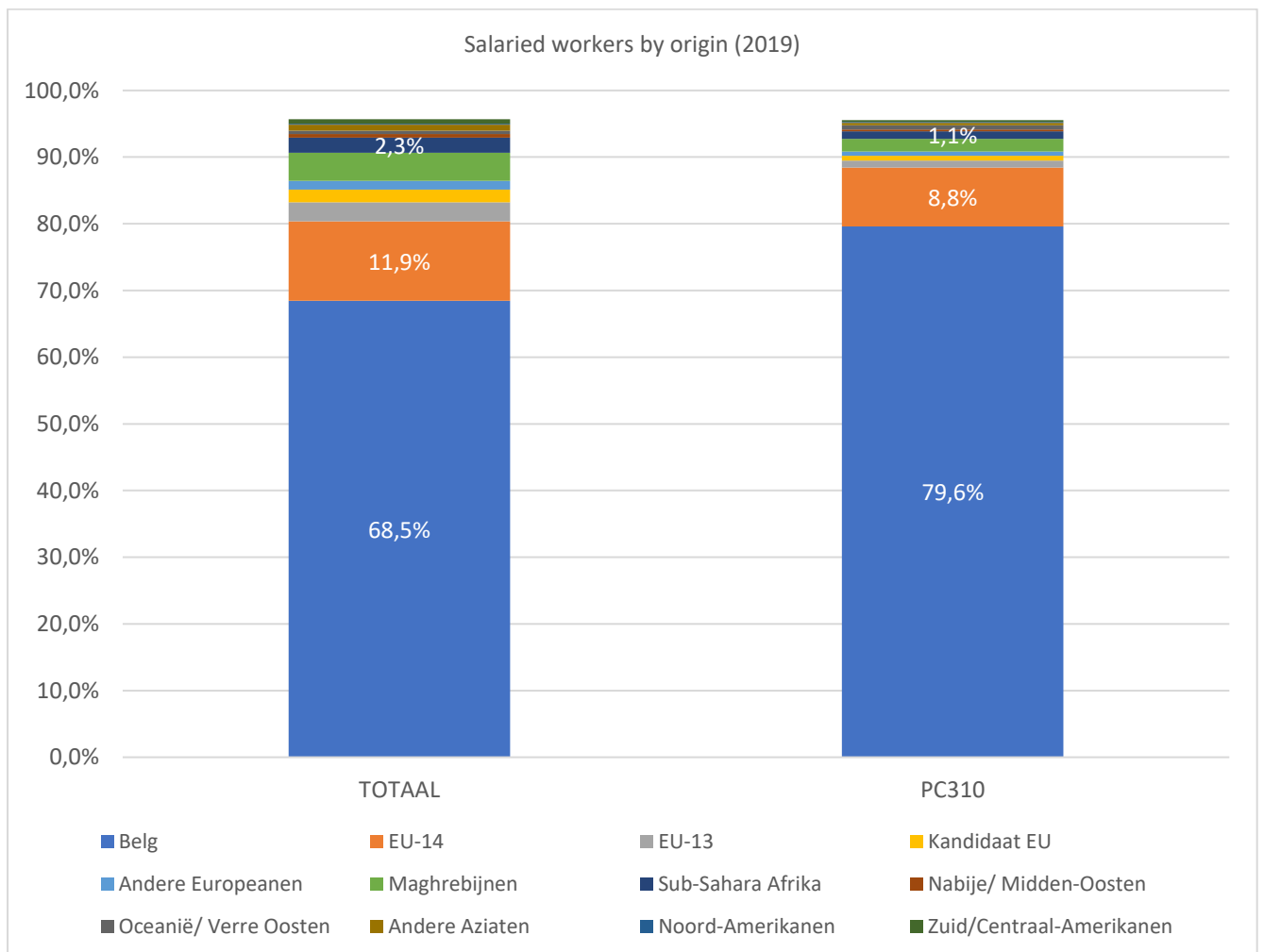


Multicultural Bankers Event – speaking notes

Demographics

- Looking at the entire **salaried work force in Belgium** (in 2019), 68.5% was of Belgian origin. Most of the salaried workers of non-Belgian origin, are of EU 14 origin (11.9%), followed by Maghreb origin (4.2%). The group of Sub-Saharan African origin constitutes 2.3%.
- The **banking sector salaried work force is considerably less diverse in terms of origin**: 79.6% is of Belgian origin. People of EU 14 origin stand at 8.7%; the Sub-Sahara Africa origin group at 1.1%. of employees with origin in EU-13 or Candidate- EU countries ¹is considerably lower



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Other findings on PC310:

- Gender: 50-50 but gender pay gap based on hourly pay is almost twice as large as in the entire private sector
- Age: relatively few employees aged 18-34y compared to all PC

¹ Turkey, Macedonia, Albania, Montenegro and Serbia

² PC310: 'paritair comité' of the banks

Some findings on levels of education (20-64y)

Globally speaking, when looking at levels of education of the entire Belgian population between 20 and 64y, we find **more people with high levels of education among people of Belgian origin**; more people with lower levels of education among those of non-Belgian origin.

- About 32% of the population have a degree of higher education, 40% of whom are of Belgian origin (most of them are of Northern American³ origin)
 - 58% BA, 37% MA, 2% DR (rest not defined)
 - More in BXL
- About 35% have a degree of secondary education as highest level of education, 41% of whom are of Belgian origin
- Of the group with the lowest level of education⁴, only 26% are of Belgian origin. Most of them have origins in the Near of Middle East and Sub-Sahara Africa
- More recent migratory background > larger share of people with low levels of education⁵

Specifically looking at the banking sector, we find this population to be highly educated. Of all the PC's, PC 310 has the highest percentage of higher education graduates.

Some global findings on labour market indicators

Although we do see some positive evolutions since the last report, published in 2016, unfortunately the **overall conclusions remain the same**:

- The **inequality in labour market participation and position** remains persistent throughout the years
- **People of non-Belgian origin are less likely to have a job**, and if they do have a job, they **work more in less stable and lower-quality jobs**. They work more often as temporary workers and the average duration of employment is shorter
- **EVEN in case of equal level of education and field of study**, there is still a large gap in terms of employment rate and pay. The employment gap is even largest amongst highly educated people.
> **Having a higher degree of education pays off less for people of non-Belgian origin** (literally)
- (Intersectional perspective: people of non-Belgian origin with a low level of education, older than 55y, women/mother, and/or recently migrated, have even less chance of participating sustainably and qualitatively in the labour market.)

Specificities for people of Sub-Saharan origin

- the employment rate of long-skilled people of Sub-Saharan origin at 59.7% is close to that of short-skilled people of Belgian origin at 55%. >>> in the labour market there is little that separates a short-skilled person of Belgian origin from a long-skilled person of Sub-Saharan origin. **If we compare long- and short-skilled people of different origins, we find that a high degree pays the least for persons of Sub-Saharan origin**

³ Canada and USA

⁴ "ten hoogste een getuigschrift lager onderwijs"

⁵ Degrees obtained abroad and which haven't been recognized in Belgium, are counted in the group of 'lowest level of education'. Compared to other origin groups, the population of Sub-Saharan origin has the most degrees obtained abroad and not recognized in Belgium.

- People of Sub-Saharan origin have an employment rate of 45.8%, the lowest rate after those of Middle/Near Eastern origin (where we see more recent migration). Reminder: the global employment rate in Belgium was 65,8% in 2016. People of Belgian origin have the highest employment rate (73,7%).
- On gender: globally speaking the employment rate of women is lower than that of men, regardless of level of education. EXCEPT for people of Sub-Saharan origin, here we see that long-skilled women have a higher employment rate than long-skilled men
- **At equal level of education and field of study, people of Sub-Saharan origin earn less.**

- **In an EU perspective:** the situation in other EU countries isn't great at all either, but **Belgium is doing particularly bad**. It combines the **lowest employment rate** of people with a non-EU-nationality of the entire European Union; with the **largest gap in employment rate** between people of non-EU nationality and people with Belgian nationality.