



# BELGIUM



<b>55th</b> Total Workforce Index™ Global Ranking	<b>28th</b> Total Workforce Index™ Regional Ranking	<b>23rd</b> Remote Readiness Ranking
<b>13%</b> Informal Workforce as a percentage of total workforce		Remote work suitability : <b>31.09%</b> UN e-participation level : <b>65.48%</b> Individuals using internet : <b>91.53%</b> Households w/ computer : <b>91.00%</b>

**Regulation**



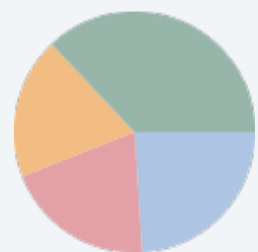
**Maturity**



## Availability

Total Workforce: **5.20 million**

### Breakdown by Generation



- Baby Boomers (born between 1945 and 1964): **24%**
- Generation X (born between 1965 and 1979): **20%**
- Generation Y (born between 1980 and 1999): **19%**
- Others (under breakdown by generation): **37%**

**English Proficiency**

**60%**

Estimated percentage of workforce with working English proficiency

**% Highly Skilled**

**49.83%**

Estimated percentage of workforce that is white collar

**Net Secondary Education**

**97.90%**

Secondary school aged children enrolled in school

**Reported Literacy Rate**

**99.0%**

**Gender Gap**

**13**

Ranking from 1 to 144 of countries based on gender disparity in each country

**Ratio of R&D workers to every 1000 in workforce**

**17.35**

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## Regulation

Subcontract Allowed

**yes**

Whether subcontracting is legal in country

Maximum Contract Duration

**24**

Maximum tenure for single term contract

Visa Free Score Passport Index

**166**

Number of countries this country's visa provides access to without additional visa

Global Country Welcoming Rank

**3**

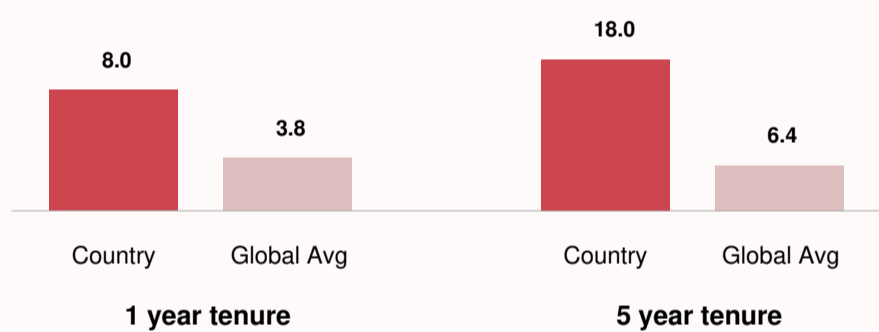
Ranking of countries based on openness of its visa policies where 1 is most open

Index of Economic Freedom

**85**

Reported ranking of business conditions based on economics and regulation where 1 is easiest

Severance Notice Period (Weeks)



## Cost Efficiency

Cost of Business Start-up Procedures

**5.30% million**

of Gross National Income per capita

Is equal pay for equal work mandated?

Gender Parity

**Yes**

Parity Requirements

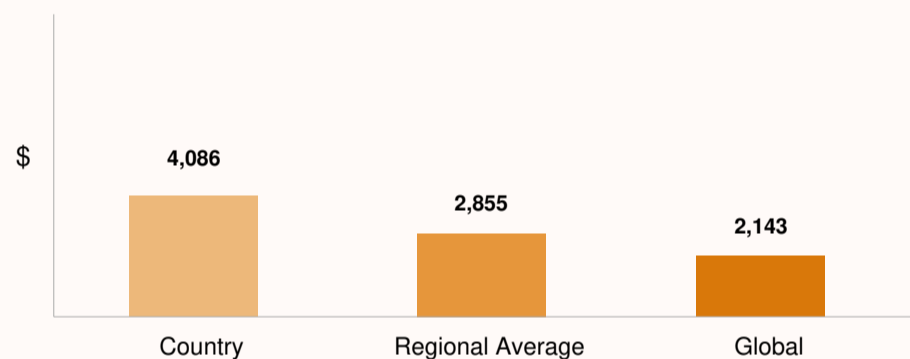
Full  (Pay + Benefits)

Partial (Pay or Benefits)

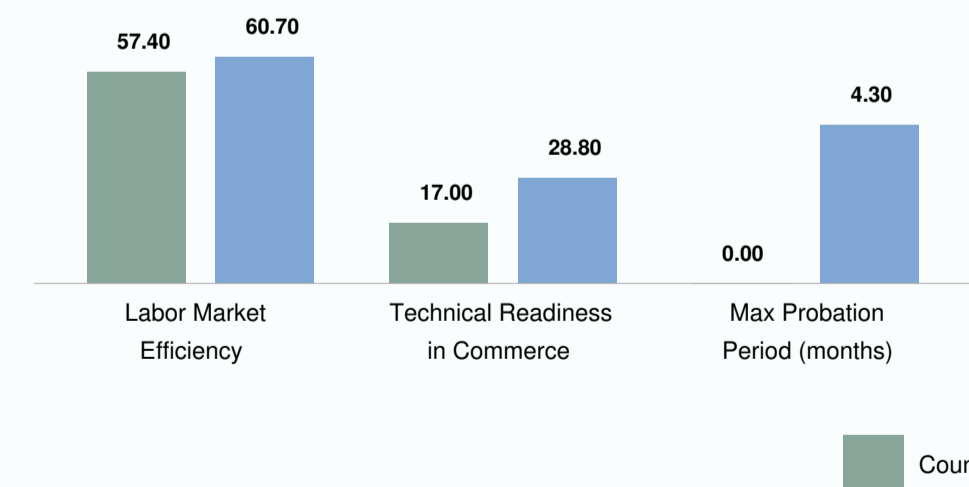
None (Neither)

In alignment of Permanent and Contingent Workers

Average Monthly Wage (US\$)



## Productivity



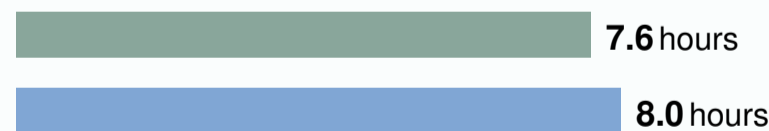
Major Restrictions on Night Work

**No**

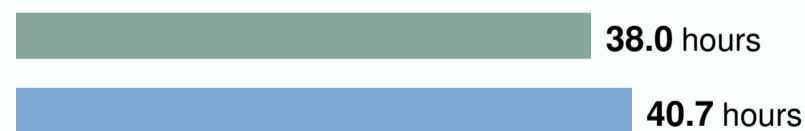
Major Restrictions on Work on Holidays

**Yes**

Average Work Day (Hours)



Average Work Week (Hours)



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