Social Dialogue in Belgium - in practice

Podgorica, 5th of October 2018
Social Dialogue in Belgium - in practice

- The negotiating parties
- Collective agreements and negotiation levels
- Consultative bodies
- Collective conflicts
- Actual example of an outcome of sociale dialogue in Belgium
The negotiating parties

- Trade unions & employers’ organizations
  - Sufficiently representative
    - Trade union & employers’ density
  - Unification
    - Trade union federations & employers’ organizations in Belgium
    - ETUC, Business Europe, UEAPME & CEEP
    - Trade unions & employers’ federations
The negotiating parties
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The negotiating parties

ABVV
Algemene Centrale
Samen sterk

FGTB
Centrale Générale
Ensemble, on est plus forts

ABVV-FGTB
Horval

FGTB
Ensemble, on est plus forts

ABVV-FGTB
Samen sterk

METALLOS MWB

ABVV METAL

BBTK
ABVV

SETCa
FGTB
The negotiating parties
Collective agreements and negotiation levels

- All workers or just trade union members?
  - Render a CA obligatory for all
- Hierarchy
  - National level => National Labor Council => National CA
  - Sector/Branch level => Joint Committee => Sectoral CA
  - Company level => Trade union delegation => Company CA
Consultative bodies

- National level
  - National Labor Council
- Sector/Branch level
  - Joint Committee
- Company level
  - CPBW
  - Works Council
  - Trade union delegation
Consultative bodies

NAR
Nationale Arbeidsraad

CNT
Conseil National du Travail

ABVV-FGTB
Ensemble, on est plus forts
Samen sterk
Collective conflicts

- Company level
- Social mediator
Actual example of an outcome of social dialogue in Belgium – CA n° 104

- National Labor Council 2012 => Collective Agreement n° 104
- Scope
- Content
- Implementation at the company level
- National Labor Council 2016 => Recommendation
- European Social Dialogue 2015-2016
  - Autonomous framework agreement on active ageing and an inter-generational approach
Any questions?

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