

Social Dialogue in Belgium

- in practice

Podgorica, 5th of October 2018

ABVV-FGTB
Ensemble, on est plus forts
Samen sterk

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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CGSLB
SYNDICAT LIBERAL



VBO FEB
Verbond van Belgische Ondernemingen | Fédération des Entreprises de Belgique



unisoc



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The negotiating parties



The negotiating parties



The negotiating parties

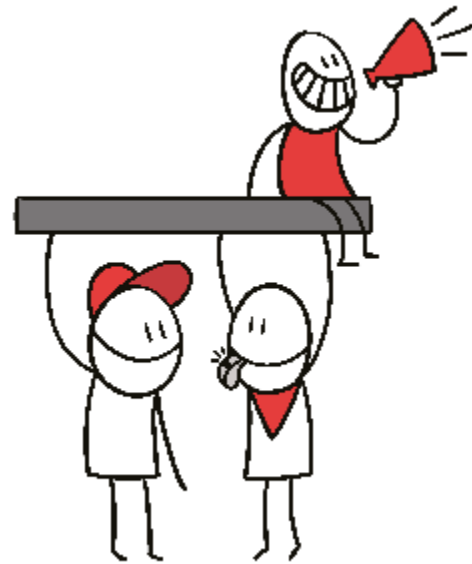


Collective agreements and negotiation levels

- 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

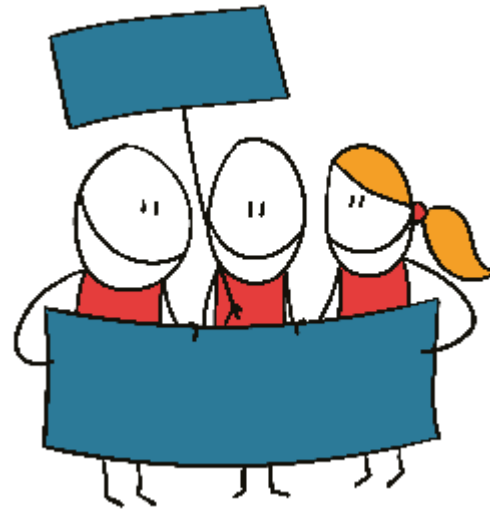


Consultative bodies



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

Social Dialogue in Belgium - in practice

- Any questions?

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