



Social Dialogue in Belgium



Map of the Regions

- Brussels-Capital region (in blue)
- Walloon region (in red)
- Flemish region (in green)

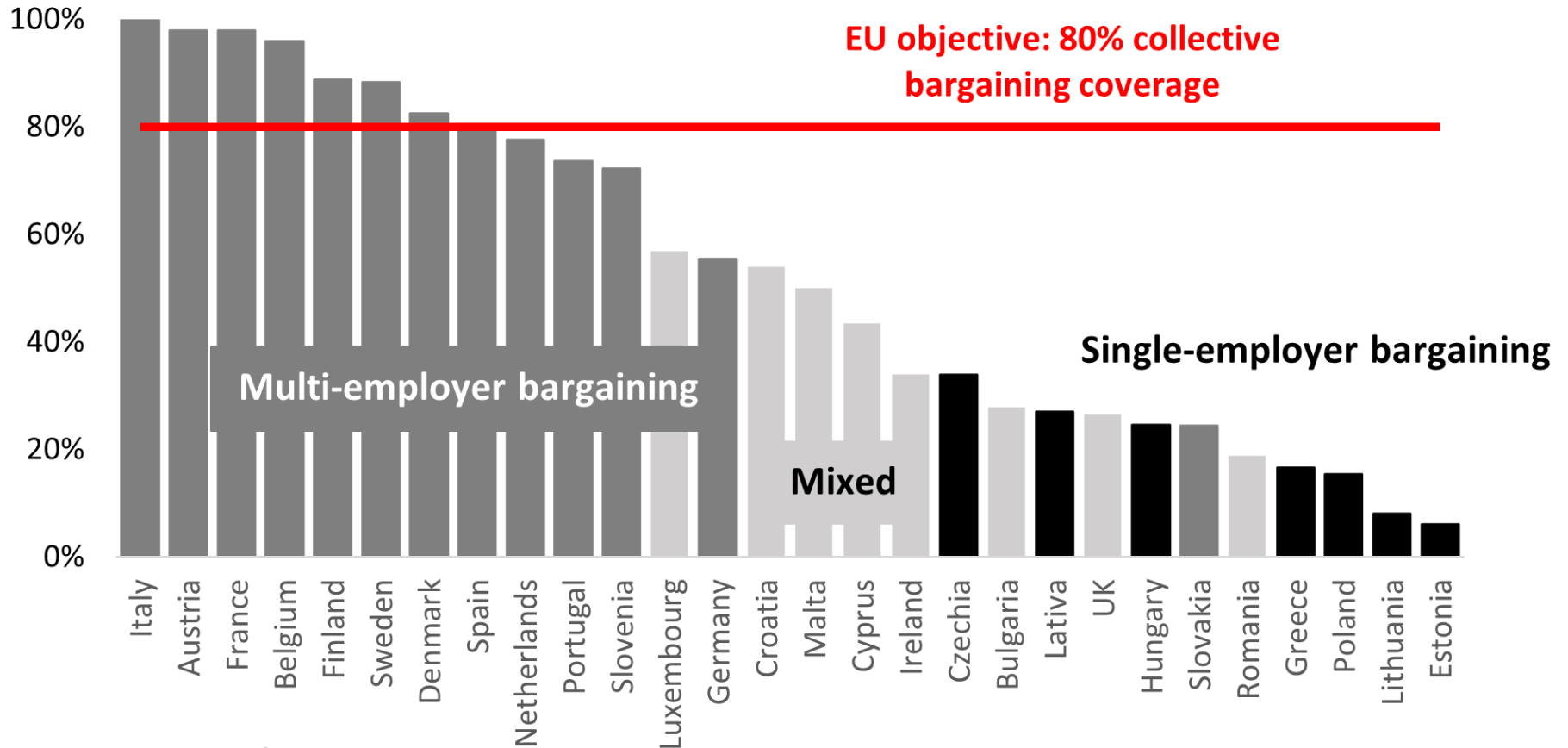


Map of the communities

- Deutch-speaking community (in green)
- French-speaking community (in red)
- Brussels-Capital region (where both communities have competences, streaked in green and red)
- German-speaking community (in blue)

Industrial relations remain the (exclusive) competence of federal (=Belgian) level

Collective bargaining coverage



Source: ICTWSS, latest years
@stan_ds



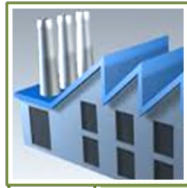
Cross-industry level

- Group of 10
- National labour council
- Central Economic Council



Branche level

- Joint committee “commission paritaire”)
- (including Funds to compensate for loss of income for workers)



Company level

- CLA’s on company level
- Shop stewards
- Works council (100 +)
- Health committees (50 +)

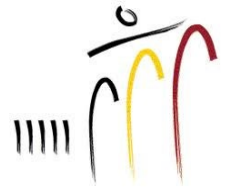
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- Cross-industry level : “Group of 10”
High level informal negotiations (bi- & tripartite)



Group of 10 and former prime minister Elio De Rupo (July 2013) after tripartite negotiations resulting in new dismissal legislation, equally for blue and white collar workers

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- Cross-industry level: National Labour Council
Bipartite institution established by law since 1952
- Role of the National Labour Council:
 1. Binding collective labour agreements for the entire private sector
E.g. nr. 108 on temporary work
Always made generally binding by the government (“the King”) upon request by the social partners

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2. Advice to the government on labour related issues

- In general several pieces of advice every month
(see www.nar-cnt.be)
- Often after several months of negotiations
(e.g. CLA's on agency work)
- Sometimes done in 1 week, with regards to urgent legislation → stress on the internal consultation
- Government generally follows an unanimous advice

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- Branche level: joint committees
- + 100 joint committees (construction, hairdressers, ...)
- Collective labour agreements for the branche
- Generally binding by royal decree



Social Elections

WISSEERD?

Wiseerd om als kandidaat deel te nemen aan sociale verkiezingen? Laat het ons dan weten! Ga naar www.wordadvkandidaat.be en vul het online formulier in. Stuur je gegevens mailen naar verkiezingen@acv-csc.be. Vervolgens ontvang je de onderstaande kaart invullen en die afgeven of afgevaardigde in je bedrijf of opsturen naar de onderneming, Haachtsesteenweg 579, 1050 Brussel. We zijn zo snel mogelijk contact met je op.

Bus:

Plaats:

Bediende Kaderlid

Organisatie:



NOG VRAGEN?

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Sociale verkiezingen 2020

Social dialogue on company level	Size of the companies	Competences
Shop stewards	+/- 20 employees (depending of the branche level CLA)	<ul style="list-style-type: none"> - Application of social legislation within the company - Negotiations preparing CLA's
Health and safety committees (bipartite)	≥ 50 employees	<ul style="list-style-type: none"> - Health and safety, including stress, mobbing, specific measures for older workers,
Works Councils (bipartite)	≥ 100 employees	<ul style="list-style-type: none"> - Economic, social and financial information - Consultation on collective dismissals - Dates of the collective holidays - ...



Piet Van den Bergh – CSC/ACV – Istanbul, 17th june 2022