



NEWEFIN report: Belgium

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Introduction

- Overview of figures:

Number of persons in a precarious employment situations:

- professional population: 4,5 million (3,8 million employees and 700.000 self-employed)
- temporary employment: 107.000 FTE in 2017
- fixed term-contracts: 8% of the employed persons

Legal framework

Collective Negotiations: Act of 5 december 1968

bipartide negotiations in a very
institutionalized setting:

National Labour Council (collective
agreements)

Sectoral committees within a statutory
framework

At Company level collective agreements

Legal framework

Collective negotiations:

Act of 19 December 1974 for the public sector

decentralized system of negotiations
not leading to binding results

Centralized and decentralized
negotiations

Legal framework

- Recent modifications to improve the flexibility in the labour market:
 - Act on workable and agile work of 5 March 2017
 - Act of 24 April 2018 on the introduction of temporary employment in the Flemish administration and for Flemish local entities
 - Act of 18 July 2018 on the association workers

Legal framework

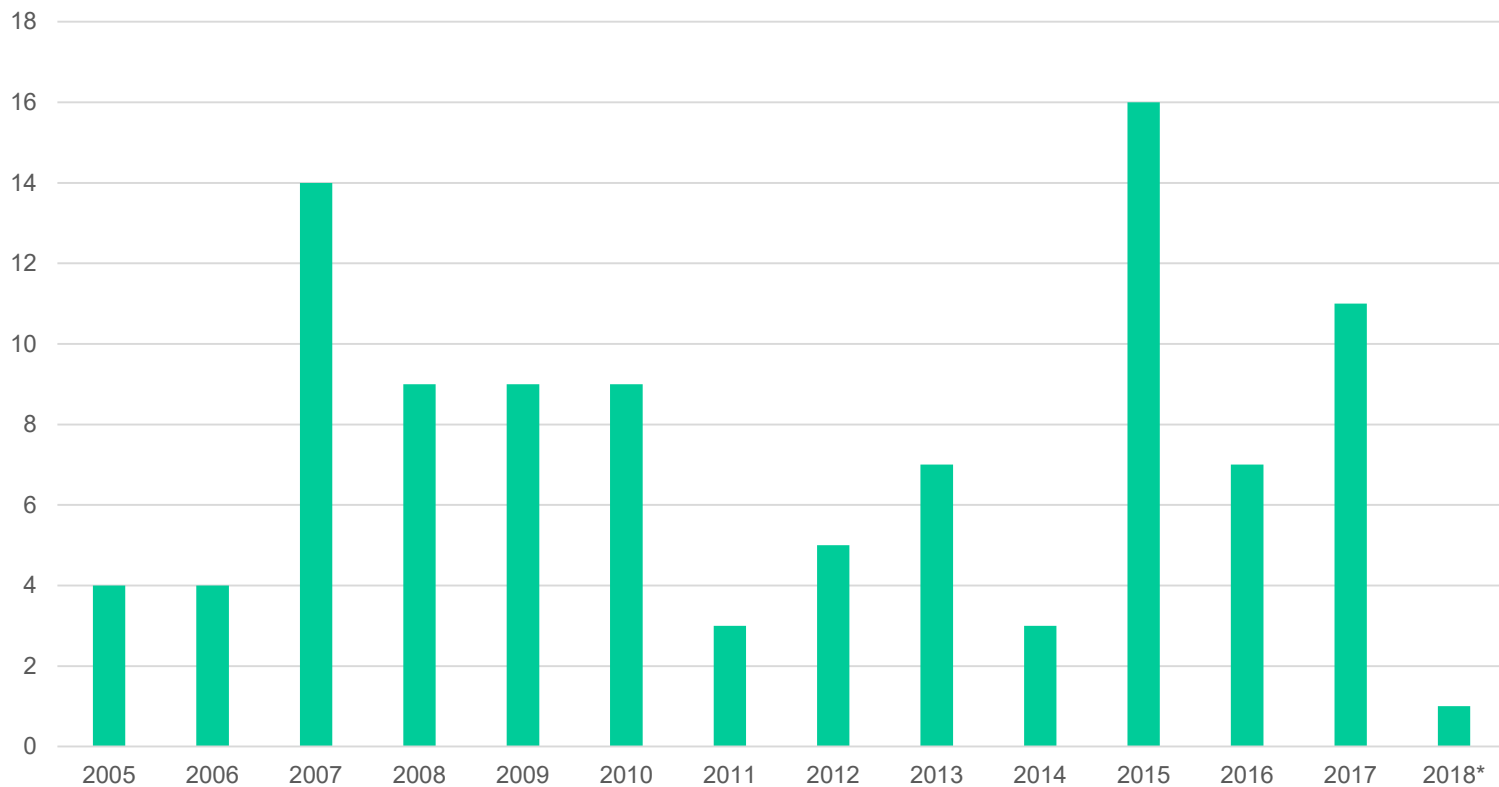
- Impact of these modifications:
 - Temporary employment possible with contracts of indefinite duration
 - Modifications of working time
 - Possibility to save holidays for the future above 20 days

Impact on collective negotiations

- Number of collective agreements has not decreased in the last years
- No real decentralisation of the collective negotiations

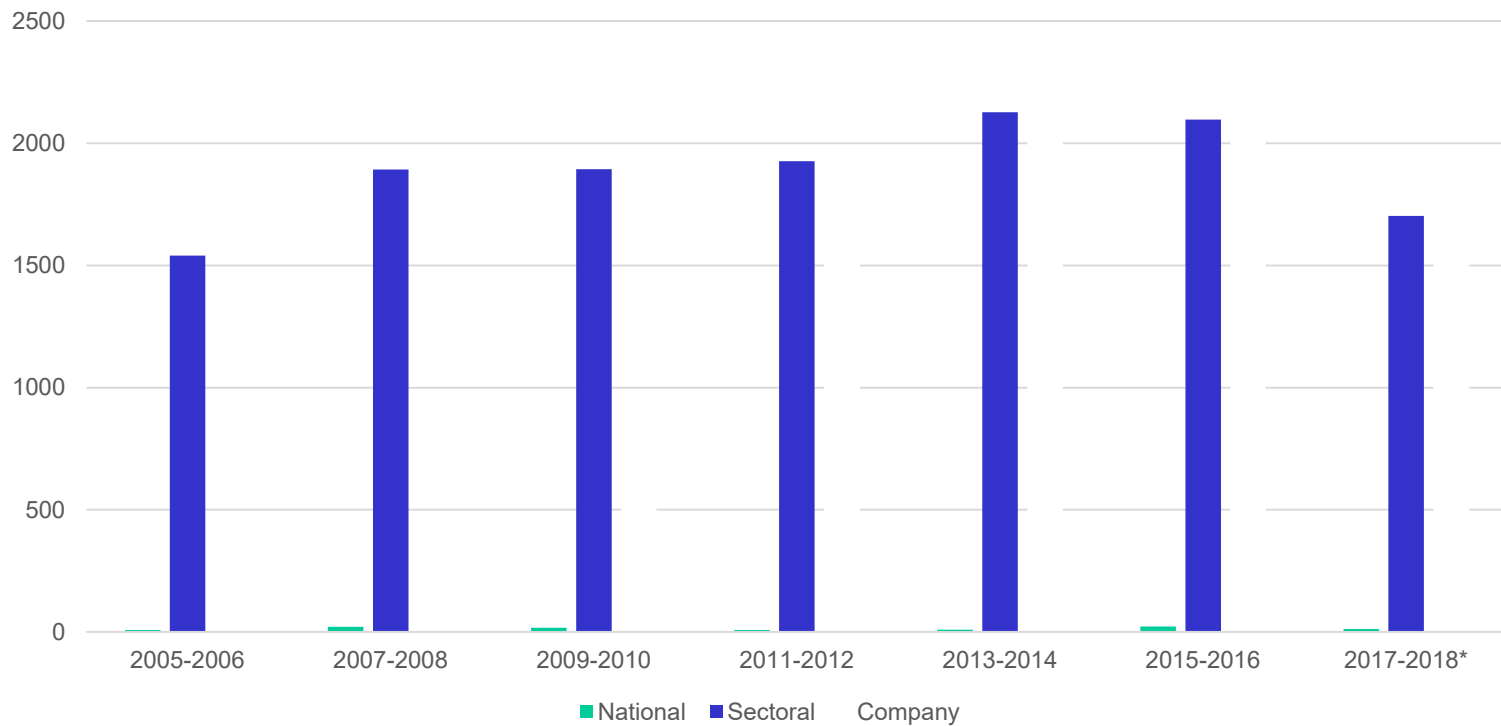
Impact on collective negotiations

Number CBA's at national level (NLC): 2005-2018



Impact on collective negotiations

Number registered CBA's at all levels biannual: 2005-2018



Interviews

- 5 interviews were held:
 - 2 Employers (in the transportation and in the parcel delivery sector)
 - 2 Trade Unions (International transportation sector and local entities)
 - 1 leading civil servant of the Public Service of Employment, Labour and Social Dialogue

Interviews

- 5 to go:
 - Top advisor of the Minister (planned)
 - 1 Employer (catering sector and web shop - contacted)
 - 1 top civil servant of a sub state entity (positive reply)
 - President of the Group of 10 (contacted)
 - 1 national Trade Union (positive reply)

Temporary results

- Confidence in the social dialogue
- Difficulties with the role of Government/ Parliament in the ongoing social dialogue
- Concerns about the growing group of non-protected (self-)employed