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

- National
- Sectoral
- Company
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