



# Introduction to the Belgian Social Dialogue model

**An English spoken, online session of 1.5 hour for expats**

**A pragmatic insight in the Belgian relation between employer, employees and Trade Unions**

***Wednesday, November 18th, 2020 , 10 am until 11.30 am CET***

Foreign managers can be puzzled when being confronted with the Belgian Social Dialogue model. Which is not surprising, taking into account the fragmented landscape of governmental-, legal- and other institutions, the number of actors and the ideological drivers.

In order to clarify this complex, entangled world, to foreign managers who are active in Belgium, two experts have set up this program.

## Target audience

- Expats with a management role in Belgium.
- Non Belgian based HR professionals, involved in- or overlooking the Belgian Social Dialogue.

## Goal

Provide participants a basic understanding of the Belgian Social Dialogue model and compare this to models they are familiar with.

Please note: this is not an introduction to the Belgian labour laws or sectoral agreements.

## Content

- The players: Employers, employees and trade unions.
  - Representativeness.
  - Ideology.
  - SWOT of each 'player'.
- The multi-employer consultation:
  - The national, interprofessional social dialogue (role & organisation).
  - The sectoral negotiation (role and landscape).

- Consultation and negotiation at company level :
  - The consultative bodies.
  - The difference between information, consultation, negotiation, co-determination and control.
- Some important legal game rules:
  - The hierarchy of the sources of law.
  - The right to strike.
  - Some facets of what wages consist of.
  - The differences between blue collar workers and white collar workers.
- A closer look:
  - The fundamental characteristics of the Belgian model, compared to other countries.
  - The social role of the manager in the workplace.

## Concept and animation

**André Declerck** will animate this session. André is Labour Relations advisor and mentor and provides support to multinationals in multi-country transitions. He combines his experience in HR and in Labour Relations, both in Belgium and in a large number of other European countries, with a specialisation in setting up and supporting European Work councils. He provides training (in-house and open sessions) on these topics.

**Manou Dautrepoint** actively supported this initiative. Manou has 35 years of experience in Belgian social dialogue, is auteur of a number of books for professionals on the topic and started, together with Sofie Claes, 'The Social Dialogue Network' with the mission to support employers who are looking to invest in a constructive social climate in their organisation.

## Logistics

- When: Wednesday, **November 18th, 2020**, from 10 am until 11.30 am CET
- In order to facilitate an interactive session, the number of participants will be limited to 12.
- Participants will receive a hard copy of the presentation afterwards.
- One can register for this session by sending a mail to [christine@binoom.be](mailto:christine@binoom.be), providing all billing information (Company name, Company address, name of participant plus e-mail address, VAT- and PO number, (e-mail) address where to send the invoice to ).
- Participants will be invited by André Declerck into a Webex meeting.
- The fee to joint this session is €150, excluding VAT.