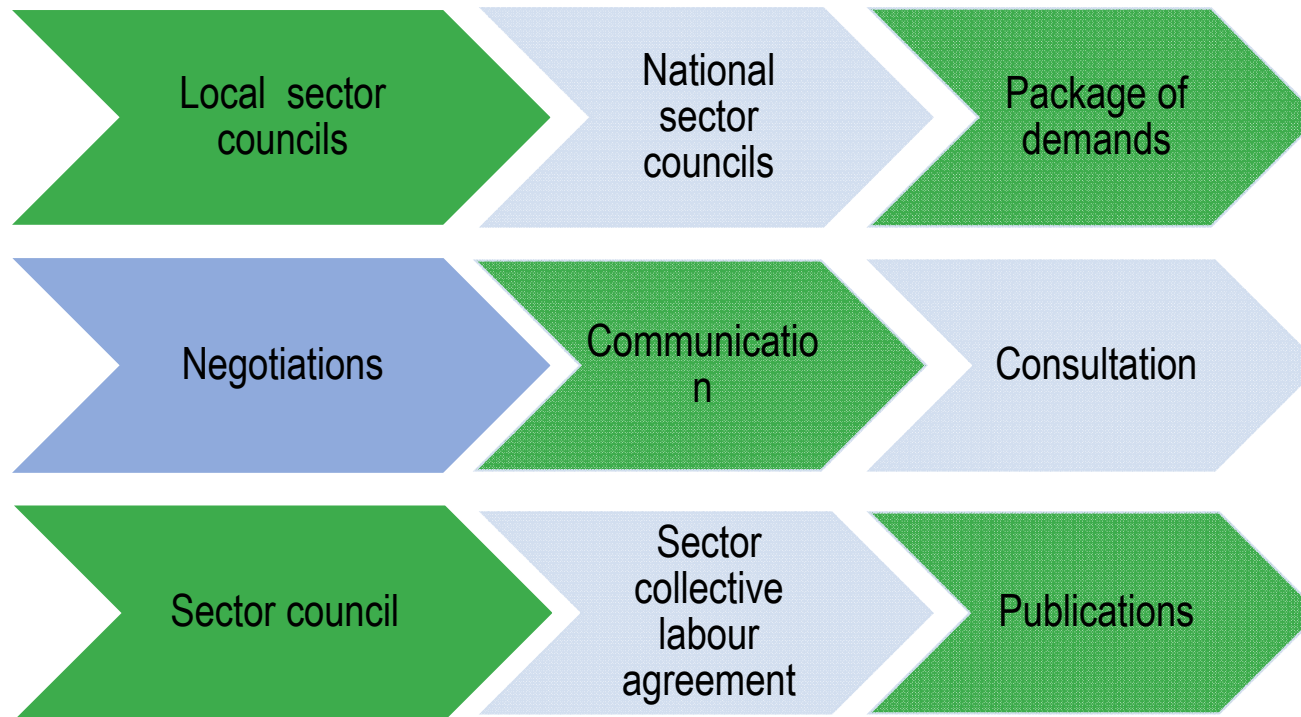


# Social dialogue

- IPA, Interprofessional agreement (two-yearly)
- Sector-specific negotiations (after IPA)
- Company-level agreement

# Social dialogue





[acv/csc-metea.be](http://acv/csc-metea.be) [facebook.com/acv.csc.metea](https://facebook.com/acv.csc.metea)

# Social Dialogue

## Social Dialogue: 3 levels

Intersectoral level	National Labour Council
Sectoral/branch level	Joint committees
Company level	Works council Health and Safety committee Shop steward delegation

# Works Council

- Companies + 100 employees
- A consultative body
  - Company level
  - Group level
- Equal representation of management members and workers

# Works Council: Workers' Representatives

- Chosen after social elections
- Number of workers' representatives according to the size of the company
  - ✓ 6 in case of 101-500 employees
  - ✓ 8 501-1000
  - ✓ 10 1001-2000
  - ✓ 12 2001-3000
  - ✓ ...

## Works Council: meetings

- At least once a month
- Meeting time = working time
- Possibility to invite external experts to the meeting

# Works Council: powers

An organised information channel

1. Economical and financial matters of the company
2. Social policy of the company
3. Employees with specific contracts

# Works Council: rights

- Right to be informed by the employer
- Right to advise
- Right to inspect
- Right to co-decide

Please note !!

Works Council >< Board of Directors

# Health and Safety Committee

- Companies with + 50 employees
- Consultative body
- Joint basis: equal representation of management members and workers

# Health and Safety Committee

- Representatives of the workers chosen during social elections
- Number of workers' representatives according to the size of the company

4 in the case of 50 – 100 employees

✓ 6 101-500

✓ 8 501-1000

✓ 10 1001-2000

✓ 12 2001-3000

✓ ...

# Health and Safety Committee

- Meetings: at least once a month
- Meeting time = working time
- Possibility to invite external experts to the meeting

# Health and Safety Committee

1. Evaluation of the health and safety situation in the company (analysis of hazards – accidents)
2. Working on a prevention action plan
3. Follow-up of technical and medical controls and reports
4. Follow-up of the well-being of the workers (stress, safety measures, safety material and equipment, hygiene, use of dangerous products)

# Shop Steward Delegation

The negotiating body at company level

# Shop Steward Delegation

- In each company as from 20 workers
- The larger the company, the more shop stewards
- Mostly not elected but nominated by the trade union

# Shop Steward

- Has necessary time at disposal during the working hours
- Without loss of salary
- Outside normal working hours = working hours
- Arrangement if he/she is operating a machine

# Shop Steward Delegation

- Labour relations
- See to the respect of rules, regulations and working conditions
- See to the respect of social legislation, collective bargaining agreements (CBA) and individual labour agreements
- Negotiate on demand