Introduction to Belgian employment law

An employer found guilty of discrimination by a Belgian court can face a sentence of up to one year in prison. There is no concept of redundancy in Belgium and no concept of unfair dismissal either.

Led by an experienced Belgian employment lawyer, who is used to advising HR based in the UK and the USA, this course will give you an understanding of the implications of employing people in a country where most global organisations have a presence.

Who should attend?
This course is relevant to international HR managers and directors with responsibility for employees in Belgium. It will also be useful to managers and directors who anticipate entering the Belgian market and who need to be aware of their responsibilities to their people.

This course will cover:
– practical guidance on employment issues in Belgium
– overview of employment issues from recruitment to termination
– introduction to dealing with the unions
– insight into Belgian Social Framework
– Cultural awareness issues in business will be addressed throughout this course

Programme

Background
– sources of employment law
– similarities and key differences

Getting started
– recruitment issues, the do’s and don’ts of interviewing and understanding references
– key terms in contracts of employment
– typical benefits
– secondment to Belgium

Belgian social framework
– the role of the unions
– importance of National Labour Council
– the role of Joint Committees at sector of industry level
– the importance of collective bargaining agreements

Day-to-day employee management
– equal treatment
– dealing with absence and performance
– discipline and grievance

Employee representation
– formation of the works council, committee for safety and prevention and union delegation
– employee representative rights
– dealing with employee representatives

Termination of employment
– general dismissal protection
– special dismissal protection
– claims and the employment court
– termination by agreement
– collective dismissal and company closures

“Linked well to practical examples.”
Wellcome Trust
“Colleagues recommended it - it gave me the information to be able to give basic advice.”
GRI

Venues:
London  21 November 2019
London  30 June 2020

Time: 09.00 – 16.30  Fee: £499 +VAT

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