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Edited by Salvador del Rey and Robert J. Mignin

## Labour and Employment Compliance in Belgium

Chris Van Olmen



Wolters Kluwer

International Bar Association

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Grouped into two divisions – the Legal Practice Division and the Public and Professional Interest Division – the IBA covers all practice areas and professional interests, providing members with access to leading experts and up-to-date information. Through the various committees of the divisions, the IBA enables an interchange of information and views among its members as to laws, practices and professional responsibilities relating to the practice of business law around the globe. Additionally, the IBA's high-quality publications and world-class conferences provide unrivalled professional development and network-building opportunities for international legal practitioners and professional associates.

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The IBA's Human Rights Institute (IBAHRI) works across the Association, to promote, protect and enforce human rights under a just rule of law, and to preserve the independence of the judiciary and the legal profession worldwide.

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The aims of the committee are to develop and exchange knowledge of employment and industrial relations law and practice. Members support each other through the provision of innovative ideas and practical assistance on day-to-day issues. In addition, through its journal and through presentations, conferences, the committee ensures the dissemination of up-to-date law and practice in this highly important business area.

### **International Bar Association Global Employment Institute**

The IBA Global Employment Institute (IBA GEI) was formed in early 2010 for the purpose of developing for multinationals and worldwide institutions a global and strategic approach to the key legal issues in the human resources and human capital fields.

Drawing on the resources and expertise of the IBA membership, the IBA GEI will provide a unique contribution in the field of employment, discrimination and immigration law, on a diverse range of global issues, to private and public organizations throughout the world. The IBA GEI is designed to enhance the management, performance and productivity of these organizations and help achieve best practice in their human capital and management functions from a strategic perspective.

The IBA GEI will become the leading voice and authority on global HR issues by virtue of having a number of the world's leading labour and employment practitioners in its ranks, and the support and resource of the world's largest association of international lawyers.

#### **Further information**

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# About the International Labour and Employment Compliance Handbook

From 1976 through 1988, the International Bar Association and Kluwer Law International published the groundbreaking International Handbook on Contracts of Employment. This Handbook provided one of the first global overviews of the law of the international employment relationship.

Since publishing the first edition, globalization of business has created an increased demand for knowledge of labor and employment laws throughout the world. Therefore, along with Kluwer, we decided to publish an updated Handbook which we have titled the International Labour and Employment Compliance Handbook.

This new Handbook was intended to be a practical guide by providing a general overview of key labor and employment issues in multiple jurisdictions. Each chapter was written so that it is easy to understand by lawyers and non-lawyers alike. Each country author has also followed a standard outline to assist readers in analysing employment issues in each country.

The first edition of this new Handbook included nineteen (19) different countries.

This Handbook would not have been possible without the help and assistance of many people. Most importantly, the individual country authors are all distinguished legal practitioners who spent considerable time drafting and revising their country reports to meet difficult deadlines. We thank each of them. Our friends at Kluwer, especially Ewa Szkatula, have done a wonderful job in keeping the editors and the authors on schedule. Finally, we want to also express our gratitude to Cuatrecasas, Gonçalves Pereira, and Baker & McKenzie LLP for their valuable assistance in the coordination and organization of this project. Our warmest thanks to each of them.



ABOUT THE INTERNATIONAL LABOUR AND EMPLOYMENT COMPLIANCE HANDBOOK

Because of the success of the Handbook, Wolters Kluwer Law & Business decided to publish each country report also as a separate book to give a choice in obtaining the information. We hope this new format will be a helpful and useful resource just like the Handbook. Both formats are available in print and online.

The Editors

Salvador del Rey Guanter  
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March 2013

# Belgium

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# Table of Contents

<b>1.</b>	<b>The Legal Framework</b>	1
1.1.	Overview of the Different Sources of Law	1
1.2.	The Employment Contracts Act and Other Labour Laws in Belgium	2
1.3.	Decisions Rendered by the Belgian Labour Courts	4
<b>2.</b>	<b>Contracts of Employment</b>	4
2.1.	Overview	4
2.2.	Written Employment Contracts	7
2.3.	Oral Contracts	9
2.4.	Employee Handbooks	9
2.5.	Job Descriptions	10
2.6.	Offer Letters	11
2.7.	Checklist of Do's and Don'ts	11
<b>3.</b>	<b>Recruiting, Interviewing, Screening and Hiring Employees</b>	12
3.1.	Overview	12
3.2.	Recruiting	12
3.3.	Employment Applications	13
3.4.	Pre-employment Inquiries	13
3.5.	Pre-employment Tests and Examinations	13
3.6.	Background, Reference and Credit Checks	14
3.7.	Interviewing	15
3.8.	Hiring Procedures	15
3.9.	Fines and Penalties	15
3.10.	Checklist of Do's and Don'ts	15
<b>4.</b>	<b>Managing Performance/Conduct</b>	15
4.1.	Overview	15
4.2.	Coaching and Counselling	16

TABLE OF CONTENTS

4.2.1.	Training	16
4.2.2.	Paid Educational Leave	17
4.3.	Written Evaluations	17
4.4.	Warnings and Suspensions	17
4.5.	Checklist of Do's and Don'ts	18
<b>5.</b>	<b>Termination of Employees for Performance or Disciplinary Reasons</b>	18
5.1.	Overview	18
5.2.	Separation/Severance Pay	21
5.2.1.	Dismissal for Serious Cause	21
5.2.2.	A Dismissal for Reasons Other than a Serious Cause	21
5.2.2.1.	Open-Ended Employment Agreements whose Performance Commenced on or after 1 January 2014	22
5.2.2.2.	Open-Ended Employment Agreements whose Performance Commenced before 1 January 2014	22
5.2.2.3.	Employment Agreements for a Fixed Term or for a Specific Project	24
5.2.2.4.	Compensatory Measures and Additional Support	24
5.2.3.	Additional Indemnities in Case of Noncompliance with the Motivation Obligations	25
5.3.	Fines and Penalties	25
5.4.	Checklist of Do's and Don'ts	25
<b>6.</b>	<b>Layoffs, Reductions in Workforce, and/or Redundancies as a Result of Job Eliminations or Other Restructuring</b>	26
6.1.	Overview	26
6.2.	Reductions in Workforce/Layoffs/Job Eliminations	26
6.2.1.	Scope	26
6.2.2.	Information and Consultation	27
6.2.2.1.	Who must be Informed and Consulted?	27
6.2.2.2.	The Content of the Information to be Disclosed	27
6.2.2.3.	At what Time must the Employer Fulfil these Information and Consultation Obligations?	28

6.2.2.4.	The Formal Notification of the Intention to Collectively Dismiss	28
6.2.3.	The Social Plan	29
6.2.3.1.	In General	29
6.2.3.2.	The Legal Indemnities to which the Employees are Entitled	30
6.2.3.3.	Outplacement Guidance within the Context of a So-Called Redeployment Cell	31
6.3.	Fines and Penalties	31
6.4.	Checklist of Do's and Don'ts	31
<b>7.</b>	<b>Labour and Employment Law Ramifications Upon Acquisition or Sale of a Business</b>	32
7.1.	Overview	32
7.2.	Acquisition of a Business	32
7.3.	Acquisition Checklist	35
7.4.	Sale of a Business	36
7.5.	Sale Checklist	36
<b>8.</b>	<b>Use of Alternative Workforces: Independent Contractors, Contract Employees, and Temporary or Leased Workers</b>	36
8.1.	Overview	36
8.2.	Independent Contractors	36
8.2.1.	Definition	36
8.2.2.	Creating the Relationship	37
8.2.3.	Compensation	38
8.2.4.	Other Terms and Conditions	39
8.3.	Contract Workers	39
8.4.	Leased Workers	40
8.4.1.	Principle of Prohibition	40
8.4.1.1.	Civil Sanctions	40
8.4.1.2.	Criminal or Administrative Sanctions	40
8.4.2.	Exceptions	41
8.4.2.1	General Conditions (to be Fulfilled Simultaneously)	41
8.4.2.2	Leasing of Employees Conditional upon Prior Information to the Labour Inspectorate	41
8.4.2.3	Leasing of Employees Conditional upon Prior Authorization of the Labour Inspectorate	41

TABLE OF CONTENTS

8.4.2.4	Consequences of a Leasing of Employees Permitted by Law	42
8.4.3.	Alternatives	42
8.5.	Checklist of Do's and Don'ts	43
<b>9.</b>	<b>Obligations to Bargain Collectively with Trade Unions: Employees' Right to Strike And a Company's Right to Continue Business Operations</b>	44
9.1.	Overview of Unions' Right to Organize	44
9.1.1.	Freedom of Association	44
9.1.2.	The Right to Strike	45
9.2.	Right of Employees to Join Unions	47
9.2.1.	Collective Bargaining	47
9.2.2.	Representative Bodies at a Company Level	47
9.3.	How Employees Select Unions	48
9.4.	Pre-election Campaigning	48
9.5.	Protection Against Dismissal	49
9.6.	Relocation of Work/Shutdown of Business	50
9.7.	Checklist of Do's and Don'ts	50
<b>10.</b>	<b>Working Conditions: Hours of Work and Payment of Wages – By Statute or Collective Agreements</b>	50
10.1.	Overview of Wage and Hours Laws	50
10.1.1.	Wages	50
10.1.2.	Working Time	52
10.2.	Minimum Wage	53
10.3.	Overtime	53
10.4.	Meal and Rest Periods	54
10.5.	Deductions from Wages	54
10.5.1.	Permitted Withholdings on Salary	54
10.5.2.	Social Security Contributions	55
10.6.	Garnishment	55
10.7.	Exemptions to Wage and Hour Laws	56
10.8.	Child Labour	56
10.9.	Recordkeeping Requirements	57
10.9.1.	Information that Must Be Maintained	57
10.9.2.	Records that Must Be Retained	58
10.9.3.	Failure to Maintain Required Records	59
10.10.	Reductions in Compensation Caused by Economic Downturn	60
10.11.	Checklist of Do's and Don'ts	60

<b>11. Other Working Conditions and Benefits: By Statute, Collective Agreements or Company Policy</b>	61
11.1. Health and Other Insurance	61
11.2. Pension and Retirement Benefits	61
11.3. Vacation and Holiday Payments on Termination	63
11.4. Leaves of Absence	64
11.4.1. Personal Leave	64
11.4.2. Medical or Sick Leave	64
11.4.3. Bereavement Leave	65
11.4.4. Family Leave	65
11.4.5. Pregnancy Leave	66
11.4.6. Maternity Leave	66
11.4.7. Injury at Work	67
11.5. Checklist of Do's and Don'ts	67
<b>12. Workers' Compensation</b>	68
12.1. Overview	68
12.2. Fringe Benefits	68
12.2.1. Examples of Fringe Benefits	68
12.2.2. Fringe Benefits are Considered to be Part of the Remuneration	69
12.3. Checklist of Do's and Don'ts	69
<b>13. Company's Obligation to Provide Safe and Healthy Workplace</b>	70
13.1. Overview of Safety and Environmental Acts and Regulations	70
13.2. Requirements	71
13.3. Rights of Employees	71
13.4. Rights of Employer	72
13.5. Specific Standards	73
13.6. Injury or Accident at Work	74
13.6.1. General Considerations	74
13.6.2. Severe Occupational Accidents	74
13.6.3. Measures to be taken with Regard to all Occupational Accidents	74
13.7. Workplace Violence	75
13.7.1. Prevention	75
13.7.2. Internal Procedure	75
13.7.3. External Remedies	76
13.8. Fines and Penalties	77

TABLE OF CONTENTS

13.9.	Checklist of Do's and Don'ts	77
<b>14.</b>	<b>Immigration, Secondment and Foreign Assignment</b>	78
14.1.	Overview of Laws Controlling Immigration	78
14.1.1.	Visa and Residence Permit	78
14.1.2.	Work Permit and Employment Authorization	79
14.1.3.	LIMOSA Declaration	80
14.2.	Recruiting, Screening and Hiring Process	81
14.3.	Obligation of Employer to Enforce Immigration Laws	81
14.4.	Fines and Penalties	81
14.5.	Secondment/Foreign Assignment	82
14.6.	Checklist of Do's and Don'ts	82
<b>15.</b>	<b>Restrictive Covenants and Protection of Trade Secrets and Confidential Information</b>	83
15.1.	Overview	83
15.2.	The Law of Trade Secrets	83
15.3.	Restrictive Covenants and Non-compete Agreements	84
15.4.	Checklist of Do's and Don'ts	85
<b>16.</b>	<b>Protection of Whistleblowing Claims</b>	85
16.1.	Overview	85
16.2.	Checklist of Do's and Don'ts	86
<b>17.</b>	<b>Prohibition of Discrimination in the Workplace</b>	87
17.1.	Overview of Anti-discrimination Laws	87
17.1.1.	Legal Sources	87
17.1.2.	Common Principles	88
17.1.3.	Distinction or Discrimination?	89
17.1.4.	Means of Protection	90
17.1.5.	Cessation	90
17.2.	Age Discrimination	91
17.3.	Race Discrimination	91
17.4.	Sex Discrimination/Sexual Harassment	91
17.5.	Handicap and Disability Discrimination	92
17.6.	National Origin Discrimination	93
17.7.	Religious Discrimination	93
17.8.	Military Status Discrimination	93
17.9.	Pregnancy Discrimination	93
17.10.	Marital Status Discrimination	94
17.11.	Sexual Orientation Discrimination	94
17.12.	Retaliation	94
17.13.	Constructive Discharge	95



17.14. Checklist of Do's and Don'ts	96
<b>18. Smoking in the Workplace</b>	96
18.1. Overview	96
18.2. Checklist of Do's and Don'ts	97
<b>19. Use of Drugs and Alcohol in the Workplace</b>	98
19.1. Overview	98
19.2. Checklist of Do's and Don'ts	100
<b>20. AIDS, HIV, SARS, Bloodborne Pathogens</b>	100
20.1. Overview	100
20.2. Checklist of Do's and Don'ts	101
<b>21. Dress and Grooming Requirements</b>	102
21.1. Overview	102
21.2. Checklist of Do's and Don'ts	103
<b>22. Privacy, Technology and Transfer of Personal Data</b>	103
22.1. Privacy Rights of Employees	103
22.1.1. Transfer of Personal Data	104
22.1.2. A New European Data Protection Legislation	104
22.2. Checklist of Do's and Don'ts	105
<b>23. Workplace Investigations for Complaints of Discrimination, Harassment, Fraud, Theft and Whistleblowing</b>	106
23.1. Overview	106
23.1.1. Discrimination and Harassment	106
23.1.2. Fraud, Theft, Whistleblowing	106
23.2. Checklist of Do's and Don'ts	107
<b>24. Affirmative Action/Non-Discrimination Requirements</b>	108
24.1. Overview	108
24.2. Checklist of Do's and Don'ts	109
<b>25. Resolution of Labour, Discrimination and Employment Disputes: Litigation, Arbitration, Mediation and Conciliation</b>	109
25.1. Internal Dispute Resolution Process	109
25.2. Mediation and Conciliation	109
25.2.1. Collective Labour Law	109
25.2.2. Individual Labour Law	110
25.3. Arbitration	110
25.4. Litigation	111
25.5. Fines, Penalties and Damages	112