

Get an overview of the employment law framework operating in Belgium

This popular seminar, led by a top Eversheds lawyer, provides key insights into the employment law framework in this important European market and centre of governance. Through a case study approach it equips participants with the skills and knowledge to operate successfully and effectively manage employees in Belgium. The course will highlight the latest changes and key issues in HR that you must be aware of.

You will walk away with...

- Understanding the legal framework governing Belgium, including latest developments and laws in the pipeline
- Learning how to deal with key HR issues appropriately
- Learning how to advise colleagues on key aspects of employment law in Belgium
- Applying the employment law knowledge learned to real-life scenarios and assess how to deal with practical situations in the most effective and time efficient way

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Well organised, packed full of relevant content with some practical application

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About the speaker



Céline Wauters

Céline obtained her Bachelor in Law at the University of Leuven in 2008 and her Masters at the University of Brussels, with specialization in social law in 2010. Céline is a qualified lawyer at the Brussels bar. She is fluent in Dutch, French and English. She specializes in individual and collective employment law.

She helps both Belgian and international companies with their complex employment issues. These involve, amongst others, restructurings, closure of companies, termination of employment contracts, drafting and reviewing of work regulations and policies, international employment matters, audits/due diligences for multinationals, drafting and negotiating Collective Bargaining Agreements.

Is this right for me?

This course is designed for business directors, personnel and HR managers, employee relations professionals, in-house counsel, lawyers, line managers and anyone with responsibility for staff in Belgium.



Morning session

Welcome and Registration

An overview of the employment law framework in Belgium

- An introduction to Belgian employment law: examining the legal system and the social framework
- The generation pact: what this means for employers

Getting started: recruiting staff and making employment contracts

- Getting to grips with key recruitment issues:

Non discrimination; asking personal questions; checking for criminal records; references

- Understanding the different types of employment contracts and related terms
- Key terms in employment contracts: language; duration; trial periods; non competition; notice periods
- Typical benefits

Coffee

- **Collective bargaining and trade unions**
- Appreciating the role of trade unions in Belgium and how this impacts HR
- Understanding the terms of collective bargaining agreements
- **Day to day employee management**
- Working time: key considerations
- Dealing with absence and performance
- Discipline and grievances
- Suspension of the employment contract: justified absences

Lunch and networking

Afternoon session

Employee Representation

- Social elections and sanctions
- Employee representative rights
- Union delegation
- Termination of employment
- Ways of terminating employment and general dismissal protection
- Information and consultation
- Notice periods
- Specific entitlements for older workers

Employment tribunals and the courts

- Labour court organisation in France
- Representation before the Labour courts
- Statute of limitations
- Typical damages and costs

Tea

Discrimination law

- The legislation in Belgium
- Bullying and harassment

What's on the horizon?

- Future developments in labour law
- Concerns for employers

When the course is running:

Date: 3 June 2024 (1 Day) | Delivery: Virtual Classroom | Price: £495.00



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