



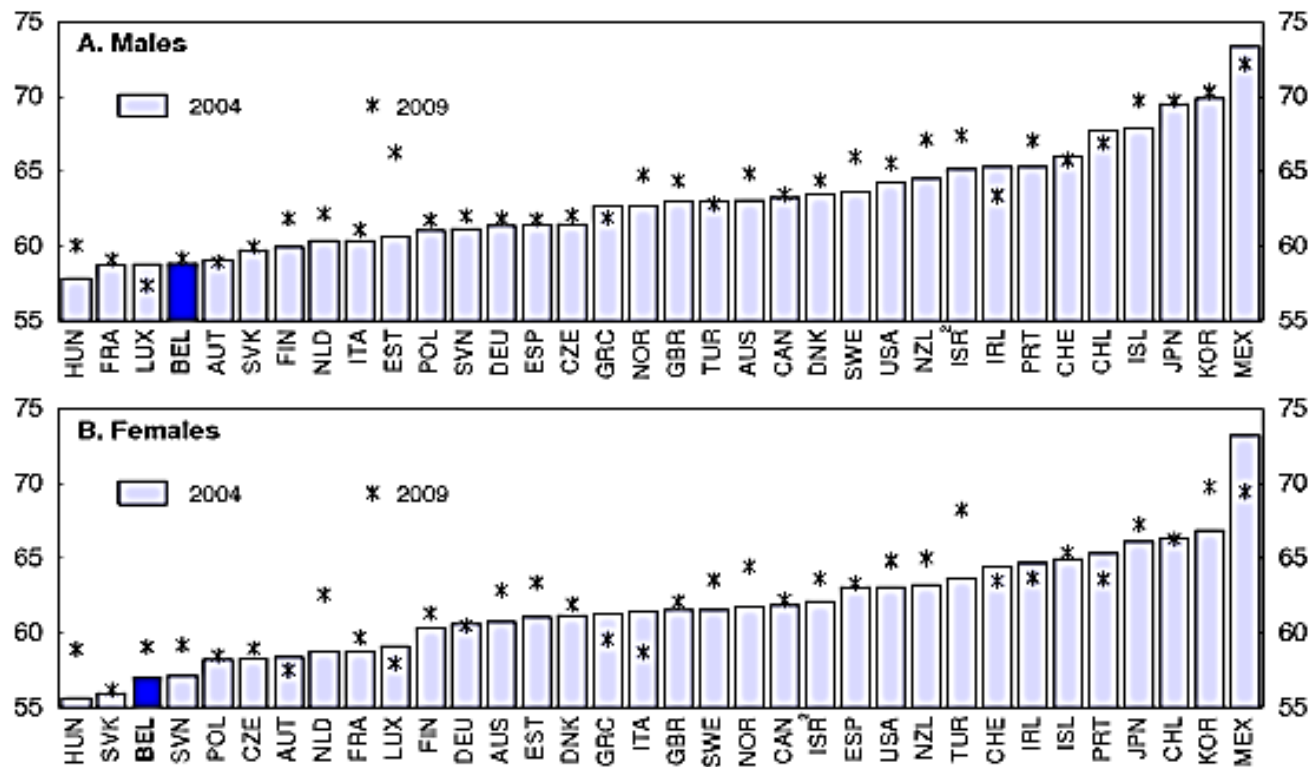
# Joint Conference: "Promoting active ageing through lifelong learning"

*The Belgian national collective agreement on increasing employment opportunities for ageing workers*

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# Belgian national collective agreement 104

Background: Belgium: Older workers leave labour market quiet early



# Belgian national collective agreement 104

## Political measures up to now

- Discouraging and restricting early retirement systems:
  - Made more expensive for employers
  - Revision of more favourable branch agreements
  - Increased seniority conditions to access early retirement
  - Lifting age conditions for access to early retirement after dismissal

# Belgian national collective agreement 104

2012: Political proposal for a draft law on employment measures for elder workers

Discussed in National Labour Council:

- Bi-partite council of social partners on national level
- Ability to make national collective agreements
- National collective agreements can be made legally binding for all employers and workers in private sector

Counter-proposal to withdraw draft law and replace by national agreement to be negotiated was accepted by government

# Belgian national collective agreement 104

- National collective agreement 104 was negotiated and agreement was reached in June 2012
- Legally binding, coming into force by 1<sup>st</sup> January 2013
- Binding for all companies in private sector > 20 workers

# Content of CA 104

- All companies are obliged to discuss annually employment measures and plans for workers over 45 years
- Time table: part of annual information and consultation on financial results (balance sheet, annual accounts) and employment prospects
- Measure to oblige companies to publish data on employment by age category agreed in government declaration, still pending
- Data available for workers delegates: CA 9

# Content of CA 104

- Employers have to propose an employment plan in order to increase employment for workers > 45 years
- At minimum two measures to be taken from an open ended menu of measures listed in convention
- Branches can complete list of measures to be taken
- Discussion on company level with workers (= trade union) representatives in works councils or prevention committees of with shop stewards (SME's)
- Approach taken: tailor made measures at company level

# Content of CA 104

- Workers have two month time to deliver opinion or/and to come up with different proposals
- To be discussed/negotiated in works councils, prevention committees, shop stewards
- To be ended with decision of employer + motivation in writing why proposals of workers were not accepted
- Document to be kept at disposal of authorities
- Impact to be evaluated next year
- Annual repetition of exercise: each year from now on



# Content of CA 104

Content of open ended menu for employment measures listed in CA 104:

1. Selection and recruitment procedures
2. Development of competencies and access to training
3. Career development and career guidance
4. Internal mutations
5. Measures on working time and working conditions
6. Lifting physical and psychosocial barriers for elder workers
7. Systems of formal recognition of acquired competences

# Content of CA 104

First negotiation processes on company level ungoing

Coaching and training of workers delegates by trade union guides and website

Approach:

- To develop measures for all workers, not only for elder workers
- To encourage prevention instead of curing
- To adapt quality of work to needs of workers, not the other way round
- Avoid prejudices on elder workers
- Age doesn't matter, job quality does

# Content of CA: aspects of life long learning

Frequently heard complaint by elder workers

- on lesser opportunities for training
- not being selected for training to use new equipment, new processes
- training courses often not adapted to needs of elder workers

# Content of CA: aspects of life long learning

## Trade union guidance on aspects of learning in CA 104

- development training plan for all workers on company level
- provide minimal annual training opportunities for all workers
- encourage use of paid educational leave
- use existing obligation to spend 0,10% of wage mass for groups at risks partially for elder workers
- enquiry on training needs of workers on company level

# Content of CA: aspects of life long learning

## Trade union guidance on aspects of learning in CA 104 (continued)

- tailor made training plans adapted for each worker as an outcome of job assessment interviews
- encourage employer to develop management of competences
  - inventory of available competences of workers
  - projections of future needs of competences
  - development of competencies in view of plan
  - look for win/win

# Content of CA: aspects of life long learning

## Trade union Guidance on aspects of learning in CA 104

(continued)

- Replace requirements of qualifications/certification as access conditions for jobs by requirement of competences
- Reward acquired competences in a formal certification procedure
- Schedule job guidance and career orientation interview-procedures with all workers
- Safeguard minimal quality requirements for these procedures
- Review work organisation and task distribution to enhance job quality

Negotiation processes of CA 104 at company level ongoing

Negotiations at branch levels for bi-annual bargaining round 2013-2014 still to be started

Too early for evaluation

More information:

Text of national convention (French, Dutch): [www.cnt.be](http://www.cnt.be)

Trade union guide (French, Dutch): [bit.ly/Z2sdH9](http://bit.ly/Z2sdH9) - [bit.ly/XYEIIA](http://bit.ly/XYEIIA)





**BIEN VIEILLIR AU TRAVAIL**  
**CCT 104**

*guide syndical*





**LEEFTIJDSEBEWUST PERSONEELSBELEID  
CAO 104**

*Goesting om langer te werken?*



**Thanks for your attention**