

Belgique

Date d'entrée: July 2, 1999

Membre de l'AICESIS

Membre de l'ILO

**Conseil National du Travail (CNT)**

**Establishment**
•  Date of creation May 29 1952
Year operational  1952
•  Nature of the texts that create the ESC (Constitution, law, decree, etc.) Law
**Composition**
Number of  members of the ESC / Membership structure / Process of
designating the members (election, nomination, by whom, etc.)
The Council is composed of 26  real members  (and  26 substitutes):  Employers: 13  -Workers: 13. They are appointed bij the King on presentation of the most
representatives interoccupational employers' and workers' organizations.
•  Duration of the term 4 years renewable
**Mission and attributions**
Other attributions besides its advisory function:
1.  To conclude collective bargaining agreements: more  than 90% are legally binding
2.  Arbitration between branches of industry
3.  Consultation within the framework of the International Labour Organization
4.  Consultation for fields treated in the EU level: employment, labour right and social security
**Administrative organization of the ESC**
The President  is appointed by the King, after an informal consultation of the members, among the independent persons qualified in social fields. The duration of his mandate is unlimited. There are 4 Vice-Presidents appointed by the Council for 4 years.
The Secretary-general and the Deputy Secretary-general are also appointed by the King.
The Council has a three-tier institutional structure, consisting of the Plenary Council, the Executive board and the committees. A Secretariat with about 36 employees provides logistic and administrative support.
**Functioning of the ESC**
The Government or  the Legislative Chambers consult the Council but it has also a legal right to issue own-initiative opinion.
The Institution gives  mainly its opinions  to the Minister of Employment and the Minister of Social affairs. There is no official publication, excepted for some studies.
The budget  is drawn up by the Council. The Council receives yearly a endowment written in the budget of SPF Employment, Labour and Social Consultation.
The committees, whose tasks are decided by the executive board, carry out preliminary studies, according to the nature of problems to be examined.
There are more than 90 committees,  some are quasi-permanent and meet regularly, e.g.:
Committee of Individual Labour Relations, Committee of Social Security, Committee of Collective Labour Relations,
When issues of common interests with the Central Economic Council are examined, joint committees are set up.
**Achievements of the ESC**
Main publications/studies
The Council issued since its creation till end 2013 some 1883  opinions  about various items concerning individual or collective labour relations, social security and questions related to Europe and the International Labour Organization, e.g. :
Part time work
Transition to Euro
Simplification and modernization of the social administration for employers
Simplification of the reduction of social security modes of contribution
Temporary work
Transposition of European directives
Collective redundancy and firms closings
Mobility
Social elections
Moral or sexual harassing at work, stress prevention
Volunteers’ rights
Early retirement
Homework and telework
Reduction of employers' and workers' social contributions
The guarantee of an average minimum monthly income
Social criminal law
Welfare adjustment of social benefits
The Council has concluded since its creation till end 2013  some 108 collective
bargaining agreements about e.g.:
Introduction of a system of time credit, a system to reduce careers and part time work
Introduction of a right for breastfeeding breaks
Protection of workers private life regarding the control of the data of electronic
communications in network
The right to professional reclassification of workers of 45 years old and more laid off
Involvement of employees in the European cooperative society
Implementation of the European agreement on the telecommuting
Robberies prevention and control of workers leaving the work place
Non recurrent performance-related advantages
The increase of the guarantee minimum wage
Telework
Eco-cheques
The implementation of a preventive alcohol and drugs policy in the enterprises
Plan for the employment of older workers
Temporary work
These last years, the Council has reinforced its authority as equal reference institution with regard to the implementation of inter professional agreements, which in principle are concluded every 2 years and which define the social diary for the interoccupational social dialogue. For more details, please see the CNT website www.cnt-nar.be as well as the CESlink gate.
**Best practices**
Monitoring of European activities (EMCO and Strategy UE2020)
**Affiliations** AICESIS

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