



The **Intersyndicale** for Diplomatic Missions and International Organisations,
always by your side!





I. WHAT IS THE INTERSYNDICALE?

The Intersyndicale for Diplomatic Missions and International Organisations was founded in 2011. It is made up of workers in Diplomatic Missions from all 5 continents as well as activists and permanent staff members of the FGTB/ABVV (Belgian Labour Union) and the CSC/ACV. The Intersyndicale represents all workers in Diplomatic Missions and International organisations: domestic workers, clerks, assistants, drivers, secretaries, translators, etc – regardless of whether they are Belgian, permanent residents, in possession of special id cards or undocumented....

**WE ARE THE REPRESENTATIVES OF ALL WORKERS IN THE SECTOR!
AND TOGETHER WE FORM THE INTERSYNDICALE**

Our General assembly for all workers in the sector takes place annually in May or June. The next one will take place on 15th of June 2019.



II. HOW ARE WE ORGANIZED ?

The permanent members of the Intersyndicale receive and deal with your questions, individual and collective dossiers, meet diplomats and prepare cases for Court. They will never write to anyone without first letting you read the text and give your formal consent. They are sworn to utmost professional secrecy and will not divulge any information which you give them without your prior permission.

The Intersyndicale Bureau meets on the last Tuesday of every month to discuss difficulties raised by workers and collective solutions to these problems, to study ongoing issues and new developments, to follow up on the determined plan of action and decide on future action and to share the workload. Intersyndicale delegates also receive training on applicable legislation, techniques for negotiating with the employer and ONSS declarations thereby allowing them to answer questions from their colleagues and often their employers.



III. WHAT CAN WE DO FOR YOU ?

We can **help you individually**:

- We answer your questions by mail, phone or face to face
- We write to your employers/the Ministry of Foreign affairs on your behalf or anonymously to demand that your rights be respected
- We take your employer to court if your rights are not respected
- We help you obtain work and residence permits with the help of our partners
- We help people with S cards get CPAS (Public Centre for Social Welfare) assistance if they have been wrongly fired
- If you have been a victim of human trafficking, we help you get a residence or work permit with the help of our partners

We can **help you collectively**:

- We come and meet you and your colleagues to understand your problems and try and find solutions with you
- We come and meet your employer in the Diplomatic Mission in order to explain his obligations and to offer help and tools to respect them
- We participate in your meetings with your employer as consultants
- We help you to structure your demands and make yourselves heard by your employer
- And if that doesn't work we organise stand-offs, protests, strikes or we occupy the Diplomatic Mission as we did on 16 October 2017 at the Permanent Representation of Spain

IV WHAT HAVE WE ALREADY ACHIEVED ?

We already have a number of victories under our belt

Legislative:

- In 2013 we obtained a Royal Decree establishing the *Commission des Bons Offices* (Good Practices Committee)
- In 2015 we obtained another Royal Decree obliging Diplomatic Missions to negotiate working regulations with their employees
- In 2018 the Epis Law was voted into force by the Federal Parliament

Judicial/Legal:

- We have numerous individual and collective victories in Court and even forced the United States to pay (back dated) the difference in salary to all workers who were being forced to work 40h weeks instead of 40h

Negotiated: we have obliged several Diplomatic Missions to

- Declare their workers



- Pay their workers' salaries, holiday pay or notice periods
- Respect working hours and pay overtime
- Pay the index, notches and respect work contracts

JOIN US !

If you have a problem, a question or you want information about your rights

Contact us and participate for free.

Come and join the Intersyndicale!

Contactez nous :



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