

## LEGAL REQUIREMENTS (FOR ALL PARTNER COUNTRIES)

### Are there Legal requirements concerning mentoring?

In Belgium there is, since April 25th 2007, a Royal Decision: “Each employer needs to indicate an experienced employee to support a new hire.”

- There is also a new CAO (collective labor agreement) nr. 104 in Belgium concerning a ‘Employment plan older employees’, since 2013 for all companies, with measures to preserve or raise the employment of employees of 45 years and older.
  - By training experienced employees of 50+ to become a mentor they could find, by this striking career inversion, a new challenge to remain longer motivated to the work. This can limit the large outflow of employees of 50+.