



Well-being at work: Available support and resources

ULB PhD Day
06/02/2026

WELL-BEING AT WORK

The regulation on **health and safety** in Belgium is the **Act of 4 August 1996** on the well-being of employees during the performance of their work.

Measures relating to the following are used to strive for well-being:

- ▶ Work **safety**
- ▶ Protecting **workers' health** at work
- ▶ **Psychosocial aspects** of work
- ▶ **Ergonomics**
- ▶ Work **hygiene**
- ▶ **Embellishing** the workplaces
- ▶ The enterprise's measures regarding the natural **environment**



COMBATING DISCRIMINATION

Two structuring laws (2007)

- Gender law: protection against discrimination related to sex and gender
- Anti-Discrimination law: protection based on 19 protected criteria

Protected criteria (examples)

- Gender, sex, sexual orientation
- Nationality, race
- Age, disability
- Social origin, wealth
- Religious / philosophical beliefs, political opinion, language

Prohibited conducts

- Direct / indirect discrimination
- Harrassment
- Instruction to discriminate
- Refusal to provide reasonable accommodation (disability)



WELL-BEING CELL: OUR MISSIONS

- Support staff members on topics relating to well-being at work
- Support management lines on topics relating to well-being at work
- Lead institutional projects related to well-being at work
- Support the design, development and implementation of ULB's gender equality, diversity and inclusion policy (regarding staff, students and the university's missions)



WHY AND WHEN SHOULD YOU CONTACT US?

- If you are experiencing **distress** at work
- If you are facing **relational** or **organisational** difficulties at work
- If you identify an **issue** related to **gender equality** and **diversity**
- If you don't know **who** to contact or **what** to do

OTHER RESOURCE SERVICES

- The Joint Service for Prevention and Protection at Work (SiCPP):
 - The Psychosocial Aspects Service (SAP): <https://portail.ulb.be/service-aspects-psychosociaux>
 - The Risk Management Service (SIPP): <https://portail.ulb.be/service-interne-de-prevention-et-protection-au-travail-ulb>
 - The Occupational Medicine Service (through CESI): <https://portail.ulb.be/fr/bien-etre-et-sante/examens-medicaux>
- The « trusted persons »
- The Staff Support Platform (CESI Assistance) : <https://portail.ulb.be/fr/bien-etre-et-sante/platforme-de-soutien-au-personnel>
- The Staff Social Service (SSP) : <https://portail.ulb.be/service-social-des-personnels>
- Union representatives: <https://portail.ulb.be/fr/l-universite/organisation-et-gouvernance/organisations-syndicales>
- Aimer à l'ULB; Healthcare service (SSM-ULB) ; Centre de consultations universitaire et pluridisciplinaire (CCUP), etc. <https://aimeralulb.be/> ; <http://www.ssmulb.be/> ; <https://ccup.ulb.be/consultations-psychologiques/>



MEASURES THAT CONCERN YOU

To prevent and address sexual violence:

- Preventing sexual harassment in the teaching/learning relationship through:
 - The « **professional distance** » principle in the guiding principles governing the rights and duties of teachers
 - The **obligation to declare a romantic and/or sexual relationship** in the context of assessing a student
- Access to the online training « **Ca nous concerne toutes et tous** » to better understand these issues

LES MESURES QUI VOUS CONCERNENT

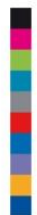
To support (future) parents:

- **Extension of the assistantship mandate by one additional year in case of maternity**
- **Access to childcare facilities, or failing that, financial support for childcare costs for staff members who could not obtain a place for their child, either in a ULB childcare facility or in a childcare facility applying ONE rates**

LES MESURES QUI VOUS CONCERNENT

To promote inclusivity in research:

- **Practical guide** « genre, inclusivité et vulgarisation scientifique »
- **Guide** « integrating the gender dimension in research and innovation »



LEARN MORE

- ▶ Well-being Cell website:



<https://portail.ulb.be/fr/bien-etre-et-sante/la-cellule-bien-etre>

- ▶ Contact : cellule.bien-etre@ulb.be

- ▶ Gender and diversity resources:



<https://www.ulb.be/fr/l-universite/genre-et-diversite>