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Belgium: Time off for job search

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Belgium

Phase:

Management

Type:

Time off for job search

Last modified: 18 June, 2021

Native name:

Loi sur le contrat de travail du 3 juillet 1978/Wet betreffende de arbeidsovereenkomsten (3 Juli 1978)

English name:

Law on Employment Contracts of 3 July 1978

Article

41, 64, 85 and 115

Description

Following the harmonisation of both blue-collar and white-collar status (in 2014), all workers are allowed to be absent once or twice a week (for a maximum number of hours corresponding to the hours usually worked in one day) during the notice period in order to look for a new job. In this case, the workers are entitled to their salary for the unworked period.

The general rule sets that workers may be absent half a day per week during the notice period. The permitted period of absence is extended to one day or two half days per week in some cases:

- During the last 26 weeks of the notice period if the duration thereof exceeds 26 weeks;
- Throughout the period of notice if it is less than or equal to 26 weeks; and
- During the whole notice period for workers in an outplacement scheme.

Comments

For part-time workers, the right to be absent for job search is granted in proportion to the number of hours worked.

Cost covered by

Employer

Involved actors other than national government

National government only

Thresholds

No, applicable in all circumstances

Sources

- [Loi sur le contrat de travail](#)
- [Wet betreffende de arbeidsovereenkomsten](#)
- [Federal Public Service Employment, Labour and Social Dialogue](#)
- Bureau d'avocats Claeys and Engels (2008), La loi du 3 juillet 1978, 30 ans après... vue sous un angle différent - De Arbeidsovereenkomstenwet, na 30 jaar ... anders bekeken, 1ère Edition, Larcier, Bruxelles
- De Roy, Debray, Delvoie, Jacqmain, Leclercq, Michaux, Neven, Rijckaert, Van Gehuchten, van Wassenhove and Wantiez (2008), Les 30 ans de la loi du 3 juillet 1978 relative aux contrats de travail, Larcier, Bruxelles

- UCM
- Sluitstuk re-integratietraject arbeidsongeschikte werknemers
- Nieuwe regels inzake arbeidsongeschiktheid

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