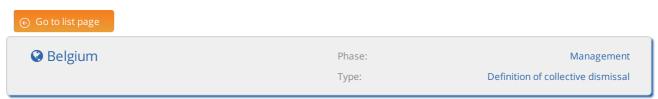


related policies

# **EMCC**

European Monitoring Centre on Change

# Belgium: Definition of collective dismissal



🛗 Last modified: 23 April, 2019

Native name: Loi du 13 février 1998 portant des dispositions en faveur de l'emploi dite loi

Renault (M B. du 19/2/1998)/Wet of 13 februari 1998 houdende bepalingen

tot bevordering van de tewerkstelling

English name: Law of 13 February 1998 regarding measures in favour of employment (so-

called 'Renault Law')

### Article

62-70

### Description

A collective dismissal is defined as a redundancy related to economic or technical reasons or reasons linked to production. This means that the responsibility of dismissals is non-inherent to workers. The definition is partly based on the collective agreement no. 24 (1975).

An employer needs to plan to dismiss, or make redundant, a minimum of 10 employees within the following 60 days in order to fall within the scope of national legislation.

Moreover, different thresholds define the collective dismissal, the legislation is applicable to:

- Companies which have an average number of workers employed (during the past year before the redundancy) from 20 to 99 persons, if the number of layoffs reaches 10 workers;
- Companies which have an average number of workers employed (during the past year before the redundancy) from 100 to 299 persons, if the number of layoffs reaches 10% of the workforce; and
- Companies which have an average number of workers employed (during the past year before the redundancy) of at least 300 persons, if the number of layoffs reaches 30 workers.

Merchant navy personnel and civil servants are excluded from the legislation.

The national legislation requires the employers to justify planned redundancies by reporting directly to workers or to the workers' representatives.

### Comments

Sectorial collective agreements might set lower thresholds than specified here.

### Cost covered by

Not applicable

### Involved actors other than national government

National goverment only

### **Thresholds**

Company size by number of employees:

20

Number of affected employees:

### Sources

- Federal Public Service of Justice (in French in Dutch)
- Federal Public Service Employment, Labour and Social Dialogue (in French in Dutch)
- Ius Laboris (2011), Individual Dismissals Across Europe, Brussels
- Ius Laboris (2009), Collective Redundancies Guide, Brussels
- EMCC legal framework of restructuring
- Alpha Consulting (2003), Anticipating and Managing Change A dynamic approach to the social aspects of corporate restructuring, Brussels, European Commission
- Watson Wyatt (2006), Employment Terms and Conditions Report Europe, Volume I, Brussels, Belgium
- Naedenoen, F., Lisein, O. and Pichault, F. (2010), National background paper Belgium, Anticipating and managing restructuring in enterprises: 27 national seminars, ARENAS Report. Brussels, European Commission
- Monitoring Innovative Restructuring in Europe (documents for Belgium)
- Restructuring in Belgium
- Bingen, A., Hégalé, M. and Layon, E. (2006), L'accompagnement des travailleurs licenciés collectivement, Courrier hebdomadaire n° 1943-1944
- Dorssemont, F. (2006), 'The Renault Saga (revisited)', European Company Law, Issue 1 (3), pp. 5–10
- Moulaert, T. (2013), L'outplacement des 45 ans et plus en Belgique. Une tentative avortée de gouvernement à distance des fins de carrière?, Retraite & Société, (1) 64

# Useful? Interesting? Tell us what you think. Eurofound welcomes feedback and updates on this regulation Your name \* E-mail \* More information? Homepage Subject Comment \* Save Preview

European	Monitoring	Centre on	Change -	<b>EMCC</b>

About EMCC

**European Restructuring Monitor** 

> About the European Restructuring Monitor			
> Restructuring events database			
> Restructuring support instruments			
> Restructuring related legislation			
> Restructuring case studies			
> ERM publications			
European Jobs Monitor			
Labour market research			
Case studies			
Future of Manufacturing in Europe (FOME)			
European Observatory on Quality of Life - EurLIFE			
European Observatory of Working Life - EurWORK			

## Quick links

- Legal information
- Data protection
- Environmental policy
- Subscriptions
- Multilingualism
- Templates for Eurofound reports
- Eurofound style guide
- Management Board extranet
- Map how to get to Eurofound
- Sitemap













 $\hbox{E-Mail: information@eurofound.europa.eu}\\$ 

Press: media@eurofound.europa.eu



MEMBER OF THE NETWORK OF EU AGENCIES



EUROFOUND ACHIEVES EMAS REGISTRATION





Access to internal documents | Financial information | Archives | Information centre | RSS feeds

