



[Login](#)

EMCC

European Monitoring Centre on Change

Belgium: Notice period to employees

[Go to list page](#)

Belgium

Phase:

Management

Type:

Notice period to employees

Last modified: 06 September, 2019

Native name:	Loi du 13 février 1998 portant des dispositions en faveur de l'emploi dite loi Renault/Wet van 13 februari 1998 houdende bepalingen tot bevordering van de tewerkstelling (Wet Renault)
English name:	Law of 13 February 1998 regarding measures in favour of employment (so-called 'Renault Law')

Article

62-70

Description

Employers are required to notify their workforce 30 days in advance of implementing collective dismissals (that is, within 60 days, dismissals of at least 10 workers in companies with 20-99 employees, of at least 10% of the workforce in firms with 100-299 workers or at least 30 dismissals in companies with 300 or more staff). This period can be extended up to 60 days upon request from the trade union.

During the 30 day collective dismissal notification period, the employer is prohibited from dismissing the employees included in the collective dismissal notification. After and in addition to this period, the conventional notification periods apply to individual employees.

Individual notice of termination is valid only if it is in writing, specifying the commencement date and the duration of the period of notice. When the employer gives notice, the statement must be sent by registered mail or be communicated in writing by a process server.

Each employee, regardless of being white or blue collar worker, has a fixed notice period in case of the unilateral ending of a work agreement of an indefinite nature. Fixed-term contracts can only be ended (since 2014) in the first half of the contract (up to six months) through a one-sided notification of either the employee or employer. In this case notification periods similar to the indefinite nature contract apply. It is not possible to alter the duration of the period at sectoral level; it is however possible to increase the period at individual or company level.

The duration of the notice period depends on several elements as can be seen below:

Duration of notice period for the first 5 years of employment:

For each started year of employment	For each started period of 3 months of employment	Fixed notice period - dismissal by employer	Fixed notice period - dismissal by employee
1st year	0 < 3 months seniority	2 weeks	1 week
	3 < 6 months seniority	4 weeks	2 weeks
	6 < 9 months seniority	6 weeks	3 weeks
	9 < 12 months seniority	7 weeks	3 weeks

2	12 < 15 months seniority	8 weeks	4 weeks
	15 < 18 months seniority	9 weeks	4 weeks
	18 < 21 months seniority	10 weeks	5 weeks
	21 < 24 months seniority	11 weeks	5 weeks
3		12 weeks	6 weeks
4		13 weeks	6 weeks
5		15 weeks	7 weeks

6		18 weeks	9 weeks
7		21 weeks	10 weeks
8		24 weeks	12 weeks
9		27 weeks	13 weeks
10		30 weeks	13 weeks
11		33 weeks	13 weeks
12		36 weeks	13 weeks
13		39 weeks	13 weeks
14		42 weeks	13 weeks
15		45 weeks	13 weeks
16		48 weeks	13 weeks
17		51 weeks	13 weeks
18		54 weeks	13 weeks
19		57 weeks	13 weeks
20		60 weeks	13 weeks

21	62 weeks	13 weeks
22	63 weeks	13 weeks
23	64 weeks	13 weeks (max.)
....

Comments

No information available.

Cost covered by

Not applicable

Involved actors other than national government

Trade union

Thresholds

No, applicable in all circumstances

Sources

-  [Wet houdende bepalingen tot bevordering van de tewerkstelling](#)
-  [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](#)
-  [Watson Wyatt \(2006\), Employment Terms & Conditions Report Europe, Volume I, Brussels, Belgium](#)
-  [Monitoring Innovative Restructuring in Europe \(documents for Belgium\)](#)
-  [Restructuring in Belgium](#)
-  [Bingen, A., Hégagé, M. and Layon E. \(2006\), L'accompagnement des travailleurs licenciés collectivement, Courrier hebdomadaire n° 1943-1944, p. 71](#)
-  [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](#)
-  [Information from the Federation of Liberal Trade Unions of Belgium \(CGSLB/ACLBV\)](#)
-  [Statistieken van herstructureren](#)
-  [De opzeggingstermijn](#)
-  [Belgium: Developments in working life 2017](#)

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 - EMCC

[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
- Cookies
- Subscriptions
- Multilingualism
- Templates for Eurofound reports
- Eurofound style guide
- Management Board extranet
- Map - how to get to Eurofound
- FAQ
- Sitemap



Contact us

Eurofound, Wyattville Road, Loughlinstown, Co. Dublin, D18 KP65, Ireland

Phone: (00) 353 1 2043100

E-Mail: information@eurofound.europa.eu

Press: media@eurofound.europa.eu



MEMBER OF THE NETWORK OF EU AGENCIES



EUROFOUND ACHIEVES EMAS REGISTRATION



EUROFOUND IS AN AGENCY OF THE EUROPEAN UNION



[Access to internal documents](#) | [Financial information](#) | [Archives](#) | [Information centre](#) | [RSS feeds](#)

© EUROFOUND 2023

