

Involuntary part-time work?

The CNE supports you!

IN SOME SECTORS IT IS VERY DIFFICULT OR IMPOSSIBLE TO GET A FULL-TIME CONTRACT. THIS IS KNOWN AS 'INVOLUNTARY' PART-TIME WORK. IF THIS IS YOUR CASE, HERE ARE THE RULES TO KNOW AND THE PITFALLS TO AVOID... TO GET THE BEST OUT OF YOUR CONTRACT, FOLLOW THE CNE'S ADVICE!

CONTRACT

Your employment contract is said to be 'part-time' if the weekly working time is less than that of a person employed under a full-time contract in your company. The employment contract must state the agreed part-time working regime (fixed or flexible, minimum 1/3 time on average per week and minimum 3 hours per day, unless otherwise provided for by law or agreement) and the working hours (fixed or variable). In all cases, your employer must give you at least 7 days' notice of your working hours (some company and sector agreements provide for a longer period).

PRINCIPLE OF PROPORTIONALITY

A part-time worker receives remuneration in proportion to that of a full-time worker. This principle of proportionality applies, in principle (unless otherwise agreed), to all elements of remuneration, including therefore extra-legal benefits, such as the number of meal and eco-vouchers, the amount of group or hospital insurance, the company car.

ADDITIONAL HOURS

Overtime is time worked in excess of the agreed working hours (the working hours of the employee) but not in excess of the working hours for full-time work. The employer cannot impose them on you: your agreement is essential. These hours are paid at 100%. Once a certain number of overtime hours has been worked, the law provides for three possibilities for you: compensatory rest, additional pay or a revision of the contract. Do not hesitate to consult your company's CNE team or the secretariat in your region for more information.

VACANCIES

The employer is obliged, on pain of a fine, to give you priority and written notice of any job vacancy in the company. The collective labour agreement no. 35 (CCT35) allows you to obtain more hours of work by having priority for a vacant job or for additional hours that become available in the company. To do this, you must submit a written request to your employer. Do not hesitate to consult your company's CNE team or the secretariat in your region for more information.

BE CAREFUL TO MAINTAIN YOUR SOCIAL SECURITY RIGHTS!

If you accept a part-time job to avoid unemployment, do not forget to apply to the ONEM for 'maintenance of your rights' within 2 months of taking up the job (form C131A). This is necessary in order to receive full unemployment benefit if you subsequently lose your part-time job or become temporarily unemployed. On the same form, you can also apply, under certain conditions, for an income guarantee allowance (AGR) to supplement your part-time income. Please note that in this case, since the decision of the Michel government, you are subject to the control of the unemployed and must therefore prove that you are actively seeking a second part-time job or a full-time job.

READ MORE

See our full brochure "Working part-time, the rules you need to know, the pitfalls you need to avoid" from your CNE team or at www.lacsc.be/cne.

Need to contact us? Call us on 067 88 91 00 on Mondays, Tuesdays and Wednesdays from 9am to 12pm and Thursdays from 1:30pm to 4:30pm.
Need to meet us? Our secretariats are open on Mondays, Tuesdays and Wednesdays from 1.30 to 4.30 pm and Thursdays from 9 am to 12 pm.
Need to write to us? Just one address: cne.info@acv-csc.be

The content of this publication is intended for both men and women
Update: August 2022

