

Need a break in your career? The CNE supports you

YOU FEEL THE NEED TO TEMPORARILY SLOW DOWN YOUR PROFESSIONAL RHYTHM? THERE ARE VARIOUS WAYS OF INTERRUPTING YOUR CAREER OR TEMPORARILY REDUCING YOUR WORKING HOURS: TIME CREDIT, END-OF-CAREER EMPLOYMENT AND THEMATIC LEAVE.

A career break or reduction in working time is a right: the employer is therefore obliged to grant it to you (except in certain cases if he employs 10 workers or less). However, under certain conditions, the employer may postpone or limit it.

During your break, you receive break benefits paid by the ONEM (www.onem.be) to partially compensate for your loss of earnings and are protected against dismissal.

In order to choose the formula that best suits you, do not hesitate to contact the CNE team of the company or the CNE secretariat in your region. Together we will examine the possibilities available to you and help you with all the steps to be taken.

TIME CREDIT

For certain reasons (caring for your child/children under 8, disabled child/children under 21 or a seriously ill relative, providing palliative care for a person who needs it, training), you have the right to interrupt your work benefits entirely, to reduce them to half-time or to 4/5ths time, while receiving an interruption allowance. You can switch from one form of reduction to another, as long as the total of these periods does not exceed 51 months (or 36 months in the case of a reduction for training).

END-OF-CAREER EMPLOYMENT

From the age of 60 (or 55 or 57 under certain conditions), you are entitled to work half-time or 4/5ths of the time, for a minimum of 3 months (half-time) or 6 months (4/5ths of the time), while receiving a break allowance. You can extend this reduction in working time until you reach pensionable age, if you wish. Please note that periods of reduced working time may have an impact on the amount of your pension.

THEMATIC LEAVES

There are 4 specific situations in which you are entitled to thematic leave.

Parental leave allows you to suspend your benefits completely for 4 months, to reduce them by half-time for 8 months, by 1/5th time for 20 months or by 1/10th time for 40 months (for this last form of reduction, with the agreement of your employer). You can take this leave from the birth of your child until his or her 12th birthday. Both parents are entitled to this leave. Please note: for children born before 8 March 2012, the 4th month is granted but without allowances.

Palliative care leave allows you to interrupt or reduce your career to provide any form of medical, social, administrative or psychological care or support to a terminally ill person suffering from an incurable disease. This (anonymous) person does not have to be a close friend or relative. The leave is for a period of one month (extendable by one month, up to a maximum of three months per patient) and can be taken full-time, half-time or on a 1/5 basis.

Leave for medical assistance allows you to interrupt or reduce your career to care for a member of your household (living under the same roof), a relative (2nd degree) or a friend (1st degree) suffering from a serious illness. The leave is for a maximum of 12 months full-time per patient, or 24 months half-time or 1/5th time. Note that if the company has fewer than 10 employees, the employer may refuse to reduce

your benefits to half-time or 4/5ths time. In companies with fewer than 50 employees, it may limit it to 6 months (in the case of a total suspension of benefits) or 12 months (in the case of a partial reduction of benefits) for the same person.

Foster care leave allows you to be absent for 6 days a year to fulfil obligations or deal with situations related to the placement of a child, for whom the court or a youth protection service has designated you as a foster parent.

Caregiver leave allows you to interrupt or reduce your career to provide help or support to a person who is dependent. The leave is for a maximum of 3 months full-time per person cared for or 6 months half-time or 1/5th. Over your entire career, you can only take 6 months of total suspension of your benefits or 12 months of reduced benefits on a half-time or 1/5 basis.

Beware!

When you reduce your working hours, your working arrangements change. Your employment contract must therefore be adapted. Do not hesitate to ask us for advice before signing anything!

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

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