

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 (i.e. the number of hours worked per week). In theory, this number of hours may not be less than one-tenth time, nor may it include work of less than 3 hours per day. The employment contract must also specify the working hours (fixed or variable). In case of variable working hours, your employer must give you at least 7 days' notice of your working hours (some company and sector agreements provide for a longer period).



MR and Engagés' Arizona has replaced the ban on employing workers for less than one-third of a full-time schedule with a ban on employing workers for less than one-tenth of a full-time schedule. This opens the door to extremely precarious contracts of just a few hours per month. Arizona also wants to reduce the deadline for communicating work schedules from seven days to five. This is a direct attack on work-life balance. Facing this deterioration in working conditions—which benefits only employers—it is more necessary than ever to organize a response to shift the balance of power and secure stable jobs, predictable schedules, and the right to make a decent living from one's work! But to do so, we must organize, fight, and defend a more just and united society together. To learn more and join the fight: click [here](#) or scan this QR code.



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 law allows you to obtain more working hours by being given priority for vacant positions or additional hours that become available in the company. To do so, you must submit a written request to your employer. Feel free to consult your company's CNE team or your regional office 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, because of 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.

FIND OUT MORE

Check out our comprehensive brochure, "Working part-time: rules to know and pitfalls to avoid²," available from your CNE team, at www.lacsc.be/cne , or by scanning the following QR code:



² Only available in French under the name : « Travailler à temps partiel, les règles à connaître, les pièges à éviter »

Need to mail us ? Please write to : cne.advice@acv-csc.be (English only!)

Need to contact us ? Please call 067 88 91 00 on Mondays, Tuesdays and Wednesdays from 9AM to 12PM and Tuesdays from 1.30PM to 4.30PM (French).

Need to meet us ? Our offices are open on Mondays, Tuesdays and Wednesdays from 1.30PM to 4.30PM and Tuesdays from 9AM to 12PM (French).