Are you interested in working a flexi-job? The CNE is here to help

DO YOU WANT TO WORK IN A FLEXI-JOB? WHETHER IT'S TO COPE WITH THE RISING COST OF LIVING, SUPPLEMENT YOUR PENSION, OR FUND A PROJECT, THIS MEANS YOUR CURRENT INCOME IS INSUFFICIENT. THIS IS REGRETTABLE, AND IT'S WHY WE'RE FIGHTING TO INCREASE WAGES AND REPLACEMENT INCOME (PENSIONS, ETC.). IF YOU HAVE TO WORK IN A FLEXI-JOB, YOU HAVE CERTAIN RIGHTS. HERE'S A SHORT PRACTICAL GUIDE.

FLEXI-WHAT?

A flexi-job is a secondary job held with another employer, in addition to a primary job or a pension. Initially limited to the hospitality sector (Horeca) in 2015 to address the concerns of employers who complained about not being able to find enough staff, the system has gradually been expanded to: Retail (2018) and Healthcare (2024). Since July 1, 2026, flexi-jobs have been extended to all sectors of activity, unless the sector decides to exclude them ("opt-out"). The only exceptions are artistic, artistic-technical, and artistic support roles.

WHO CAN WORK IN A FLEXI-JOB?

You can work in a flexi-job if you are retired or if you are already working at least 80% for another employer. If you are a (non-retired) worker, two conditions must be met: (1) you must not have a (or have had a) standard employment contract with the employer where the flexi-job will be performed, and (2) you must have been employed at least 80% by one or more other employers during the third quarter preceding the quarter in which the flexi-job begins. For example, if the flexi-job begins in September 2026, you must have been employed at least 80% between October 1 and December 31, 2025.

TWO CONTRACTS

A flexi-job always involves two contracts: a general contract and a flexi-job employment contract.

The **general contract** sets out the basic terms of the future flexi-job employment. It must be signed before the first flexi-job assignment. It must be in writing and include certain details, in particular: how the flexi-job employment contract must be offered to you (orally or in writing), the time frame between this offer and the start of work, a brief description of the position, and the base hourly wage.

The flexi-job **employment contract** may be entered into orally or in writing. It is always a fixed-term contract (for at least one day). It may be a full-time or part-time contract. In the case of a part-time contract with variable working hours, the employer is required to inform you of the work schedule at least 7 business days in advance.

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).

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FLEXI-SALARY

The flexi-salary consists of the base salary and any bonuses, allowances, and benefits provided for by law or the industry (e.g., year-end bonus). In all sectors except the hospitality industry, the base salary must be at least equal to the gross hourly wage set by the pay scale to which you would be entitled if you were working under a standard employment contract. The base salary cannot exceed 150% of this wage.

In addition to the flexi-salary, you are entitled to flexi-vacation pay. It amounts to 7.67% of the flexi-salary (base salary and any supplements). There is no double vacation pay. The flexi-salary and flexi-vacation pay must be paid to you simultaneously.

LABOR LAW

As a flexi-job worker, you remain a full-fledged employee and are therefore protected by labor laws. The main protections under labor law therefore continue to apply: guaranteed pay in the event of illness, paid holidays, rules regarding working hours, protection of workplace well-being, etc.

SOCIAL SECURITY AND TAXATION

You do not pay any personal social security contributions on your flexi-salary or flexi-vacation pay. The employer must pay a social security contribution equal to 28% of your full salary. Even though you do not make personal contributions, you build up social security entitlements just like a regular employee. The flexi-salary is taken into account when calculating unemployment benefits, sick pay, and pension benefits.

For tax purposes, the flexi-salary and flexi-vacation pay are tax-exempt up to an annual limit (€18,440 in 2026). You can check whether the cap has been reached using the calculator available at www.mycareer.be. The cap does not apply to retirees working under the flexi-job scheme.