

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 TIME CREDIT 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). During your break, you receive break benefits paid by the ONEM 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 SPECIFIC REASONS

For certain reasons (caring for your child/children under 8 (or under 5¹), disabled child/children under 21 or a seriously ill relative, providing palliative care for a person who needs it, or training, you have the right to stop working entirely, to reduce your working hours to 50% or to 80%, while receiving an allowance from ONEM (to compensate (in part) for the loss of salary). You can switch from one form of reduction to another and from one reason to another, as long as the total of the periods of time credit does not exceed 51 months (limited to 48 months for caring for a child under 8/5 and to 36 months for training).

END-OF-CAREER TIME CREDIT

From the age of 60 (or 55 under certain conditions), if you have sufficient years of professional experience, you are entitled to reduce your working hours to 50% or to 80%, while receiving an allowance from ONEM. 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.



Arizona had planned to drastically restrict access to end-of-career time credit. Workers would have had to have 35 years of service, compared to 25 years today. Trade unions secured a softening of this condition for women: in 2030, they will only have to prove 30 years of service. This remains a substantial reduction in workers' rights. Now more than ever, it is time to organize a response to reverse the power relations and impose real end-of-career measures that are fair and accessible to all! To find out more and join the fight: click [here](#) or scan this QR code.



¹ When you take a full time credit. It means you completely stop working.

THEMATIC LEAVES

There are 4 specific situations in which you are entitled to thematic leave. In all cases, you can receive an allowance from ONEM.

Parental leave allows you to stop working entirely for 4 months, to reduce your working hours to 50% for 8 months, to 80% for 20 months or to 90% for 40 months (for this one, you need your employer's agreement). You can take parental leave for each of your children, from their birth until their 12th birthday. Both parents are entitled to parental leave.

Palliative care leave allows you to interrupt or reduce your working hours to provide any form of medical, social, administrative or psychological care or support to a person suffering from an incurable disease. This person does not have to be a relative or close friend. The leave is for a period of one month (extendable by one more month, up to a maximum of three months per patient) and can be taken on a full-time, 50% or 80% basis.

Medical assistance leave allows you to interrupt or reduce your working hours to care for a member of your household (living under the same roof), a relative (2nd degree in your family or 1st degree by marriage) suffering from a serious illness. The leave is for a maximum of 12 months per patient (if you completely stop working) or 24 months per patient (if you reduce your working hours to 50% or to 80%).

Please note: if the company employs fewer than 10 people, the employer may refuse to reduce your benefits to 50% or 80%. In companies with fewer than 50 workers, the employer may limit the total suspension of work to 6 months and the reduction to 50% or 80% to 12 months for the same person.

Caregiver leave allows you to interrupt or reduce your working hours to provide help or support to a person who is dependent. The leave is for a maximum of 3 months per person cared for (if you completely stop working) or 6 months (if you reduce your working hours to 50% or to 80%). Over your entire career, you can only take 6 months of total suspension or 12 months of reduction to 50% or to 80%.

Beware!

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

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).