

# 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 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 (or under 5<sup>1</sup>), 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 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 EMPLOYMENT

From the age of 60 (or 55 under certain conditions), you are entitled to reduce your working hours to 50% or to 80%, for a minimum of 3 months (50%) or 6 months (80%), while receiving an allowance from ONEM (to compensate (in part) for the loss of salary). 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. In all cases, you can receive an allowance from the ONE to compensate (in part) for the loss of salary.

**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 the latter, 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 terminally ill 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 month, up to a maximum of three months per patient) and can be taken on a full-time, 50% or 80% basis.

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<sup>1</sup> When you take a full time credit, i.e. you stop working altogether.

**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 1<sup>st</sup> degree by marriage) suffering from a serious illness. The leave is for a maximum of 12 months per patient (if you stop working entirely) 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 stop working entirely) 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 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](mailto:cne.info@acv-csc.be)

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