

A new era in employment law?

The 2025-2029 Federal Government Agreement

To prepare your business and HR Department for the upcoming changes under the new Belgian federal government, our Employment Law Team presents a comprehensive overview of the envisaged key measures regarding your workforce in Belgium. This new federal government is committed to revitalizing the Belgian employment law landscape and encouraging higher workforce participation, paving the way for a more dynamic and inclusive labour market. Join us as we explore these transformative developments that will shape the future of work in Belgium (once implemented).

Annualization of the working time

Re-introduction of the trial period in employment relationships

Candidates who are not elected during the previous two **social elections** will only be protected for 6 months (instead of 2 years)

The number of **voluntary overtime hours** will be uniform across industries

Limitation of the maximum statutory indemnity in lieu of notice in case of new hires

Efforts to combat **false self-employment** and **false employment** will be intensified

Prohibition to **work at night** in the distribution sector and other related industries (e-commerce) will be abolished

Starting the termination procedure for reasons of **medical force majeure** will become possible after 6 months of long-term illness

Social partners to explore **interim work** for an **indefinite duration**

It will no longer be an obligation to provide **work for at least 1/3 of a full-time employment**

Introduction of stricter rules for both employers and employees in case of **long-term illness**

Formalities for collective bonus systems (CBA no. 90 bonus, profit premiums) will become less strict

It will no longer be an obligation to include all applicable **work schedules** in the company's work rules

No medical certificate will have to be provided by employees for 2 days of absence (instead of 3 days) per year

Flexi-jobs will become available in a wider range of industries

Please feel free to reach out if you would like to discuss how the upcoming changes may impact your workforce in Belgium and the actions you should consider.



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