



Time4All

Promoting cooperation among citizens,
towns and cities on time policies
and the right to time

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4-day Week In Belgium



Work time possibilities in Belgium



Full-time contracts

This topic only applies to "Full-time contracts"



Types of Full-time

- 38 hours per week
- 39 hours per week
- 40 hours per week



In application since

20th of November 2022

Employees can work their full-time job in the span of 4 days instead of 5



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How does it work?

5 days in 4

Free day during the week: determined by employee and employer

Same number of hours per day:

- 38-hour contract = 9h30min per day
- 39-hour contract = 9h45min per day
- 40-hour contract = 10 hours per day



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How to set it up



This system is not mandatory
The employer or the employee can refuse to use it



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How to set it up



01.

Employer's choice

The employer decides to implement the 4 days system or not.

02.

Changes in Work-Rules

- If 38-hour setting : update work-rules
- If 39 or 40-hour setting : change by CLA* and work-rules

03.

Employee's choice

The employee that is interested has to submit a written request.

04.

Employer answer

The employer has 1 month to decide and let the employee know

* collective labour agreement = collective agreements between employers/organisations and employees



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How to set it up



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Important details



Requests and answers must be written

The written documents must be kept by the employer for 5 years.



Before the 4-day week starts

The employer and employee must agree on the terms and conditions and conclude a written agreement.

3 steps



Work Rules

Employer defines general framework of this new model.

Individual agreement

Determine the specific arrangement for each employee.

Contract

The employee's contract will have an additional clause.

This clause is active for 6 months, renewable.



Are not affected by this measure:

- Public sector workers
- Employees in managerial positions
- Domestic workers
- Commercial representatives
- Trusted persons
- Socio-cultural sector



Attention



It is the employee who must ask the employer for this accommodation, the employer cannot ask the employee.

What if the employee realises that the new system doesn't work for them?

To end the agreement, both sides must agree :

- Finish the 6 months and not renew
- Cancel the supplementary clause



Teleworking

Can be implemented during the working days.



Public holidays

Federal Government Service: if public holiday on a day the employee doesn't work, they receive a free day.

Doubts: opinion not explained, discrimination.



Meal voucher

2 systems:

- One meal voucher per working day → 4 meal vouchers per week
- One meal voucher per a certain number of working hours → nothing changes

Concrete examples?



Securex is one of the largest social secretariats in Belgium which deals with office administrative works.

Securex conducted a survey : less then 1% of Belgian workers use the 4 days week system.

Possible reason: too early.



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What does Synergie Wallonie think about this new system ?



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Reduction of working days \neq Restriction of hours or workload

The hours worked over 5 days will be condensed into 4 days.

Can we therefore speak of a collective reduction in working time?

A reduction in work, certainly not. Even less so a collective one, since only the private sector is concerned!



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We align ourselves with the demands made by Soralia, a Belgian Feminist solidarity movement:

What we mean by "collective reduction of working time":

- Reduction of working time from 38 hours to 32 hours per week.
- Compensatory hiring (to avoid an overload of work on the shoulders of workers who would have to do in 4 days what they are obliged to do in 5 days).
- The maintaining of the salary in its entirety.



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Working more than 9 hours a day for 4 days is **unrealistic**.

Incompatible with schools, nurseries, etc.

Realities and working conditions of **women** are ignored.
This could have a negative impact on them.

**In order to "work less to live better",
it is urgent to reconsider the work system as a whole.**



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Thank you!





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