



COMPANY FROM A PARTICULARLY AFFECTED SECTOR?
Affected by the restrictive measures taken by the Minister of Home Affairs (list)
/ At least 20% of days of temporary unemployment during the 2nd quarter of 2020

YES

NO

UNEMPLOYMENT FORCE MAJEURE CORONA

Conditions

- Sending of form C106A-CORONA-HGO/EPT to the NEO
- Written information to the employees before making them unemployed
- Introduction of an electronic declaration DRS/ASR scenario 5 (monthly declaration of unemployment hours)

Granted

- Full / alternating unemployment (days of unemployment and work)
- Compensation of 70%* of the capped salary (2.754,76 € gross /month)
- Daily supplement from the NEO (5,63 €)

Daling van minimum 10% van de omzet /de productie in het kwartaal voorafgaand aan de aanvraag tot economische werkloosheid, vergeleken met hetzelfde kwartaal in 2019?

YES
Transitional measures – unemployment for economic reasons

NO

ECONOMIC REASONS

BLUE-COLLAR EMPLOYEE

Conditions

- Same conditions (hereafter, Normal Regime)

Granted

- Full suspension: max 8 weeks (instead of 4 weeks)
- Partial suspension: max 18 weeks in the event of a « major suspension » (instead of 3 months)
- 70%* of the capped salary

WHITE-COLLAR EMPLOYEE

Conditions

- 2 training days/month are offered
- CLA/company plan
- Sending of the form C106A-CORONA TRANSITIONAL SCHEME to the NEO in which the CLA/company plan is mentioned 14 days prior to the first notification of the unemployment to the white-collar employees
- Notification of the white-collar employees of the first planned day of unemployment at least 7 calendar days prior to the first planned day of unemployment
- Provisional communication to the NEO on the day the white-collar employees are notified
- Communication to the works council /trade union delegation the day of the notification of the white-collar employees
- Delivery C3.2A to the white-collar employees at the latest the 1st day of the actual unemployment
- Monthly communication to the NEO of the 1st day of actual unemployment via the NSSO portal
- At the start of the unemployment, DRS/ASR declaration scenario 2
- At the end of the month, electronic declaration DRS/ASR scenario 5

Granted

- Full suspension: max 24 weeks (instead of 16 weeks)
- Partial suspension: max 34 weeks (instead of 26 weeks)
- 70%* of the capped salary
- Daily supplement paid by the employer

FORCE MAJEURE

Conditions

- Sudden, unforeseeable event, independent of the will of the parties, which temporarily renders the execution of the agreement completely impossible
- Sending communication of temporary unemployment due to force majeure (+ the reason for force majeure) to the NEO
- Monthly delivery of the C3.2A control form to each employee at the latest of the 1st day of actual unemployment
- At the start of the unemployment, electronic declaration DRS/ASR scenario 2 and delivery of a copy to the employee
- At the end of the month, electronic declaration DRS/ASR scenario 5

Granted

- Full unemployment
- 70%* of the capped salary

BLUE-COLLAR EMPLOYEE

Conditions

- Prior notification to the blue-collar employees (at least 7 calendar days before the 1st day of the planned unemployment)
- Prior communication to the NEO (on the day of notification to the blue-collar employees)
- Communication to the works council/trade union delegation (the day of the notification to the blue-collar employees)
- Delivery C3.2A to each blue-collar employee who is placed on temporary unemployment
- Monthly notification to the NEO on the 1st day of the actual day of unemployment of the month for each blue-collar employee
- At the start of the unemployment, electronic declaration DRS/ASR scenario 2 when the blue-collar employee must apply for an allowance
- At the end of the month, electronic declaration DRS/ASR scenario 5

Granted

- Full suspension: max 4 weeks
- Partial suspension: max 3 months in case of a « major suspension »
- 70%* of the capped salary

WHITE-COLLAR EMPLOYEE

If

- Company in difficulties (art. 77/1, §4 Employment Contracts Law)

Conditions

- Conclusion CLA/company plan
- Submission of the request for recognition of a company in difficulties by a motivated and registered letter to the FPS ELSD (art. 77/1, §4 ECL) accompanied by the CLA/company plan
- Sending the form C160A to the NEO
- The « Business plan » Commission advises the Minister on the approval in 2 weeks following the request
- The Minister sends his decision to the employer
- The employer sends a copy of the letter of approval to the NEO
- Informing the white-collar employees and the works council / trade union delegation about the introduction of the unemployment (7 days prior to the 1st day of the planned day of unemployment)
- Sending of the form C3.2A to the white-collar employee no later than the 1st day of the unemployment of each month
- Monthly notification to the NEO of the first effective day of unemployment of the month
- At the start of the unemployment, electronic declaration DRS/ASR scenario 2
- After the end of the month, electronic declaration DRS/ASR scenario 5

Granted

- Full suspension: max 16 weeks
- Partial suspension: max 26 weeks
- 70%* of the capped salary
- Daily supplement paid by the employer

* Until 31/12/2020