European (& the GCC) Employment Law Update

Jurisdiction: Belgium
Date: November 2017

Impact date	Development	Impact
To be determined by the Government	(Re)introduction of a probationary period in the employment agreements	After having been abrogated by the Law unifying the status of blue-collar and white-collar workers, the Government wants to implicitly reintroduce the probationary period in employment agreements. The proposed measure will apply to employment agreements of definite and indefinite duration. According to the proposed measure, the notice periods will be reduced at the beginning of any employment agreements. During the first 3 months of the employment relationship, the employment agreement might be ended providing a notice period of one week, instead of two weeks for the moment. <table><tr><td>Seniority</td><td><1 month</td><td><2 months</td><td><3 months</td><td><4months</td><td><5months</td><td><6months</td></tr><tr><td>Current notice periods (weeks)</td><td>2</td><td>2</td><td>2</td><td>4</td><td>4</td><td>4</td></tr><tr><td>Future notice periods (weeks)</td><td>1</td><td>1</td><td>1</td><td>3</td><td>4</td><td>5</td></tr></table> The request for the reintroduction of a probationary period came massively

.		from the SME's. We expect the government to adopt the measure during the year 2018.
To be determined by the Government	Possibility of profit-sharing for employees even though the employees do not have shares of the company	The employees will have the possibility to participate in the profits without having shares of the company. That participation in the profits, under the form of a premium, will be advantageous from a fiscal point of view as no employer's contribution to the social security will be due on the premium. No holiday pay will be due on the premium as well. The total yearly participation granted to the employees cannot outreach 30% of the total wages. The granting of such a premium should also be easier than the grating of existing similar bonuses (i.e. non recurring advantages bound to results): - The administrative formalities will be simpler; and - The payment of the premium does not depend on the reaching of collective result.