

Coronavirus: overview of the different systems of temporary unemployment

For which companies?	What type of temporary unemployment?	Which formalities must be complied with?	Where can you find more information?
<p>Companies and sectors that are exceptionally hard hit by the coronacrisis</p> <p>These are:</p> <ul style="list-style-type: none"> ➤ companies belonging to a <u>sector</u> that is on the <u>list of severely affected sectors</u> drawn up by the Minister of Work. <p>There are sectors that are <i>fully</i> and severely affected such as the horeca sector (JC 302) and sectors of which only <i>part of the activity</i> is severely affected such as the additional Joint Committee for non-manual workers (JC 200) which is severely affected only for the activities related to the organisation of events and fairs, travel agencies and road and rail passenger transport.</p> <p>The list of severely affected sectors can be found in our Infoflash of 21 September 2020.</p> <ul style="list-style-type: none"> ➤ companies that can demonstrate <u>at least 20% temporary unemployment</u> due to force majeure or economic reasons in the <u>second quarter of 2020</u> 	<p>For their manual and non-manual workers, these companies can still rely on the <u>flexible unemployment due to force majeure corona</u> until 31 December 2020 .</p>	<p>The manual and non-manual workers from the severely affected companies/sectors can be made temporary unemployment without many formalities to be observed.</p> <p>You must submit a prior application to the ONEm/RVA by means of the C106A-CORONA-HGO form.</p> <p>No application is needed if you want to apply temporary unemployment for workers in the fully affected sectors such as JC 302.</p> <p>Only a monthly declaration of the days of temporary unemployment (DRS/ASR unemployment scenario 5).</p>	<p>See our Infoflash of 19 October 2020 on the mandatory closure of the horeca sector</p> <p>See our Infoflash of 8 September 2020 on the application procedure for temporary unemployment due to force majeure corona</p> <p>See our Infoflash of 28 August 2020 on the temporary unemployment due to force majeure corona for severely affected sectors</p>

<p>Companies that are not considered to be severely affected and do not belong to a severely affected sector but do not have enough work for their <u>manual workers</u> due to the corona crisis</p>	<p>These companies can only make use of the system of <u>economic unemployment for non-manual workers</u>.</p>	<p>The workers from these companies can be made economic unemployed according to the normal procedure; the formalities can be found in our Infoflash of 9 July 2020.</p> <p>During the transitional arrangements (RD No 46) from 1 September 2020 to 31 December 2020, the maximum duration of the suspension will be increased to 8 weeks (instead of 4 weeks) in the case of a complete suspension and 18 weeks (instead of 3 months) in the case of a major suspension. The sector can provide for even longer terms.</p>	<p>See our Infoflash of 27 August 2020 and of 9 July 2020 on the transitional arrangements for economic unemployment for manual workers</p>
<p>Companies that are not considered to be severely affected and do not belong to a severely affected sector but do not have enough work for their <u>non-manual workers</u> due to the corona crisis</p>	<p>These companies can apply for <u>economic unemployment for non-manual workers</u>.</p> <p>They have the choice between the <u>transitional regime</u> or the <u>traditional regime</u>.</p>	<p>The company must meet the <u>preliminary conditions</u> for the introduction of economic unemployment for non-manual workers. The preliminary conditions are different depending on whether you opt for the transitional regime or the traditional regime.</p> <p><u>Transitional regime</u> (applicable until 31 December 2020, RD no. 46):</p> <ul style="list-style-type: none"> – fall in turnover/production by at least 10 % in the quarter preceding the introduction of economic unemployment compared to the same quarter in 2019 – offer two training days per month to the temporarily unemployed non-manual workers – be bound by a CLA or enterprise plan 	<p>See our Infoflash of 9 October 2020 on the new CLA no. 148</p> <p>See our Infoflash of 31 July 2020 on the transitional regime</p>

		<ul style="list-style-type: none"> – the maximum duration of temporary unemployment per calendar year (either 16 calendar weeks in the case of complete suspension of the employment contract, or 26 calendar weeks in the case of a reduced working time scheme involving at least 2 working days/week) is increased by 8 calendar weeks. <p><u>Traditional regime:</u></p> <ul style="list-style-type: none"> – prove that you are a company in difficulty – be bound by a CLA or enterprise plan <p>With the exception of the temporary adjustments mentioned above, the other rules of the system of economic unemployment for non-manual workers continue to apply unchanged, see our Infoflash of 9 July 2020 for the other formalities to be complied with.</p>	
<p>Companies that are not considered to be severely affected and do not belong to a severely affected sector but that are confronted with a <u>situation of force majeure</u>.</p> <p>For example: a worker who is unable to work due to an enforced quarantine or due to the closure of the school/day nursery/care institution of the worker's child</p>	<p>These companies can appeal to <u>temporary unemployment due to traditional force majeure</u> for their manual and non-manual workers.</p>	<p>You must follow the ordinary procedure of temporary unemployment due to (traditional) force majeure.</p> <p>These formalities can be found in our Infoflash of 12 October 2020</p> <p>The worker must provide you with a quarantine certificate or a certificate of the educational or care institution.</p>	<p>See our Infoflash of 5 October 2020 on temporary unemployment in case of school/day nursery closure</p> <p>See our Infoflash of 25 September 2020 on quarantined workers</p>