



# The long-awaited Coalition Agreement at a glance

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*What HR measures will  
employers face?*



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After months of negotiations, the Arizona parties forming the new government reached a Coalition Agreement on 31 January 2025. This Coalition Agreement has announced a number of ambitious measures that will bring about significant changes in employment and social security law.

The ALTIUS Employment Team gives you an overview of the most important announced HR measures in a series of 6 “highlights”. We have grouped these measures around the following 6 “domains”:

1. Salary (cost) and benefits
2. Working time
3. Dismissal and unemployment
4. End-of-career and pensions
5. Incapacity for work and well-being
6. (International) labour market

In this sixth and final “highlight”, we elaborate on the measures that are in the pipeline regarding the “(International) labour market”.

All these measures will be further developed into legislation in the coming months and years. Some of them will also be subject to prior consultation between the employers’ organisations and the unions. The ALTIUS Employment Team is closely monitoring this process and will continue to update you about the important developments.

Happy reading!



## Content

1. Salary (cost) and benefits

2. Working time

3. Dismissal and unemployment

4. End-of-career and pensions

5. Incapacity for work and well-being

6. (International) labour market

# 06. International) labour market



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# Workable work

## Introduction of a family credit

- Introduction of a "family credit" for taking care of a child:
  - The integration of existing leave schemes in connection with the child's birth and subsequent care in a "backpack" of leave entitlements that each child receives at birth
  - New modalities: including taking-up of this leave by the grandparents and encouraging its take-up by both parents

## Harmonisation of career break and time credit systems

- Further harmonisation of the conditions, take-up options and duration of the different career break and time credit schemes

## Parental leave for foster parents

- Foster parents will also be able to take parental leave

## Tele-train work = working time?

- There will be research into if and how tele-train work can be encouraged by counting the hours worked during a journey made by public transport as working time, provided that the trains are better equipped (tablets, power sockets, wifi/4G)

# Flexi-jobs and temporary agency work

## Extension and facilitation of flexi-jobs

- Increasing the maximum annual income for flexi-jobs from EUR 12,000 to EUR 18,000 (gross = net for the employee; reduced employer contributions) and increasing the maximum hourly wage from EUR 17 to EUR 21
- Extending flexi-jobs to all sectors, with the possibility of an "opt-out" by the sectors
- Abolishing the prohibition of employment with affiliated companies for full-time employees

## Temporary agency work

- The social partners will be asked to implement open-ended temporary agency work
- There will be a further tackling of the abuse of successive day contracts in the temporary agency sector (with a review by the social partners of the accountability contribution)
- A framework will be created for the use of non-solicitation clauses in the temporary agency sector in consultation with the social partners

# Training

## Partial collectivisation of the individual training right

- The individual training right introduced by the Labour Deal will be maintained, but will be made more flexible and partly collectivised

## Abolition of the Federal Learning Account

- The government will abolish the Federal Learning Account and explore the possibility of a less administratively burdensome system

# International employment

## Fight against social dumping

- The obligation for Belgian “users” to check whether foreign service providers have accreditation as temporary work agencies
- A stricter handling of incorrect postings and a stricter follow-up of the "183-days" tax rule
- Higher penalties (including an increase in the multiplication factor (*“opdeciemen/décimes additionnels”*))

## Construction and meat sector

- An examination of whether the current rules on joint liability in subcontracting chains should be tightened in consultation with the social partners
- The introduction of a mandatory registration when leaving a construction site in the construction sector in addition to Checkin@work (such as already exists in the cleaning sector)

## Immigration

- The processing times for issuing a single permit for third-country nationals should be reduced
- Facilitating the use of a Schengen short-stay visa for non-exempted nationalities travelling regularly to the EU, through the use of multiple entry visas



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