



# The long-awaited Coalition Agreement at a glance

---

*What HR measures will  
employers face?*



advocaten  
avocats  
lawyers

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 will give 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

Every Wednesday and Friday, we will put the focus on a new domain.

In this third “highlight”, we elaborate on the measures that are in the pipeline regarding “Dismissal and unemployment”.

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

# 03. Dismissal and unemployment



advocaten  
avocats  
lawyers



# Dismissal

## Severance pay limited to 52 weeks

- Severance pay will be “activated” and will be limited to a maximum of 52 weeks
- Only for new hires
- It is not entirely clear whether both the notice period and the indemnity in lieu of notice will be capped at 52 weeks, although this appears to be the most logical interpretation

## Reintroduction of the trial period

- The trial period will be reintroduced by 31/12/2025 at the latest
- The trial period will be 6 months with 1 week's notice

## Limitation of the duration of the dismissal protection for non-elected candidates

- For candidates in the social elections for the works council and the CPPW who are not elected for a second consecutive time, the duration of the dismissal protection will be reduced from 2 years to 6 months

## Limiting of the options to accumulate protection indemnities

- A principle has been stated that the number of protection indemnities that can be obtained in the framework of a dismissal will be limited
- It is not clear yet how this principle will be put into practice



# Unemployment

## Limiting of unemployment benefits in time

- The duration of the entitlement to unemployment benefits will depend on the number of years worked with a maximum entitlement of 2 years
- An exception is being provided for 55+ workers with a career length of a minimum of 30 years (with each year a minimum of 156 days worked). The required 30-year length of career will be increased to 35 years in 2030
- Unemployment benefits will become degressive. The Coalition Agreement does not yet indicate what the reduction will be

## 6-months' unemployment benefits for one resignation

- An employee with a career of at least 10 years (effectively worked) can resign once in his/her career and still be entitled to unemployment benefits for a period of 6 months
- A one-time extension of 6 months will be possible if training for a 'bottleneck' profession is successfully completed and if this training was started during the first quarter of the unemployment benefit period



advocaten  
avocats  
lawyers



## Contact



**Philippe De Wulf**  
[philippe.dewulf@altius.com](mailto:philippe.dewulf@altius.com)



**Emma Van Caenegem**  
[Emma.VanCaenegem@altius.com](mailto:Emma.VanCaenegem@altius.com)



advocaten  
avocats  
lawyers