Holiday entitlements and holiday pay
living in the Netherlands and working in Belgium

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If you live in the Netherlands and work in paid employment in Belgium, you will be entitled to paid leave and holiday pay. The minimum entitlements are laid down in the law.

**How much holiday pay will you get?**

In Belgium, holiday pay is a legal right. You will receive approximately 7% of the gross wages you earned in the previous year. You will also continue to receive your normal pay during your holiday.

If you are a manual worker, you will receive holiday pay from your employer’s holiday fund, and your employer will continue to pay your wages during your holiday. If you are an office worker, your employer will pay holiday pay on top of your regular wages during your holiday.

**How many days’ holiday will you get?**

You are entitled to at least 20 days’ paid leave in a calendar year. In the past, employees in Belgium used to get paid leave only if they had worked in the previous calendar year. Employees are now entitled to paid leave in their starting year as well.

You are entitled to one week off for every three months of work. You cannot take days off until at the end of the three months. If you have not accrued enough holiday entitlement and the company that you work for closes for the holiday period, your employer can register you as temporarily unemployed. Instead of wages and holiday pay, you will then receive a benefit for partial unemployment from the Belgian National Employment Office (RVA).

The minimum of 20 days’ holiday applies for a five-day working week. People who work a six-day working week are entitled to 24 days off. Many workers are entitled to more than 20 days’ holiday on the basis of collective agreements or their own work contract.

**Taking days off**

In general, people will consult with their employer if they want to take days off. There are a number of public holidays each year, when you do not have to work. If a public holiday falls at the weekend, you will sometimes get the next working day off. Your employer will be able to tell you what arrangements apply to you.

You are legally entitled to additional days off for special occasions, such as a marriage, birth or death in the family. Your collective agreement may also entitle you to extra days off.
What if...

... you fall ill?
If you fall ill before your holiday, you do not have to take days off as planned. However, if you fall ill during your holiday, you cannot reclaim the days you have taken off, including the remaining days of your holiday, unless this is provided for in your collective agreement.

Stay informed

This leaflet contains general information. Additional conditions and exceptions may apply to your situation, and rules and regulations are subject to change. We therefore advise you to check our website regularly (www.svb.nl/bbz).

If you have any questions, feel free to get in touch with the Bureau for Belgian Affairs. We will be happy to assist you.

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Other useful addresses

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