

# Employment condition and qualifying period

## Employment condition after September 2, 2024

The legislative amendment that entered into force in September 2024, extended the employment condition to 12 calendar months.

Starting September 2, 2024, every calendar month where a salary of at least 930 euros is paid is counted as a full month towards the employment condition. A salary of at least 465 euros but less than 930 euros counts as one half of a calendar month.

## Employment condition until September 1, 2024

Before September 1, 2024, calendar weeks during which a person worked and received salary for a minimum of 18 hours counted towards their employment condition. Employment condition weeks are converted to employment condition months by dividing the weeks by four. The weeks must have been accrued after fulfilling the previous employment condition and no later than September 1, 2024. The number indicates how many employment condition months the prior employment condition weeks result in. If the number is not an integer, 0.25 to 0.5 equals one half of an employment condition month while 0.75 equals one full employment condition month. In short, 1 to 2 weeks equal one half of a month and 3 to 4 weeks a full month.

## If 12-month employment condition is fulfilled

When both employment condition weeks and employment condition months factor into the employment condition, the re-fulfilment time may vary. When you register as a jobseeker, the reference period for your employment condition is determined by going backwards from the start date of termination or lay-off. Daily allowance is calculated for the full duration of the employment condition. The maximum period for earnings-related allowance resets when the employment condition is fulfilled.

Qualifying period is always set when the 12-month employment condition is fulfilled.

When the 12-month employment condition is applied, daily allowance is reduced by 20% after 40 paid-out benefit days. When 170 days of the maximum period have been paid out, the benefit is reduced by 25% from the original full daily allowance.

## Qualifying period

The qualifying period is seven weekdays of unemployment or an equivalent period if a person is partly employed during the same period. No allowance is paid for the qualifying period.

The qualifying period is set when the 12-month employment condition is fulfilled. In some cases, the qualifying period may already begin when the 12th employment condition month is ongoing, while in some cases the qualifying period only begins the following month from the date of fulfilling the 12 employment condition months. This can also vary between persons laid off from the same company.

## Qualifying period following 12th employment condition month

For part-time workers, the qualifying period only begins the following month from the date of fulfilling the 12 employment condition months.

### Example 1

- A person works part-time, maintaining their jobseeker status the entire time, and applies for adjusted daily allowance from their fund.
- As of October 31, 2024, they have accrued 11 employment condition months.
- As they are paid a salary of at least 930 euros in November, it counts as their 12th employment condition month.
- For November, they receive daily allowance in the amount they have been receiving thus far.
- The qualifying period starts on December 1, 2024, and continues until the number of hours reach the equivalent of seven unemployment days. The qualifying period must be fulfilled within eight consecutive calendar weeks.
- Following the qualifying period, they will receive new daily allowance for a period equalling a maximum of 40 full benefit days, after which their daily allowance is reduced by 20%.
- New employment condition begins to accrue from December 1, 2024.

### Example 2

- A person is laid off to reduced weekly working hours starting September 16, 2024.
- As of November 30, 2024, they have accrued 11 employment condition months.
- As they are paid a salary of at least 930 euros in December, it counts as their 12th employment condition month.
- For December, they receive daily allowance in the amount they have been receiving thus far.
- The qualifying period begins in January, 2025, starting on the first day of the layoff. The qualifying period must be fulfilled within eight consecutive calendar weeks.
- Following the qualifying period, they will receive new daily allowance for a period equalling a maximum of 40 full benefit days, after which their daily allowance is reduced by 20%.
- New employment condition begins to accrue from January 1, 2025.

### **Example 3**

- A person is laid off to reduced weekly working hours starting December 2, 2024. They also have full lay-off weeks scheduled for the periods of Dec 16 to Dec 21, 2024, Jan 20 to Jan 26, 2025, and Feb 17 to Feb 23, 2025.
- As of December 31, 2024, they have accrued 11 employment condition months.
- As they are paid a salary of at least 930 euros in January, 2025, it counts as their 12th employment condition month.
- For December and January, they receive daily allowance in the amount they have been receiving thus far.
- The qualifying period begins in February, 2025, starting on the first day of the layoff. The qualifying period must be fulfilled within eight consecutive calendar weeks.
- Following the qualifying period, they will receive new daily allowance for a period equalling a maximum of 40 full benefit days, after which their daily allowance is reduced by 20%.
- New employment condition begins to accrue from February 1, 2025.

## **Qualifying period overlapping 12th employment condition month**

If a person becomes unemployed or is laid off and registers as a jobseeker during the 12th month of the 12-month employment condition, the qualifying period begins when the 12th employment condition month is still ongoing.

### **Example 4**

- A person's employment ended on January 17, 2025. They have since registered as an unemployed jobseeker.
- They have accrued 11 employment condition months as of December 31, 2024.
- They are paid a salary of at least 930 euros in January, making it their 12th employment condition month.
- The qualifying period begins once the periodisation for holiday compensation received for full-time employment of more than two weeks comes to an end. The qualifying period must be fulfilled within eight consecutive calendar weeks.
- Following the qualifying period, they will begin to receive full daily allowance for a maximum period of 40 days, after which their daily allowance is reduced by 20%.
- New employment condition begins to accrue from February 1, 2025.

### **Example 5**

- A person is laid off starting November 18, 2024, and they register as an unemployed jobseeker at the onset of their layoff.
- They have accrued 11 employment condition months as of October 31, 2024.
- As they are paid a salary of at least 930 euros in November, it counts as one employment condition month.
- The qualifying period begins at the onset of their layoff on November 18, 2024. The qualifying period must be fulfilled within eight consecutive calendar weeks.

- All salaries earned by November 30, 2024, are taken into account when calculating their daily allowance.
- Following the qualifying period, they will begin to receive full daily allowance for a maximum period of 40 days, after which their daily allowance is reduced by 20%.
- New employment condition begins to accrue from December 1, 2024.