

Belgium

As an annex you can find a link to the FAQ's HR / Corona our firm has published earlier this week.

On top of that it is important to know that as of yesterday our government has imposed additional measures.

A decree was published yesterday afternoon stating that difference must be made between "essential companies" (these are companies rendering essential services or companies that are active in crucial industries) and "non-essential companies".

In summary, the following rules apply:

- a. **Non-essential companies**, whatever their size, have the following obligations:
 - Telehomework is mandatory for all employees whose job content allows this;
 - Jobs that cannot be performed from home because the job content does not allow telehomework can be performed on company premises or elsewhere, provided the employer takes the necessary measures to guarantee compliance with the rules on social distancing. This means a minimum distance of 1,5m between each person must be ensured. This rule also applies to transport organized by the employer;
 - If these measures cannot be respected, the non-essential companies must close.

- b. **Essential companies** must implement, insofar possible, telehomework and rules on social distancing.

A list of essential services and crucial industries has been published as an annex to the decree.

To assess if and how your members can continue their operations they must verify whether they are considered essential or not. For your info: the logistics industry generally qualifies as essential, retail stores (other than food stores, pharmacies etc.) are non-essential and must close.

Kato Aerts
Lawyer | Advocaat | Avocat
d +32 3 304 90 01 | m +32 477 48 70 35

LYDIAN 

Arenbergstraat 23 | 2000 Antwerp | Belgium |
t +32 3 304 90 00 | f +32 3 304 90 19 | RPR Brussels 0473.627.046 |
www.lydian.be | [disclaimer](#) |