

## Employment of students outside school holidays

A student may be taken on outside the school holidays but not under a student contract. A fixed-term and part-time contract of employment has to be concluded with the student for 10 hours a week maximum on average over a period of 4 weeks or a month.

The maximum term of a fixed-term contract is 5 years or 60 months, inclusive of renewals. Such contracts can be renewed more than twice, even for a term exceeding 24 months, without being considered as open-ended contracts.

The student must be 16 years old.

As of 1 January 2017 (index 794.54), the minimum remuneration per student amounts to:

<b>Age</b>	<b>Gross hourly pay</b>	<b>Gross monthly pay</b>
<i>18 and older – skilled</i>	<i>13,8630 €</i>	<i>2.398,30 €</i>
<i>18 and older – unskilled</i>	<i>11,5525 €</i>	<i>1.998,59 €</i>
<i>17 to 18</i>	<i>9,2420 €</i>	<i>1.598,87 €</i>
<i>15 to 17</i>	<i>8,6644 €</i>	<i>1.498,94 €</i>

The student must be affiliated with all the required social security systems. The employer's and personal social security contributions are consequently due in their entirety.

All the legal, contractual or regulatory provisions concerning the working conditions and protection of employees shall apply to students. Like part-time employees, they shall be entitled to proportional paid holidays and legal official holidays.

The exercise of an occupational activity by a student for more than four months, in which s/he earns an income equal to or exceeding the minimum social wage, shall mean loss of the family allowances. The entitlement to family allowances shall be maintained beyond 4 months if the income earned from the occupational activity remains below the minimum social wage.

The income of students under fixed-term contracts shall be taxable and subject to withholding at source. They can file a tax return or draw up an annual statement to recover any tax collected in excess.

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