

## Benefits and vacations



### 1. Benefits

- 100% reimbursement of your public transport pass, payment of a bicycle allowance, free parking (for both cars and bikes) and a car-sharing platform.
- Insurance:
  - Group insurance (pension and death) for administrative, technical and management staff (ATG) employed on operating allowance, assets or social sector (group insurance financed by personal and employer contributions),
  - Hospitalization insurance (and optional outpatient care) at preferential rates (for you and members of your family living in the same household) for all staff members.
  - Personal accident insurance for all staff members
- Structural and occasional teleworking for administrative, technical and management (ATG) staff after 6 months' service,
- Meals at preferential rates
- Subject to availability, a crèche for your children located close to the University of Namur, as well as an after-school care service (day care during the school year and internships during the vacations).
- Sports lessons at preferential rates
- Discounts in partner stores

## 2. Time off

**Statutory** (in proportion to your working time and the number of months worked in the previous year) :

- 20 days for administrative, technical and management (ATG) staff and non-permanent academic and scientific staff
- 22 days for permanent academic and scientific staff.

**Extralegal** (in proportion to your working time and the number of months worked at the Université de Namur in the previous year):

- 6 days of extralegal leave for administrative, technical and management staff (ATG)
- 2 days extra-legal leave for non-permanent academic and scientific

**Age-related for administrative, technical and management (ATG) staff:**

- Between the ages of 45 and 49: 1 extra day
- From age 50: 1 extra day
- From age 60: 1 extra day per year until age 65

**Institutional:**

- Collective closure between Christmas and New Year for all staff (not deducted from your vacation balance)
- Subject to approval by the Board of Directors, 2 days per year set by the Board of Directors in consultation with the Works Council.

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