

The Protocol Directorate of the FPS Foreign Affairs is pleased to inform diplomatic missions and embassies of the **obligation since 2018 to index the wages of their locally recruited staff.**

Indeed, the Act of 15 January 2018 brought within the scope of the Act of 5 December 1968 on joint committees and collective labour agreements locally recruited members of staff:

- of diplomatic missions,
- of permanent representations and
- of foreign consular posts established in Belgium.

This means that diplomatic missions and embassies must comply with the working and pay conditions laid down by the relevant joint committees.

The Protocol Directorate reminds that locally recruited staff may come under 3 joint committees:

- The joint committee 145 for horticultural enterprises, which is competent for gardeners;
- The joint committee 323 for building management, real estate agents and domestic workers, which is competent for the domestic workers;
- The joint committee 337 for the non-profit sector, which is competent for the rest of the staff.

These three joint committees have provided for indexations since 2018:

- **The joint committee 145 has provided for 7 indexations** (see attached document signed by the Chairman of the joint committee):
 - **CLA of 19/01/2023** (wages 2023) => indexation of 10.96% from 1/1/2023
 - **CLA of 31/01/2022** (wages 2022) => indexation of 3.22% and wage increase of 0.4%
 - **CLA of 10/12/2020** (wages 2021) => indexation of 1% from 01/01/2021
 - **CLA of 09/12/2019** (wages 2020) => indexation of 0.89% from 01/01/2020
 - **CLA of 04/07/2019** (wage increase 2019-2020) => wage increase of 1.1% from 01/07/2019
 - **CLA of 19/12/2018** (wages 2019) => indexation of 2.10% from 01/01/2019
 - **CLA of 26/01/2018** (wages 2018) => indexation of 1.79% from 01/01/2018

- **The joint committee 323 has provided for indexation every year since 2018, i.e. 6 indexations** (see attached document signed by the Chairman of the joint committee)
 - **2018:** legal basis: CLA of 8 October 2009 on the linkage of wages to the consumer price index, art. 2 => indexation on 1 January 2018 = 1.83%.
 - **2019:** legal basis: CLA of 8 October 2009 on the linkage of wages to the consumer price index, art. 2 => indexation from 1 January 2019 = 2.16%.
 - **2020:** legal basis: CLA of 24 September 2019 on the linkage of wages to the consumer price index, art. 2 => indexation from 1 January 2020 = 0.80%.
 - **2021:** legal basis: CLA of 24 September 2019 on the linkage of wages to the consumer price index, art. 2 => indexation on 1 January 2021 = 0.95%.
 - **2022:** legal basis: CLA of 24 September 2019 on the linkage of wages to the consumer price index, art. 2 => indexation from 1 January 2022 = 3.58%.
 - **2023:** legal basis: CLA of 24 September 2019 on the linkage of wages to the consumer price index, art. 2 => indexation from 1 January 2023 = 11.08%.

- **The joint committee 337 has provided for 9 indexations.** The 5 declarations signed by the social partners are attached.
 - **1 October 2018:** The expected wages as well as the wages actually paid are calculated by increasing them by 2% since 1 October 2018.
 - **1 April 2020:** The expected wages as well as the wages actually paid are calculated by increasing them by 2% since 1 April 2020.
 - **1 October 2021:** The expected wages as well as the wages actually paid are calculated by increasing them by 2% since 1 October 2021.
 - **1 February 2022:** The expected wages as well as the wages actually paid are calculated by increasing them by 2% since 1 February 2022.
 - **1 April 2022:** The expected wages as well as the wages actually paid are calculated by increasing them by 2% since 1 April 2022.
 - **1 June 2022:** The expected wages as well as the wages actually paid are calculated by increasing them by 2% since 1 June 2022.
 - **1 September 2022:** The expected wages as well as the wages actually paid are calculated by increasing them by 2% since 1 September 2022.
 - **1 December 2022:** The expected wages as well as the wages actually paid are calculated by increasing them by 2% since 1 December 2022.

- **1 January 2023:** The expected wages as well as the wages actually paid are calculated by increasing them by 2% since 1 January 2023.

As a reminder:

In Belgium, most workers benefit from automatic wage indexation based on the consumer price index.

The index is the figure that expresses changes in the prices of a series of services and products that are frequently consumed, known as the consumer price index.

The details of the indexation mechanism may be laid down in collective labour agreements.

To determine the amount of wage indexation, each sector can set a pivotal index. In this case, when the pivotal indexes are exceeded, wages are indexed. This mechanism makes it possible to avoid indexation each time inflation occurs, as indexation is subject to a certain ceiling being exceeded.

The Protocol Directorate requests that diplomatic missions established in Belgium adjust the wages of their locally employed staff, if this has not already been done, to take account of these indexations, which are intended to help workers cope with increases in the cost of living.

It strongly advises diplomatic missions to take these indexations into account when planning their annual budget.

Finally, the Protocol Directorate would like to inform you that the Good Offices Commission responsible for staff employed locally in embassies and diplomatic missions is available to answer any questions on this subject at the following address: commissiondesbonsoffices@emploi.belgique.be