



Joint Committee for Agriculture (JC 144) (except the cultivation of flax, cultivation of hemp and primary processing of flax and/or hemp)

In accordance with European law, this document only contains provisions of collective labour agreements (CLA) which have been declared universally applicable within the meaning of Directive 96/71/EG, i.e., in Belgian Labour Law, conventional provisions made mandatory by Royal Decree, and which are criminally sanctioned in case of non-compliance.

For this reason, this document is regularly updated. It is recommended that posted workers and their employers consult the documents regularly during the period of posting. The date of the last update is indicated in the top right-hand corner.

This document is based on sectoral CLA's. The competent Joint Committee is therefore the one that can ultimately deliver a judgment about the right interpretation of its CLA's.

Only the Dutch and the French versions of the text of the decision to declare a provision universally binding (AVV Decision) has legal validity for the determination of rights and obligations.

*The CLA's hereafter can be consulted on the site of the FPS ELSD in Dutch or in French:
<https://www.werk.belgie.be/nl/themas/paritaire-comites-en-collectieve-arbeidsovereenkomsten-caos/collectieve-4>
<https://www.emploi.belgique.be/fr/themes/commissions-paritaires-et-conventions-collectives-de-travail-cct/conventions-collectives-3>*

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1 Scope of application

This file applies to enterprises governed by the Joint Committee for Agriculture for work performed in Belgium, (except the cultivation of flax, cultivation of hemp and primary processing of flax and/or hemp)

Joint committee for Agriculture Creation and amendments

- (0) Royal decree 09.02.1971 Belgian official gazette 19.03.1971
- (1) Royal decree 21.03.2000 Belgian official gazette 17.05.2000
- (2) Royal decree 15.07.2004 Belgian official gazette 04.08.2004
- (3) Royal decree 03.09.2015 Belgian official gazette 22.09.2015
- (4) Royal decree 23.06.2019 Belgian official gazette 09.07.2019

Article 1, §1, paragraph 14

Competent for workers whose tasks are of a primarily manual nature and their employers in:

1. agricultural companies as such;
2. grass catch crops and grazed orchards, cultivation and drying of tobacco, cultivation and drying of hops, cultivation of medicinal plants, cultivation of sugar beet, cultivation of coffee chicory, cultivation of agricultural seeds and seed potatoes, cultivation of wicker;
3. breeding, poultry farming, beekeeping, fish farming, mussel farming, oyster farming, artificial insemination, including activities carried out wholly or partly on behalf of third parties;
4. care of horses, rental of horse stalls, stables and the maintenance thereof, instructions relating to horse-riding, except for workers performing activities which fall within the competence of the Joint committee for the hotel industry;
5. farm replacement services approved by the competent authority;
6. cultivation of flax, cultivation of hemp, primary processing of flax and/or hemp. "Primary processing" means the separation of the different parts of the plant.



2 Remuneration

2.1 Wage scale (gross)

January 2022: Indexation %: 3,22 %

CLA of 10 December 2020 (162 738) (RD 25/05/2021 – BOG 29/06/2021)

This CLA shall take effect on 1 January 2021 for an indefinite period.

CLA of 4 July 2019 (153.274) (R.D. 20/11/2019– B.O.G 06/12/2019)

This CLA shall take effect on 1 July 2019 for an indefinite period.

2.1.1 Adults

Categories	
Non-qualified	10.35 EUR
Specialised	10.92 EUR
Qualified	11.42 EUR
Overqualified	11.42 EUR
Seasonal and occasional workers	9.85 EUR

2.1.2 Seniority Allowance (except for the seasonal and occasional workers)

From a seniority of 5 years	+ 0.5 %
From a seniority of 10 years	+1 %
From a seniority of 15 years	+1.5 %
From a seniority of 20 years	+ 2 %
From a seniority of 25 years	+2.5 %
From a seniority of 30 years	+ 3 %
From a seniority of 35 years	+3.5 %
From a seniority of 40 years	+ 4 %

2.1.3 Job classification

CLA of 10 December 2020 (162 738)

(RD 25/05/2021 – BOG 29/06/2021)

Fixing wage and working conditions

CHAPTER I. *Scope*

Article 1. This collective labour agreement applies to the employers and the workers they employ, who are members of the Joint Committee for Agriculture, with the exception of:



- the workers who are employed in the sector and who are referred to in Article 8bis of the Royal Decree of 28 November 1969, Belgian Official Gazette of 5 December 1969, concerning social security for workers;
- the employers whose main activity is the cultivation of flax, the cultivation of hemp, the primary processing of flax and/or hemp, and the workers they employ. By "primary processing" is meant: separation of the different parts of the plant.

CHAPTER II. *Job Classification*

Art. 2. Workers are divided into 4 categories:

1. Overqualified

Workers who, on the one hand, are capable of performing all the tasks of a skilled worker and who, on the other hand, are responsible for taking management decisions relating to the whole company and who are responsible for the execution such as:

- fixing the date and method of working the land;
- manuring of the soil;
- sowing and planting;
- harvesting;
- phytosanitary activities;
- caring and feeding of the livestock;
- breeding;
- the cropping plan.

These workers have either A2 level training, supplemented by an entrepreneurial course in post-school education or experience as a business manager, or a sufficiently long experience as an entrepreneur.

2. Qualified

Workers capable of carrying out independently and comprehensively all the agricultural activities entrusted to them and which relate to all the activities of the company or a branch of the company, capable of using all the machinery and tools they need to carry out these activities, and capable of adjusting and maintaining them. This qualification can be attained either through day or post-school courses, or through work experience, or both.

3. Specialized

Workers with at least three years' experience in the activity or company and who can carry out at least half the tasks of a qualified person.

4. Non-qualified

Other permanent workers.

CHAPTER V. *Validity*

Art. 8. This CLA shall take effect on 1 January 2021 and is concluded for an indefinite period.



2.2 Bonuses/Allocations

End of the year bonus

CLA of 4 July 2019 (153 333), amended by CLA of 13 October 2020 (161 894)

(RD 11/11/2019 - BOG 05/12/2019)

(RD 21/03/2021 - BOG 04/05/2021)

End of year bonus

CHAPTER I. *Scope*

Article 1. This collective labour agreement applies to the employers and the workers they employ, who are members of the Joint Committee for Agriculture, with the exception of:

- the workers who are employed in the sector and who are referred to in Article 8bis of the Royal Decree of 28 November 1969, Belgian Official Gazette of 5 December 1969, concerning social security for workers;
- the employers whose main activity is the cultivation of flax, the cultivation of hemp, the primary processing of flax and/or hemp, and the workers they employ. By "primary processing" is meant separation of the different parts of the plant.

CHAPTER II. *Allocation Modalities*

Art. 2. To the blue collar workers referred to in Article 1 shall be allocated at the expenses of Agricultural Guarantee and Social Fund, an end of year bonus to the extent of the performances they have made in the sector during the reference year.

Art.3. The end of year bonus amounts to 6 % and is calculated on the gross wage that the male or female blue collar worker concerned has earned in the reference year.

The annual gross salary on which the end-of-year bonus is calculated is increased by a fictitious daily salary for a certain number of assimilated days, as set out in the instructions of the Social and Agricultural Guarantee Fund.

To these assimilated days are added the days of temporary unemployment due to force majeure corona.

Art 4. Under "reference year" is to be understood the period running from 1 July of the previous year to 30 June of the year in which the bonus is paid.

Art. 5. The end of year bonus is paid to the beneficiaries in the month of December following the reference year to which the bonus is calculated.

Art.6. The following persons shall also be entitled to an end of year bonus paid according to the terms referred to in Article 3:

- The male and female blue collar workers who retired or who entered the System of unemployment with corporate allowance in the course of the reference year;
- The relatives of male and female blue collar workers who are deceased in the course of the reference year;
- The male and female blue collar workers whose employment agreement ended during the reference year with a notice term or a termination of the employment contract by the employer and the payment of a termination severance or whose employment contract was terminated by mutual agreement;
- The male and female blue collar workers linked by an employment contract for a fixed period or for specific work that will end in the course of the reference period.



Art. 7.

Are not entitled to an end of year bonus. the male and female blue collar workers:

- who resign itself;
- who are made redundant because of a compelling reason.

CHAPTER III. *Validity*

Art. 10.

This CLA comes into effect on 1 July 2019 and is concluded for an indefinite period. (*art 3 is amended from 1 March 2020*)

CLA of 10 December 2020 (162 736)

(*RD 25/05/2021 – BOG 29/06/2021*)

Fixing wage and working conditions for seasonal and occasional work

CHAPTER I. *Scope*

Article 1. This collective labour agreement applies to the employers of the companies belonging to the Joint Committee for Agriculture and to their occasional workers as defined in Article 8bis of the Royal Decree of 28 November 1969, adopted in implementation of the Law of 27 June 1969 revising the Decree-Law of 28 December 1944 on social security for manual workers.

CHAPTER III. *End-of-year bonus*

Art. 4. The occasional workers referred to in Article 1 who, during the reference period running from 1 January to 31 December of the year, declared at least 25 days on the occasional form in one or more companies referred to in Article 1 shall be entitled to an end-of-year bonus of EUR 66.94 from the Agricultural Guarantee and Social Fund.

CHAPTER VII. *Validity*

Art. 8. This collective labour agreement shall take effect on 1 January 2021 and is concluded for an indefinite period.

Flat-rate bonus

CLA of 10 December 2020 (162.738)

(RD 25/05/2021 – BOG 29/06/2021)

Fixing wage and working conditions

CHAPTER I. *Scope*

Article 1. This collective labour agreement applies to the employers and the workers they employ, who are members of the Joint Committee for Agriculture, with the exception of:

- the workers who are employed in the sector and who are referred to in Article 8bis of the Royal Decree of 28 November 1969, Belgian Official Gazette of 5 December 1969, concerning social security for workers;
- the employers whose main activity is the cultivation of flax, the cultivation of hemp, the primary processing of flax and/or hemp, and the workers they employ. By "primary processing" is meant: separation of the different parts of the plant.

CHAPTER III. *Wage conditions*

C. Lump-sum premium

Art.6. § 1. From calendar year 2016 on, the employer pays each year. on 1st July, a lump-sum premium to the workers referred to in aforementioned Article 1. This lump-sum premium is only granted to the workers who worked during the reference period, i.e. from July 1st of the previous calendar year to 30th June of the current calendar year in companies belonging to the Joint Committee for Agriculture.

"Employment" comprises the worked and assimilated days as defined in the Article 16 of the Royal Decree of 30 March 1967 laying down the general implementing modalities of the acts on the workers' annual leave (Belgian Official Gazette of. April 6th. 1967)
(See link:[KB van 30 maart 1967](#) (in Dutch) or [AR du 30 mars 1967](#) (in French))

§2. For the workers employed full-time with a complete reference period, the amount of this gross premium is 55.00 EUR.

For part-time workers. the gross premium will be calculated on the basis of the premium of full-time workers and this, depending on the duration of the part-time work.

For the workers who cannot provide evidence that they have worked during a whole reference period. the gross premium will be calculated in proportion of their working time. Every started month accounts for 1/12th. When the occupation comes to an end, the premium is paid off with the last wage settlement.

§3. The amount of the premium is linked to the evolution of the smoothed health index, in accordance with the provisions of the CLA of 4 July 2019, concluded within the Joint Committee for Agriculture, concerning the indexation of wages (agriculture excluding flax) and registered under No. 152 3274/C0/144. This premium is fixed at EUR 60.07 on 1st of January 2021.

§ 4. At company level. this lump-sum premium may be transposed into an equivalent benefit (in case of transposition into meal vouchers, the employer's share increases by 0.5 EUR per day) through the conclusion of a collective labour agreement, filed at the latest on May 1st of the current year, and provided that a copy of that company CLA is forwarded to the Chairman of the Joint commission for Agriculture .

As long as the basic agreement is renewed at the level of the Joint Committee. the conversion will be automatically extended

CHAPTER V. *Validity*



Art.8. This CLA comes into effect on 1 January 2021 and is concluded for an indefinite period

CLA of 10 December 2020 (162 736)

(RD 25/05/2021 – BOG 29/06/2021)

Fixing wage and working conditions for seasonal and occasional work

CHAPTER I. *Scope*

Article 1. This collective labour agreement applies to the employers of the companies belonging to the Joint Committee for Agriculture and to their occasional workers as defined in Article 8bis of the Royal Decree of 28 November 1969, adopted in implementation of the Law of 27 June 1969 revising the Decree-Law of 28 December 1944 on social security for manual workers.

CHAPTER VI. *Flat-rate annual bonus*

Art. 7. § 1. As from the calendar year 2016, the employer shall each year pay a flat-rate bonus of EUR 5.00 gross to the occasional workers referred to in Article 1 who, during the reference period from 1 January to 31 December of the same calendar year, have declared at least 25 days on the occasional form in one or more companies referred to in Article 1. The payment is made at the latest with the wage statement of the month in which the aforementioned 25 days have been reached.

§ 2. The amount of the bonus shall be linked to the evolution of the smoothed health index, in accordance with the provisions of the CLA of 4 July 2019, concluded in the Joint Committee for Agriculture, concerning the indexation of wages, registered under the n° 153274/CO/144. After indexation with 1.00%, the bonus amounts to EUR 5.47 on 1 January 2021.

CHAPTER VII. *Validity*

Art. 8. This collective labour agreement shall take effect on 1 January 2021 and is concluded for an indefinite period.



Fidelity bonus

CLA of 10 December 2020 (162 736)

(RD 25/05/2021 – BOG 29/06/2021)

Fixing wage and working conditions for seasonal and occasional work

CHAPTER I. *Scope*

Article 1. This collective labour agreement applies to the employers of the companies belonging to the Joint Committee for Agriculture and to their occasional workers as defined in Article 8bis of the Royal Decree of 28 November 1969, adopted in implementation of the Law of 27 June 1969 revising the Decree-Law of 28 December 1944 on social security for manual workers.

CHAPTER IV. *Fidelity bonus*

Art. 5. The occasional workers referred to in Article 1 who have declared at least 15 days in the course of the calendar year on the occasional form in one or more of the companies referred to in Article 1 shall be entitled to a taxable fidelity bonus equal to EUR 0.50 per day worked from the Agricultural Guarantee and Social Fund.

CHAPTER VII. *Validity*

Art. 8. This collective labour agreement shall take effect on 1 January 2021 and is concluded for an indefinite period.

3 Reimbursement of Travel, Board and Lodging expenses

As from 30 July 2020, the allowances will have to be paid to posted workers only under the conditions mentioned in Article 5, paragraph 1, subparagraph 2, of the Act of 5 March 2002 concerning the working, remuneration and employment conditions in case of posting of workers in Belgium and the monitoring thereof. In other words, they will only have to be paid when the posted workers have to move to or from their usual workplace in Belgium, or when they are temporarily sent by their employer from that workplace to another workplace).

On the other hand, they may not apply to travel between the country of origin and the workplace in Belgium.

Transport costs

CLA of 11 March 2020 (158 177)

(RD 11/03/2021 – BOG 13/04/2021)

Determination of employers' intervention in workers' transport costs

CHAPTER II. Compensation when using public transport

Art. 2 Workers who make use of any means of public transport are entitled, at the expense of the employer, to reimbursement of the costs incurred at 100% for the distance travelled by the public transport service between home and work.

CHAPTER III. Bicycle allowance

Art. 3 Workers who use a bicycle to commute to and from work are entitled to an allowance of 0.22 EUR per kilometre to be paid by the employer. From 1 December 2020 this amount will be 0.24 EUR per kilometre.

CHAPTER IV. Compensation when using other means of transport

Art. 4 Workers domiciled at a distance of 5 km or more from the workplace and who make use of means of transport other than those referred to in Articles 2 and 3 shall also be entitled, at the employer's expense, to reimbursement of the costs incurred. This reimbursement is calculated per day of work started at 65% of 1/65th of the effective price at 139% of the quarterly train card, for the distance travelled between home and work. There is a maximum of 65/65th per quarter.

From 1 December 2020, reimbursement is calculated per day of work started at 70% of 1/65th of the effective price at 139% of the quarterly train card for the distance travelled between home and workplace.

There is a maximum of 65/65th per quarter. A table of effective amounts as of 1 February 2020 is annexed to this CLA.

For the calculation of distance, reference is made to the number of kilometres along the road, calculated from the workplace to the home.

Art. 5 When workers commute to work by carpooling, the contribution to the social subscription is increased to 139%, subject to the following conditions:

- there are at least 3 workers who carpool;
- carpooling is permanent throughout the year;
- the organisation of public transport is tax deductible for the employer at 120%.



Art. 6. Reimbursement of the expenses incurred as referred to in Articles 2, 3, 4 and 5 shall be made at least monthly.

Art. 7. Without prejudice to the provisions of Articles 2, 3, 4 and 5, the more favourable conditions for transport and reimbursement of transport costs existing at the level of the company shall be maintained.

CHAPTER V. *Validity*

Art.8. This collective labour agreement comes into force on 1 February 2020 and is valid for an indefinite period.

Appendix

Employer's intervention			
Distance in km/	other means of transport 65% intervention		Public transport:
	Per month	Per day	
5	36.74 EUR	1.70 EUR	FREE
6	39.15 EUR	1.81 EUR	
7	41.56 EUR	1.92 EUR	
8	43.97 EUR	2.03 EUR	
9	46.38 EUR	2.14 EUR	
10	48.79 EUR	2.25 EUR	
11	50.90 EUR	2.35 EUR	
12	53.31 EUR	2.46 EUR	
13	55.72 EUR	2.57 EUR	
14	58.13 EUR	2.68 EUR	
15	60.53 EUR	2.79 EUR	
16	62.94 EUR	2.91 EUR	
17	65.05 EUR	3.00 EUR	
18	67.46 EUR	3.11 EUR	
19	69.87 EUR	3.22 EUR	
20	72.28 EUR	3.34 EUR	
21	74.69 EUR	3.45 EUR	
22	77.10 EUR	3.56 EUR	
23	79.21 EUR	3.66 EUR	
24	81.62 EUR	3.77 EUR	
25	84.03 EUR	3.88 EUR	
26	86.43 EUR	3.99 EUR	
27	88.84 EUR	4.10 EUR	
28	91.25 EUR	4.21 EUR	
29	93.36 EUR	4.31 EUR	
30	95.77 EUR	4.42 EUR	
31-33	99.69 EUR	4.60 EUR	
34-36	105.41 EUR	4.87 EUR	
37-39	111.43 EUR	5.14 EUR	
40-42	117.15 EUR	5.41 EUR	
43-45	122.88 EUR	5.67 EUR	
46-48	128.60 EUR	5.94 EUR	
49-51	134.32 EUR	6.20 EUR	
52-54	138.54 EUR	6.39 EUR	



55-57	142.75 EUR	6.59 EUR	
58-60	146.67 EUR	6.77 EUR	
61-65	152.39 EUR	7.03 EUR	
66-70	159.32 EUR	7.35 EUR	
71-75	165.94 EUR	7.66 EUR	
76-80	172.87 EUR	7.98 EUR	
81-85	179.80 EUR	8.30 EUR	
86-90	186.72 EUR	8.62 EUR	
91-95	193.65 EUR	8.94 EUR	
96-100	200.28 EUR	9.24 EUR	
101-105	207.20 EUR	9.56 EUR	
106-110	214.13 EUR	9.88 EUR	
111-115	221.06 EUR	10.20 EUR	
116-120	227.98 EUR	10.52 EUR	
121-125	234.61 EUR	10.83 EUR	
126-130	241.54 EUR	11.15 EUR	
131-135	248.46 EUR	11.47 EUR	
136-140	255.39 EUR	11.79 EUR	
141-145	262.32 EUR	12.11 EUR	
146-150	271.95 EUR	12.55 EUR	



4 Working hours

On average on an annual basis: 38 h/week

*CLA of 4 July 2019 (153 332) (RD 20/11/2019- BOG 06/12/2015)
This CLA comes into effect on 1 July 2019 for an indefinite period.*

10 Public Holidays (Royal Decree 18 April 1974 art.1):

New Year's Day (1/1)
Easter Monday
Labour Day (1/5)
Ascension
Whit Monday
National Holiday (21/7)
Ascension (15/8)
All Saints day (1/11)
Armistice Day (11/11)
Christmas (25/12)

More information on the site of the FPS ELSD:

<https://employment.belgium.be/en/themes/international/posting/working-conditions-be-respected-case-posting-belgium/public-holidays>

20 Legal Holidays (in five-day system):

The legal holidays which the worker is entitled to, shall be calculated annually as a function of the sum of the number of worked days and equivalent days in the holiday service year.

More information on the site of the FPS ELSD:

<https://employment.belgium.be/en/themes/international/posting/working-conditions-be-respected-case-posting-belgium/minimum-paid>