FEDERAL PUBLIC SERVICE
Employment, Labour and
Social Dialogue

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

This information sheet lists the wages and other terms of employment as concluded by collective labour agreement (CLA) in the joint committee and must therefore be paid at least as remuneration to workers employed in Belgium according to the position performed, as the terms and conditions of employment apply to them.

These wages and other provisions also apply to posted workers, when this CLA has been declared binding by Royal Decree. The provisions of such a CLA come into force 10 days after publication of the Royal Decree in the Belgian Official Gazette, with retroactive effect (up to a maximum of one year before publication in the Belgian Official Gazette).
You can check whether the CLA has been declared binding and when (date of publication) by consulting the CLA in the Belgian Official Gazette or by checking the relevant information on the website of the FPS Employment Labour and Social Dialogue in the section CLA search ("CAO zoeken" in Dutch or Recherche CCT in French)

This sheet is regularly updated. Posted workers and their employers are advised to consult the sheets regularly during the period of posting. The date of the last update is indicated in the top right-hand corner.

The information given concerns complex matters. The FPS Employment, Labour and Social Dialogue cannot be held responsible for any imperfections. Corrections, adaptations and suggestions are always welcome at the following address: rct@emploi.belgique.be

More general information about posting can be found on our website section Posting

Contents

Joint Committee for Agriculture (JC 144)(except the non-manual employees and the cultivation of flax, cultivation of hemp and primary processing of flax and/or hemp) 1

1 Scope of application 3

2 Remuneration 3

2.1 Wage scale (gross) 3

2.1.1 Adults 4

2.1.2 Seniority Allowance (except for the seasonal and occasional workers) 4

2.1.3 Job classification 4

2.1.3.1 Job classification 5

2.1.3.2 Validity 5

2.2 Bonuses/Allocations 5
2.2.1 Flat-rate bonus 5
2.2.1.1 Wage conditions 6
2.2.1.2 Validity 6
2.2.2 Additional allowance for working on a public holiday 7
3 Reimbursement of Travel, Board and Lodging expenses 7
3.1 Transport costs 7
3.1.1 Compensation when using public transport 7
3.1.2 Bicycle allowance 7
3.1.3 Compensation when using other means of transport 7
3.1.4 Validity 8
3.1.5 Appendix : Employer's intervention 1 February 2025 8
4 Working hours 10
4.1 Working hours 10
4.2 Public Holidays 10
4.3 Legal Holidays 11

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)

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

(5) Royal decree 22.11.2022 Belgian official gazette 15.12.2022

Article 1, §1, paragraph 14. Competent for workers whose tasks are of a primarily manual nature and their employers in :(till 31 December 2022):

Competent for workers in general and their employers (from 1 January 2023):

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.

The Joint committee for agriculture is not competent for the employees falling within the remit of a specifically competent joint committee or of the Auxiliary joint committee for the non-profit sector. (from 1 January 2023)

2 Remuneration

2.1 Wage scale (gross)

CLA of 18 April 2024 (187715) (R.D. 11/11/2024– B.O.G 10/12/2024)
This CLA shall take effect on 2 January 2024 for an indefinite period.

CLA of 17 December 2024 (191332) (R.D. 13/05/2025 – B.O.G. 24/06/2025)
This CLA shall take effect on 1 January 2025 for an indefinite period.

CLA of 18 December 2025 (197105) ((The universal applicability of the CLA is requested))
This CLA shall take effect on 1 January 2026 for an indefinite period.

2.1.1 Adults

01/2026 Indexation % :

Categories	Wage
Non-qualified	12.43 EUR
Specialised	13.10 EUR
Qualified	13.70 EUR
Overqualified	Minimum 13.70 EUR
Seasonal and occasional workers	12.43 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 18 December 2025 (197105) (The universal applicability of the CLA is requested)

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.

2.1.3.1 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:

5. Other permanent workers.

2.1.3.2 Validity

Art. 8. This CLA shall take effect on 1 January 2026 and is concluded for an indefinite period.

2.2 Bonuses/Allocations

2.2.1 Flat-rate bonus

CLA of 18 December 2025 (197105) (The universal applicability of the CLA is requested)

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.

2.2.1.1 Wage conditions

2.2.1.1.1 Lump-sum premium.

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 of15 December 2023, 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 74.15 on 1st of January 2026.

§ 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

2.2.1.2 Validity

Art.8. This CLA comes into effect on 1 January 2026 and is concluded for an indefinite period

2.2.2 Additional allowance for working on a public holiday

CLA of 13 May 2022 (174199) RD 12/02/2023 – BOG 04/04/2023

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.

Article 2. Seasonal and casual workers who work on a public holiday are entitled to an additional allowance, on top of the usual salary for the hours actually worked.

Article 3. The additional allowance is calculated as follows: the number of hours worked on the public holiday multiplied by the hourly wage.

Article 4. The additional allowance is paid with the first salary settlement following the public holiday worked.

Art.5. This CLA comes into effect on 1 May 2022 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.

3.1 Transport costs

CLA of 17 December 2024 (191335) (R.D. 0705/2025 – B.O.G. 19/05/2025)

3.1.1 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.

3.1.2 Bicycle allowance

Art. 3 Workers who use a bicycle to commute to and from work are entitled to an allowance of 0.27 EUR per kilometre from 1 January 2024 to be paid by the employer.

3.1.3 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 70% 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.

A table of effective amounts as of 1 February 2025 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.

3.1.4 Validity

Art.8. This collective labour agreement comes into force on 1 February 2025 and is valid for an indefinite period.

3.1.5 Appendix : Employer's intervention 1 February 2025

Distance in km	Personal transport reimbursement 70 pct Per month	Personal transport reimbursement 70 pct Per day	Public transport
5	€ 49.62	€2.29	Complete reimbursement
6	€ 52.54	€ 2.43	Complete reimbursement
7	€ 55.79	€2.57	Complete reimbursement
8	€ 59.03	€ 2.72	Complete reimbursement
9	€ 62.27	€ 2.87	Complete reimbursement
10	€ 65.52	€ 3.02	Complete reimbursement
11	€ 68.43	€ 3.16	Complete reimbursement
12	€ 71.68	€ 3.31	Complete reimbursement
13	€ 74.92	€ 3.46	Complete reimbursement
14	€ 78.16	€ 3.61	Complete reimbursement
15	€ 81.08	€ 3.74	Complete reimbursement
16	€ 84.33	€ 3.89	Complete reimbursement
17	€ 87.57	€ 4.04	Complete reimbursement

Distance in km	Personal transport reimbursement 70 pct Per month	Personal transport reimbursement 70 pct Per day	Public transport
18	€ 90.81	€ 4.19	Complete reimbursement
19	€ 93.73	€ 4.33	Complete reimbursement
20	€ 96.98	€ 4.48	Complete reimbursement
21	€ 100.22	€4.63	Complete reimbursement
22	€ 103.46	€ 4.78	Complete reimbursement
23	€ 106.38	€ 4.91	Complete reimbursement
24	€ 109.62	€5.06	Complete reimbursement
25	€112.87	€5.21	Complete reimbursement
26	€116.11	€5.36	Complete reimbursement
27	€119.03	€5.49	Complete reimbursement
28	€122.27	€5.64	Complete reimbursement
29	€125.52	€5.79	Complete reimbursement
30	€128.76	€5.94	Complete reimbursement
31-33	€133.95	€6.18	Complete reimbursement
34-36	€141.73	€6.54	Complete reimbursement
37-39	€149.52	€6.90	Complete reimbursement
40-42	€157.30	€7.26	Complete reimbursement
43-45	€165.09	€7.62	Complete reimbursement
46-48	€172.55	€7.96	Complete reimbursement
49-51	€180.33	€8.32	Complete reimbursement
52-54	€186.17	€8.59	Complete reimbursement
55-57	€191.68	€8.85	Complete reimbursement
58-60	€197.19	€9.10	Complete reimbursement
61-65	€204.33	€9.43	Complete reimbursement
66-70	€213.74	€9.86	Complete reimbursement
71-75	€222.82	€10.28	Complete reimbursement
76-80	€232.22	€10.72	Complete reimbursement
81-85	€241.30	€11.14	Complete reimbursement
86-90	€250.71	€11.57	Complete reimbursement
91-95	€259.79	€11.99	Complete reimbursement
96-100	€268.87	€12.41	Complete reimbursement
101-105	€278.28	€12.84	Complete reimbursement

Distance in km	Personal transport reimbursement 70 pct Per month	Personal transport reimbursement 70 pct Per day	Public transport
106-110	€287.36	€13.26	Complete reimbursement
111-115	€296.77	€13.70	Complete reimbursement
116-120	€305.85	€14.12	Complete reimbursement
121-125	€315.25	€14.55	Complete reimbursement
126-130	€324.33	€14.97	Complete reimbursement
131-135	€333.74	€15.40	Complete reimbursement
136-140	€342.82	€15.82	Complete reimbursement
141-145	€ 351.90	€16.24	Complete reimbursement
146-150	€ 364.88	€ 16.84	Complete reimbursement

4 Working hours

4.1 Working hours

On average on an annual basis: 38 h/week

CLA of 4 July 2019 (153332) (R.D. 20/11/2019- B.O.G. 06/12/2015)

This CLA comes into effect on 1 July 2019 for an indefinite period.

4.2 Public Holidays

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

4.3 Legal 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