Joint Committee for white-collar workers employed in the chemical industry (JC 207)

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

The sub-sectors are not official Joint Subcommittees (JSC). The following wage data are, however, included in the sectorial CLAs of the official Joint Bargaining Committee (JC207).

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

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1 Scope of application

Creation and amendments

R.D. 05/07/1978 – B.O.G. 28/07/1978
R.D. 05/06/1981 – B.O.G. 02/07/1981

Article 1, § 2, point 2. Responsible for the workers whose occupation is mostly of an intellectual nature and for their employers, and this for: with the exception of enterprises belonging to the Joint committee for large retail companies, the Joint committee on department stores or the Joint committee on multi-branch food stores, for enterprises which, either on their own account or on behalf of third parties, carry out production, processing, shaping, packaging, trade and distribution of chemical products, with the exception of medicines for humans and animals, and the production of synthetic products, the processing and shaping of these products when they do not require techniques or knowledge of a trade specific to other branches of activity, and the consultancy offices involved.

For example, the following sectors of activity are considered to meet this definition:

- manufacturing, processing, shaping, packaging and storage of all chemical products, including those resulting from gasification;
- mineral chemistry: elements, acids, bases and salts, mineral fertilizers, alkalis and their derivatives;
- fertilizers and nitrogen products and derivatives;
- electrochemistry and electrothermics;
- organic chemistry and petrochemistry;
- production, synthesis, biosynthesis, cultivation of active substances for therapeutic use;
- production of medicinal products for human and veterinary medicine, including contract manufacturing and packaging;
- pesticide production, including contract manufacturing and packaging;
- dyes, pigments and vitrified enamels;
- paints, varnishes, enamels, coatings, mastics, printing inks, sealing compounds, wood and metal preservatives, building products;
- essential oils, extracts, flavourings, essences, food and feed additives, in so far as they require the use of a chemical process;
- perfumes, eau de toilette extracts, cosmetic, hygiene and toiletries products, including contract manufacturing and packaging;
- soaps, surfactants, detergents, laundry detergents, household and maintenance products;
- glues, gelatins, primers and adhesives;
- powders, explosives, fireworks, including their accessories, matches;
- photographic and cinematographic products, sensitive surfaces, image and sound carriers;
- production of artificial and synthetic plastics, including cellulose derivatives, but excluding artificial and synthetic fibres;
- production of synthetic rubber, vulcanisation and retreading of tyres when these operations are not integrated into a garage business;
- processing and shaping of natural and synthetic rubbers and their associations with plastics;

- wood distillation;
- distillation of coal tar and coal charring derivatives;
- processing of non-food fats;
- compressed, liquefied and dissolved gases, with the exception of petroleum products;
- office products and supplies;
- extraction of plant and animal derivatives;
- manufacturing of mineral oils and fats, with the exception of industries under the
- Joint committee for the petroleum industry and trade;
- laboratories for the industrial analysis of products, nuisances and pollution;
- consultancy offices dealing with matters concerning the chemical industry;
- all applications and by-products of the nuclear industries, with the exception of power generating plants;
- chemical engineering;
- industrial exploitation, treatment and recovery of waste, by-products and residues by physico-chemical and/or chemical processes;
- packaging in aerosol form of all non-food products;
- processing and/or shaping of plastics and synthetic materials, including the manufacture, in the main order, of artificial flowers made of plastics;
- cleaning of tanks by physico-chemical and/or chemical processes;
- latexing, in so far as this activity is not mentioned under another Joint committee, with the exception of the Auxiliary Joint committee for blue-collar workers.

2 Remuneration

2.1 Wages scale (gross)

2.1.1 NATIONAL

2.1.1.1 Minimum monthly salaries : WAGE SCALE

CLA of 18 February 2014 (120 815) (R.D. 08/10/2014-B.O.G. 09/01/2015)

This CLA enters into force on 1 January 2014 and is concluded for an indefinite period of time

CLA of 20 January 2026 (197648) (General binding force has been requested.)

This CLA enters into force on 1 January 2026 and is concluded for an indefinite period of time

Latest update: 01/05/2026

Years Experience	Category 1	Category 2	Category 3	Category 4a	Category 4b
0	2466,90	2517,04			
1	2482,53	2535,54	2571,29		
2	2497,96	2554,17	2599,97		
3	2513,51	2572,58	2628,47	2779,70	

Years Experience	Category 1	Category 2	Category 3	Category 4a	Category 4b
4	2529,14	2591,27	2657,34	2812,60	2988,16
5	2544,71	2609,83	2686,02	2845,59	3025,64
6	2560,19	2628,34	2714,88	2878,67	3062,95
7	2575,68	2646,89	2743,43	2911,55	3100,40
8	2591,27	2665,74	2772,23	2944,57	3137,66
9	2606,78	2684,09	2801,02	2977,48	3175,27
10	2622,21	2702,64	2829,72	3010,47	3212,69
11	2637,80	2721,12	2858,34	3043,57	3249,89
12	2653,41	2739,82	2887,16	3076,59	3287,30
13	2669,00	2758,43	2915,76	3109,55	3324,67
14	2684,45	2776,98	2944,41	3142,63	3362,11
15	2700,01	2795,58	2973,25	3175,71	3399,31
16	2715,44	2814,25	3001,97	3208,50	3436,87
17	2731,10	2832,66	3030,79	3241,41	3474,16
18	2746,65	2851,21	3059,47	3274,61	3511,64
19	2762,05	2869,79	3088,11	3307,42	3548,99
20	2777,66	2888,39	3116,79	3340,52	3586,31
21		2906,99	3145,68	3373,62	3623,78
22			3174,26	3406,65	3661,22
23			3202,99	3439,55	3698,60
24			3231,88	3472,60	3736,01
25			3260,55	3505,37	3773,36
26			3289,26	3538,57	3810,80
27				3571,55	3847,92
28				3604,45	3885,54
29					3922,78

2.1.1.2 Sales representatives

The minimum salary for sales representatives is at least equal to the sectoral minimum salaries linked to experience in category 4A.

CLA of 1 July 2014 (105 219) (R.D. 18/11/2011 -B.O.G. 10/01/2012)

This CLA is concluded for an indefinite period of time and enters into force on 1 July 2011.

2.1.1.3 Companies not covered by the agreement

Companies not covered by the agreement" means: Companies which are not bound, with regard to the possible increase in purchasing power during the period 2021-2022, by a collective labour agreement concluded in accordance with the provisions of the law of 5 December 1968 on collective labour agreements and joint committees.

The monthly salary and team bonuses - provided that they are expressed as lump sums in force on 31 December 2021, effectively paid in companies not covered by the agreement - are increased by 0.4 p.c. gross from 1 January 2022. For the monthly salary, always with a minimum of € 17,333 gross/month.

CLA of 2 December 2021 (169 686) (R.D. 26/06/2022 – B.O.G. 23/11/2022)

This CLA is concluded for an indefinite period of time and enters into force on 1 January 2022

2.1.1.4 Job classification

There is no CLA, which is made compulsory by Royal Decree, available

2.1.1.5 Seniority

Art. 3. If an employee, after the expiry of successive fixed-term contracts, is hired under an open-

ended employment contract, for the same job and without an interruption of more than 4 weeks, no new trial period shall be agreed upon and the seniority already acquired under the fixed-term contracts shall be maintained.

This rule applies on condition that the total duration of the successive fixed-term employment contracts is at least equal to 6 or 12 months in total provided that, in accordance with Article 67, §2 of the Act of 3 July 1978 on employment contracts, the trial period may reach a maximum of 6 or 12 months respectively, depending on whether or not the annual salary exceeds the ceiling specified in Article 67, §2 of the Act of 3 July 1978 on employment contracts.

CLA of 12 July 2007 (84936) (R.D. 19/02/2008 – B.O.G. 9/04/2008)

This CLA is concluded for an indefinite period of time and enters into force on 2 May 2007.

Art. 3 "Relevant experience"

§ 1. "Relevant experience" is understood to mean: any period of professional activity, expressed in full years (= periods of 12 months), as an employed worker, a self-employed person, a civil servant or under an apprenticeship contract, both inside and outside the chemical industry, taking into account the assimilations mentioned in §§ 2, 3 and 4 of this article.

§ 2. All periods of suspension of the employment contract are assimilated to relevant experience except for:

a) periods of suspension of the employment contract without continued pay for a period of more than one month (accumulated on an annual basis);
b) periods of incapacity for work due to illness (other than occupational disease) or a private accident lasting more than one year;
c) periods of full-time time credit (other than thematic leaves) from the second year onwards.

§ 3. Periods of unemployment with benefits are assimilated to relevant experience up to a maximum of one year.

This maximum does not apply if, at the end of this one-year period, the employee concerned undergoes vocational training organized by one of the regional employment services or by one of the training centers accredited by the sector. In this case, the full period of vocational training as an unemployed person entitled to benefits is assimilated to relevant experience.

§ 4. The study period following the period of compulsory education is assimilated to relevant experience up to a maximum of 3 years. For those who have obtained a master's degree, this period is extended to a maximum of 5 years.

§ 5. For the determination of relevant experience, the different periods of professional activity and/or assimilations may not give rise to a cumulation (or double counting) for the same period.

§ 6. For the granting of relevant experience, no distinction is made between full-time and part-time work.

§ 7. For the granting of relevant experience, no distinction is made between relevant experience in Belgium and abroad.

Art. 5 Evolution of the experience-based minimum monthly salaries

§ 1. From the granting of the experience-based minimum monthly salary upon commencement of employment, this minimum monthly salary makes an experience-based jump (= increases) each time the relevant experience, as defined in Article 3 above, has increased by 12 months according to the table set out in the appendix to this collective labour agreement and taking into account § 4 of this article.

§ 2. Employees who have suspended their employment contract for more than one month in the course of 12 months between 2 experience- based jumps without continued pay, shall be entitled, taking into account § 4 of this article, to an experience-based jump equal to the experience-based jump provided for in the remuneration system multiplied by a fraction whose denominator is equal to 12 and whose numerator is equal to the difference between 12 and the number of months of suspension without continued pay, taking into account the assimilation of one month as defined in Article 3, § 1 of this collective labour agreement.

§ 3. In case of change to a higher job category, the new experience-based minimum monthly salary of the new job is immediately granted (= horizontal jump), with the relevant experience being maintained.

The next experience-based jump will occur after 12 months of additional relevant experience as defined in § 1, taking into account § 4 of this article.

§ 4. The experience-based jumps mentioned in §§ 1, 2 and 3, 2nd paragraph and in Article 6, § 2 are effectively granted on 2 fixed dates:

a) 1 April of each year for employees who started work between 1 January and 30 June;

b) 1 October of each year for employees who started work between 1 January and 30 June.

CLA of 18 February 2014 (120798) (R.D. 9/10/2014 – B.O.G. 7/01/2015)

This CLA enters into force on 1 January 2014 and is concluded for an indefinite period of time.)

If a temporary worker is hired under an employment contract with the same user from 1 July 2023, the seniority acquired as a temporary worker with that user is taken over in accordance with the following rules:

- seniority as a temporary worker is assimilated up to a maximum of 24 months for all the benefits at company level for which seniority is taken into account, including full assimilation for all aspects of sectoral CLAs. This provision does not apply to the end-of-year bonus or the second pillar.
- for each block of 20 days of effective services with the same user, the worker is entitled to 1 month of seniority with a maximum of 24 months.

CLA of 29 June 2023 (181421) (R.D. 14/12/2023 – B.O.G. 05/01/2024)

This CLA is concluded for an indefinite period of time and enters into force on 1 July 2023

2.1.2 INDUSTRIE TRANSFORMATRICE DE MATIERES PLASTIQUES DE FLANDRE OCCIDENTALE

CLA of 20 January 2026 (197651) (The request for generally binding force has been submitted.)

Latest update: 01/05/2026

Years Experience	Category 1	Category 2	Category 3	Category 4a	Category 4b
0	2.493,96	2.544,10			
1	2.509,60	2.562,60	2.598,33		
2	2.525,02	2.581,23	2.627,02		
3	2.540,57	2.599,62	2.655,52	2.806,77	
4	2.556,20	2.618,31	2.684,41	2.839,66	3.015,24
5	2.571,78	2.636,86	2.713,08	2.872,66	3.052,69
6	2.587,25	2.655,40	2.741,93	2.905,75	3.090,02
7	2.602,73	2.673,96	2.770,50	2.938,62	3.127,44
8	2.618,31	2.692,77	2.799,29	2.971,66	3.164,72
9	2.633,82	2.711,16	2.828,07	3.004,58	3.202,33
10	2.649,27	2.729,75	2.856,78	3.037,54	3.239,78
11	2.664,84	2.748,18	2.885,40	3.070,61	3.276,96
12	2.680,46	2.766,88	2.914,19	3.103,65	3.314,34
13	2.696,04	2.785,49	2.942,81	3.136,60	3.351,71
14	2.711,50	2.804,05	2.971,48	3.169,69	3.389,15
15	2.727,04	2.822,64	3.000,31	3.202,78	3.426,38
16	2.742,49	2.841,30	3.029,03	3.235,55	3.463,92
17	2.758,14	2.859,70	3.057,83	3.268,47	3.501,18
18	2.773,72	2.878,27	3.086,52	3.301,66	3.538,69
19	2.789,08	2.896,84	3.115,15	3.334,47	3.576,05
20	2.804,73	2.915,44	3.143,84	3.367,56	3.613,40
21		2.934,04	3.172,72	3.400,70	3.650,82
22			3.201,30	3.433,72	3.688,26
23			3.230,05	3.466,62	3.725,66
24			3.258,93	3.499,66	3.763,06
25			3.287,59	3.532,43	3.800,43
26			3.316,30	3.565,62	3.837,87
27				3.598,61	3.875,00
28				3.631,50	3.912,60
29					3.949,84

2.2 Bonuses/Allocations

2.2.1 NATIONAL

2.2.1.1 End of the year bonus

CLA of 13 February 2026 (198283) (The request for generally binding force has been submitted.)

2.2.1.1.1 Terms of granting

Art. 2. An end-of-year bonus is granted by the employers to the workers referred to in Article 1 who:

a) have at least six months' seniority in the company on 31 December of the current year;

b) are bound to the company by an employment contract for employees at the time of payment of the bonus.

Art. 3. The minimum end-of-year bonus is set at 100% of the basic remuneration for the month of December.

Art. 4. Workers who meet the requirements mentioned in Article 2 are entitled to one twelfth of the amount of the bonus per month actually worked during the year in question, from 1 January to 31 December.

Art. 5. If the worker was hired before the 16th day of the month, that month shall be treated as a fully worked month. The month in which the employment contract for employees ends shall be treated as a full month, provided that the contract ends after the 15th day of the month.

2.2.1.1.2 Derogations

Art. 6 Workers whose employment contract is terminated during the year in question, excluding those who resigned before they had at least one year's seniority in the company at the end of the employment contract and excluding those who were dismissed by their employer for serious reasons, shall receive the bonus in proportion to the number of months actually worked during that year, provided that they have six months' seniority in the company at the time when the notice is given.

Art. 7. Retired workers, as well as the beneficiaries of a deceased worker, shall receive the bonus under the same conditions as those mentioned in Article 6. The term "beneficiaries" is understood to mean:

- the surviving spouse;
- failing them, the minor children of the deceased worker who lived with the deceased worker;
- failing them, the parents of the deceased worker whom the deceased worker was supporting.

2.2.1.1.3 Assimilations

Art. 8. The following are considered equivalent to actual work:

- absences due to an occupational disease, an accident at work or an accident on the way to or from work, up to a maximum duration of twelve months and provided that they are recognized by the insurance body;
- absences due to sickness justified by a medical certificate and recognized by the insurance body, up to a maximum duration of six months;
- absences for maternity leave, justified by a medical certificate and recognized by the insurance body;
- the period of birth leave (also referred to as "paternity leave") as defined in Article 30, § 2 of the Act of 3 July 1978 on employment contracts;
- statutory annual leave, public holidays, valid "leave of absence", absences within the framework of the legislation on educational leave and social promotion, days of union leave, leave for the exercise of a part-time political mandate and days not worked in application of Article 77/4 of the Act of 3 July 1978 on employment contracts up to sixty-five days;
- until June 30th, 2026 inclusive, seniority leave and age-related leave in accordance with the CLA of June 29th, 2023 concluded within the Joint committee for employees in the chemical industry, relating to seniority leave and age-related leave (nr. 181422/CO/207, Royal Decree of 14/12/2023, Belgian Official Gazette of 04/01/2024);
- from July 1st, 2026, the seniority leave and age-related days provided for in the CLA of February 13th, 2026 on seniority leave and age-related leave concluded within the Joint committee for employees in the chemical industry;

- the period of adoption leave as defined in Article 30ter of the Act of 3 July 1978 on employment contracts;
- the period covered by the sectoral welfare scheme during the compulsory prophylactic leave in the event of pregnancy and breastfeeding leave, as provided for in the CLA of January 20th, 2026 on maternity guarantees, concluded within the Joint committee for employees in the chemical industry (nr. 197649/CO/207).

2.2.1.1.4 Payment period

Art. 9. The end-of-year bonus is paid before 25 December of the current year.

2.2.1.1.5 Final provisions

Art. 11. This collective labour agreement enters into force on January 1st, 2026 and is concluded for an indefinite period of time.

2.2.2 INDUSTRIE TRANSFORMATRICE DE MATIERES PLASTIQUES DE FLANDRE OCCIDENTALE

See Bonuses/Allocations National

The CLAs mentioned apply only to employers and white-collar workers in companies in the province of West Flanders that belong to the Joint Committee of the Chemical Industry on the basis of their activity in plastics transformation.

No specific bonuses/allocations are applicable.

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 NATIONAL

3.1.1 Transport costs

CLA of 13 February 2026 (198824) (The request for generally binding force has been submitted.)

3.1.1.1 Public rail transport

With regard to transport services organised by the SNCB-NMBS, the employer's contribution in the cost of the ticket has, since February 1st, 2024, been calculated as 80% of the actual price of the rail cards, based on the distance.

This table (Annex 1) is updated annually on February 1st to reflect the SNCB-NMBS's new fares.

3.1.1.2 Public transport other than rail transport

With regard to public transport other than rail transport, the employer's contribution in the price of the subscription shall be calculated in accordance with the terms and conditions set out in Article 4 of Collective labour agreement nr. 19/9 concluded in the National Labour Council.

3.1.1.3 Combined public transport

With regard to combined public transport, the employer's contribution in the price of the ticket shall be calculated in accordance with the terms and conditions set out in Articles 5 and 6 of Collective labour agreement nr. 19/9 concluded in the National Labour Council.

3.1.1.4 Public transport on the territory of another Member State

With regard to public transport on the territory of another Member State, the employer's contribution in the price of the ticket shall be calculated in accordance with the terms and conditions set out in Article 7 of Collective labour agreement nr. 19/9 concluded in the National Labour Council.

3.1.1.5 Impossibility to make normal use of public transport

If the worker cannot make normal use of public transport because it is unavailable due to the geographical location of the company or because of the working hours, the employer's contribution is extended to workers who are forced to use a private means of transport.

Where a means of transport other than public transport is used for a distance of at least 5 km, the employer's contribution remains linked, from February 1st, 2009, to the previous table (in accordance with the Act of 27 July 1962 establishing an employers' contribution in the loss incurred by the SNCB-NMBS as a result of the subscriptions issued for manual workers and employees) on the basis of 70% of the actual price of rail cards, based on the average distance, as set out in the appendix hereto (annex 2) and adjusted to the new fares on February 1st of each year (year N+1).

Art. 5. As long as the SNCB-NMBS does not publish fares for a weekly pass, the columns "weekly pass fares" and "contribution weekly pass" of the table "Employer's contribution in the use of a means of transport other than public transport" (hereto attached) shall be adapted on February 1st of each year (year N+1) (if the SNCB-NMBS publishes new fares), in the following way:

"Weekly pass rates"

The weekly pass rates of the previous year (year N) are increased, for each distance, by the percentage of the price rise, for the same distance(s), of the monthly pass of the current year (year N+1), rounded to 2 decimals on the basis of mathematical rounding.

The increase percentage of the monthly pass price is, in turn, obtained by comparing the monthly pass rates of year N for each distance with the monthly pass rates of year N+1 for each distance.

"Contribution in weekly pass"

The employer's contribution in the weekly pass price is based on an average of 70%.

Art. 6. As long as the SNCB-NMBS publishes fares for monthly passes, quarterly passes and annual passes limited to 150 km, the SNCB-NMBS table will be supplemented by the fares from 151 km up to 200 km included and the corresponding employer's contributions on February 1st of each year (year N+1) (if the SNCB-NMBS publishes new fares), which are obtained following the procedures set out in this article.

Art. 7. The provisions of this CLA do not affect any more favourable working conditions that may exist in the companies.

Art. 8. The employer's contribution in the transport costs of the workers is paid at least monthly.

Art. 9. The employer's contribution in the transport costs of the workers is subject to the delivery, as the case may be, of one or more of the certificates mentioned below:

a) A special certificate issued by the SNCB-NMBS for the train card for transport by rail;

b) An official document stating the distance travelled for the regular use of one or more means of public transport other than rail transport;

c) A statement signed by the workers certifying that they regularly use a means of transport other than those mentioned in (a) and (b) above for a distance of at least 5 km.

Art. 10. § 1. In addition to the contribution to the cost of the train subscription as provided for in this CLA, the employer shall contribute to the cost of a monthly parking subscription in the SNCB-NMBS car parks at the rate of EUR 25 per month, on presentation of supporting documents and in proportion to the subscription formula.

§ 2. From July 1st, 2026, the contribution specified in paragraph 1 shall be increased to EUR 30 per month.

Art. 11. This CLA is concluded for an indefinite period of time. It enters into force on February 1st, 2026.

3.1.1.6 Appendix 1

km	EUR Monthly train card Monthly employer intervention (EUR)	EUR Quarterly train card - Quarterly employer intervention	EUR Annual train card Annual employer intervention	EUR Part-time train card - Employer's contribution	Intervbention employer 80%
1					80,0
2					80,0
3	38,00	106,50	381,00	13,00	80,0
4	41,60	116,00	414,00	14,20	80,0
5	44,80	125,50	448,00	15,30	80,0
6	48,00	133,50	477,00	16,20	80,0
7	50,40	141,50	506,00	17,20	80,0
8	53,60	149,50	534,00	18,20	80,0
9	56,00	157,50	563,00	19,20	80,0
10	59,20	165,50	591,00	20,00	80,0
11	62,40	173,50	620,00	21,20	80,0
12	64,80	181,50	649,00	22,00	80,0
13	68,00	189,50	678,00	23,20	80,0
14	70,40	197,50	706,00	24,00	80,0
15	73,60	206,00	734,00	25,20	80,0
16	76,00	214,00	763,00	26,00	80,0
17	79,20	222,00	792,00	27,20	80,0
18	82,40	230,00	821,00	28,00	80,0
19	84,80	238,00	850,00	28,80	80,0
20	88,00	246,00	878,00	30,00	80,0
21	90,40	254,00	906,00	30,80	80,0
22	93,60	262,00	935,00	32,00	80,0
23	96,00	270,00	964,00	32,80	80,0
24	99,20	278,00	993,00	34,00	80,0
25	102,50	286,00	1022,00	34,80	80,0
26	105,00	294,00	1050,00	36,00	80,0

km	EUR Monthly train card Monthly employer intervention (EUR)	EUR Quarterly train card - Quarterly employer intervention	EUR Annual train card Annual employer intervention	EUR Part-time train card - Employer's contribution	Intervbention employer 80%
27	108,00	302,00	1078,00	36,80	80,0
28	110,50	310,00	1107,00	37,60	80,0
29	113,50	318,00	1136,00	38,80	80,0
30	117,00	326,00	1165,00	39,60	80,0
31-33	121,00	339,00	1211,00	41,60	80,0
34-36	128,00	359,00	1282,00	44,00	80,0
37-39	135,00	378,00	1352,00	46,40	80,0
40-42	142,50	398,00	1422,00	48,80	80,0
43-45	149,50	418,00	1493,00	51,20	80,0
46-48	156,00	438,00	1563,00	53,60	80,0
49-51	163,00	458,00	1634,00	56,00	80,0
52-54	168,00	471,00	1683,00	57,60	80,0
55-57	173,50	486,00	1734,00	59,20	80,0
58-60	178,50	499,00	1783,00	60,80	80,0
61-65	185,00	518,00	1850,00	63,20	80,0
66-70	193,50	542,00	1934,00	65,60	80,0
71-75	202,00	565,00	2018,00	68,80	80,0
76-80	210,00	588,00	2101,00	72,00	80,0
81-85	218,00	611,00	2184,00	74,40	80,0
86-90	226,00	635,00	2268,00	77,60	80,0
91-95	235,00	658,00	2351,00	80,00	80,0
96-100	243,00	682,00	2434,00	83,20	80,0
101-105	252,00	705,00	2518,00	85,60	80,0
106-110	260,00	729,00	2602,00	88,80	80,0
111-115	269,00	752,00	2685,00	91,20	80,0
116-120	277,00	775,00	2769,00	94,40	80,0

Distance (km)	Flex Abonnement 6 (€)	Flex Abonnement 10 (€)	Flex Abonnement 80 (€)	Flex Abonnement 120 (€)
5	18,60	27,20	236,00	312,00
6	20,40	29,60	257,00	340,00
7	22,00	32,00	278,00	367,00
8	23,20	34,00	296,00	391,00
9	24,80	36,00	314,00	414,00
10	26,00	38,00	331,00	438,00
11	27,60	40,00	349,00	462,00
12	28,80	41,60	366,00	485,00
13	30,40	44,00	385,00	509,00
14	31,60	46,40	402,00	532,00
15	33,20	48,00	420,00	555,00
16	34,40	50,40	438,00	579,00
17	36,00	52,00	455,00	602,00
18	37,60	54,40	474,00	626,00
19	38,80	56,00	491,00	650,00

Distance (km)	Flex Abonnement 6 (€)	Flex Abonnement 10 (€)	Flex Abonnement 80 (€)	Flex Abonnement 120 (€)
20	40,00	58,40	509,00	673,00
21	41,60	60,00	526,00	697,00
22	43,20	62,40	544,00	720,00
23	44,80	64,00	562,00	743,00
24	45,60	66,40	580,00	767,00
25	47,20	68,80	598,00	790,00
26	48,80	70,40	615,00	814,00
27	50,40	72,80	633,00	838,00
28	51,20	74,40	651,00	861,00
29	52,80	76,80	669,00	885,00
30	54,40	78,40	686,00	908,00
31-33	56,00	80,80	704,00	931,00
34-36	56,80	82,40	722,00	955,00
37-39	59,20	86,40	751,00	994,00
40-42	63,20	91,20	794,00	1051,00
43-45	66,40	96,00	838,00	1109,00
46-48	69,60	101,00	882,00	1166,00
49-51	72,80	105,50	926,00	1224,00
52-54	76,80	111,00	969,00	1282,00
55-57	80,00	116,00	1013,00	1339,00
58-60	82,40	119,00	1044,00	1380,00
61-65	84,80	123,00	1074,00	1422,00
66-70	87,20	126,50	1106,00	1462,00
71-75	90,40	131,00	1147,00	1518,00
76-80	94,40	137,50	1199,00	1586,00
81-85	99,20	143,00	1250,00	1654,00
86-90	103,00	149,00	1302,00	1722,00
91-95	107,00	155,00	1354,00	1791,00
96-100	111,00	161,00	1406,00	1859,00
101-105	115,00	167,00	1458,00	1928,00
106-110	119,00	173,00	1510,00	1996,00
111-115	123,00	178,50	1561,00	2065,00
116-120	127,00	185,00	1613,00	2134,00
121-125	131,00	190,50	1665,00	2202,00
126-130	136,00	197,00	1717,00	2270,00

3.1.1.7 Appendix 2

Distance	1 week 2025 Price	1 week 2025 Contribution	1 month 2025 - Price	1 month 2025 - Contribution	3 month 2025 - Price	3 month - 2025 - Contribution	12 months 2025 - Price	12 months - 2025 - Contribution
1-3	14,30	9,35	47,50	31,05	133,00	81,90	476,00	311,00
4	15,50	10,15	52,00	33,95	145,00	94,75	518,00	338,45
5	16,80	11,00	56,00	36,60	157,00	102,55	560,00	365,85
6	17,90	11,65	60,00	39,20	167,00	109,10	596,00	389,40
7	19,00	12,35	63,00	41,15	177,00	115,65	632,00	412,90
8	20,00	13,05	67,00	43,75	187,00	122,15	668,00	436,45
9	21,10	13,70	70,00	45,75	197,00	128,70	704,00	459,95

Distance	1 week 2025 Price	1 week 2025 Contribution	1 month 2025 - Price	1 month 2025 - Contribution	3 month 2025 - Price	3 month - 2025 - Contribution	12 months 2025 - Price	12 months - 2025 - Contribution
10	22,20	14,35	74,00	48,35	207,00	135,25	739,00	482,80
11	23,30	15,05	78,00	51,30	217,00	142,80	775,00	509,95
12	24,30	15,75	81,00	53,30	227,00	149,35	811,00	533,65
13	25,50	16,45	85,00	56,35	237,00	157,05	847,00	561,30
14	26,50	17,05	88,00	58,30	247,00	163,70	883,00	585,15
15	27,50	17,65	92,00	60,95	257,00	170,30	918,00	608,35
16	28,50	18,30	95,00	63,15	267,00	177,55	954,00	634,40
17	29,50	18,95	99,00	65,85	277,00	184,20	990,00	658,35
18	31,00	19,65	103,00	68,50	287,00	190,85	1026,00	682,30
19	32,00	20,30	106,00	70,75	297,00	198,20	1062,00	708,70
20	33,00	20,95	110,00	73,40	307,00	204,85	1097,00	732,05
21	34,00	21,65	113,00	75,40	317,00	211,55	1133,00	756,10
22	35,00	22,35	117,00	78,35	327,00	219,00	1169,00	782,85
23	36,00	23,00	120,00	80,65	337,00	226,45	1205,00	809,75
24	37,00	23,80	124,00	83,35	347,00	233,20	1241,00	833,95
25	38,50	24,55	128,00	86,00	357,00	239,90	1277,00	858,15
26	39,50	25,15	131,00	88,35	367,00	247,50	1312,00	884,75
27	40,50	25,90	135,00	91,05	377,00	254,20	1348,00	909,00
28	41,50	26,60	138,00	93,05	388,00	261,65	1384,00	933,30
29	42,50	27,25	142,00	95,75	398,00	266,40	1420,00	957,55
30	43,50	27,95	146,00	98,45	408,00	275,15	1456,00	981,85
31-33	45,50	29,20	151,00	102,55	424,00	287,90	1514,00	1028,00
34-36	48,00	30,70	160,00	110,15	449,00	309,05	1602,00	1102,70
37-39	51,00	32,40	169,00	117,50	473,00	328,90	1690,00	1175,10
40-42	53,00	34,05	178,00	124,80	498,00	349,20	1778,00	1246,65
43-45	56,00	35,70	187,00	132,65	522,00	370,25	1866,00	1323,60
46-48	59,00	37,35	195,00	139,25	547,00	390,55	1954,00	1395,15
49-51	61,00	43,90	204,00	146,85	572,00	411,75	2042,00	1469,90
52-54	63,00	45,55	210,00	151,90	589,00	426,05	2104,00	1521,90
55-57	65,00	47,00	217,00	156,95	607,00	439,05	2167,00	1567,45
58-60	67,00	48,80	223,00	162,35	624,00	454,25	2229,00	1622,70
61-65	69,00	50,25	231,00	168,15	648,00	471,75	2313,00	1683,85
66-70	73,00	53,40	242,00	177,00	677,00	495,25	2417,00	1768,05
71-75	76,00	55,75	252,00	184,95	706,00	518,10	2522,00	1850,75
76-80	79,00	58,05	263,00	193,30	735,00	540,25	2626,00	1930,10
81-85	82,00	60,55	273,00	201,60	764,00	564,20	2730,00	2016,10
86-90	85,00	62,85	283,00	209,35	794,00	587,30	2835,00	2096,95
91-95	88,00	65,40	294,00	218,50	823,00	611,65	2939,00	2184,15
96-100	91,00	67,65	304,00	225,90	852,00	633,20	3043,00	2261,45
101-105	94,00	70,10	315,00	234,85	881,00	656,80	3148,00	2346,85
106-110	98,00	73,30	325,00	243,05	911,00	681,30	3252,00	2431,95
111-115	101,00	75,65	336,00	251,65	940,00	704,05	3356,00	2513,65
116-120	104,00	78,25	346,00	260,35	969,00	729,15	3461,00	2604,40

Distance	1 week 2025 Price	1 week 2025 Contribution	1 month 2025 - Price	1 month 2025 - Contribution	3 month 2025 - Price	3 month - 2025 - Contribution	12 months 2025 - Price	12 months - 2025 - Contribution
121-125	107,00	80,50	356,00	267,90	998,00	751,00	3565,00	2682,65
126-130	110,00	82,90	367,00	276,60	1027,00	774,00	3669,00	2765,20
131-135	113,00	85,45	377,00	285,00	1057,00	799,10	3774,00	2853,15
136-140	116,00	87,70	388,00	293,35	1086,00	821,00	3878,00	2931,75
141-145	119,00	89,95	398,00	300,90	1115,00	842,95	3982,00	3010,40
146-150	123,00	93,15	409,00	309,70	1144,00	866,20	4087,00	3094,55
151-155	126,00	95,40	419,00	317,25	1173,00	888,15	4191,00	3173,30
156-160	129,00	97,65	430,00	325,60	1203,00	910,85	4295,00	3252,05
161-165	132,00	99,95	440,00	333,15	1232,00	932,85	4400,00	3331,55
166-170	135,00	102,20	450,00	340,75	1261,00	954,80	4504,00	3410,30
171-175	138,00	104,50	461,00	349,05	1290,00	976,75	4608,00	3489,00
176-180	141,00	106,75	471,00	356,65	1320,00	999,45	4713,00	3568,55
181-185	145,00	109,80	482,00	364,95	1349,00	1021,40	4817,00	3647,25
186-190	148,00	112,05	492,00	372,55	1378,00	1043,40	4921,00	3726,00
191-195	151,00	114,35	503,00	380,85	1407,00	1065,35	5026,00	3805,50
196-200	154,00	116,60	513,00	388,45	1436,00	1087,30	5130,00	3884,25

3.2 PLASTICS PROCESSING INDUSTRY IN WESTERN FLANDERS

See also Reimbursement of Travel, Board and Lodging expenses - National

The CLAs mentioned apply only to employers and white-collar workers in companies in the province of West Flanders that belong to the Joint Committee of the Chemical Industry on the basis of their activity in plastics transformation:

No specific reimbursement are applicable.

4 Working hours

4.1 Working hours

On average on an annual basis: 38 h/week

CLA of 12 November 1987 (20475) R.D. 06/05/1988 – B.O.G 10/06/1988

This CLA comes into effect on 1 July 1987 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