Joint Committee for the employees of the metal fabrications sector (JC 209)

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

1 Scope of application 4

2 Remuneration 6

2.1 Wage scale (gross) 6

2.1.1 Minimum wages 6

2.1.2 Guaranteed average minimum monthly income 7

2.1.3 Jobclassification and seniority 7

2.2 Bonuses/Allocations 8

2.2.1 End of year bonus 8

2.2.1.1 End of year bonus in the provinces of Flemish Brabant, Walloon Brabant and the Brussels Capital Region 8

2.2.1.2 End of year bonus for employers and scaled and scalable employees of the metal manufacturing industry in the provinces of East and West Flanders 9

2.2.1.3 End-of-year bonus - Land van Waas 11

2.2.1.4 Granting an end of year bonus in the province of Limburg 13

2.2.1.5 Granting an end of year bonus in the province of Antwerp 15

2.2.1.6 End-of-year bonus for the provinces of Hainaut and Namur 17

2.2.1.7 End-of-year bonus for the provinces of Liège and Luxembourg 17

2.2.1.8 Co-ordination on a settlement of a full suspension of the execution of the labour agreement and / or an arrangement of partial employment for lack of work due to economic reasons 18

2.2.2 Conversion of the end-of-year bonus into other benefits 19

2.2.2.1 Scope of application 19

2.2.2.2 Conversion of the end-of-year bonus into other benefits 19

2.2.2.3 Entry into force and duration 21

3 Reimbursement of Travel, Board and Lodging expenses 21

3.1 Transport expenses 21

3.1.1 Scope 21

3.1.2 Public transport 21

3.1.3 Intervention for other means of transport 21

3.1.4 Data 22

3.1.5 Distance of home-workplace travel 22

3.1.6 Compensation for the use of the bicycle 22

3.1.7 Allowance for another means of transport....22
3.1.8 Control....23
3.1.9 Organised collective transport....23
3.1.10 Compensation for special travel....23
3.1.11 More favourable provisions....24
3.1.12 Duration....24
3.1.13 Appendix to the collective labour agreement of 13 November 2023....24
4 Working hours....27
4.1 Working hours....27
4.2 Public Holidays....28
4.3 Legal Holidays....28

1 Scope of application

This file applies to companies governed by the Joint Committee for the employees in the metal fabrications sector, for work performed in Belgium.

Institution and changes

(0) R.D. 05/07/1978 Belgian official gazette 28.07.1978
(1) R.D. 23.03.1987 Belgian official gazette 15.04.1987
(2) R.D. 08.01.1992. Belgian official gazette 21.01.1992
(3) R.D. 19.09.1995 Belgian official gazette 17.10.1995
(4) R.D. 10.02.2008 Belgian official gazette 18.02.2008

Article 1**,** § 2**,** point 1 Competent for workers whose occupation has mainly an intellectual character and for their employers, for enterprises which primarily manufacture, transform, process, assemble or perform one of these operations making use of ferrous and non-ferrous elements, as well as of precious metals, synthetic thermoplastics, thermosetting or composite materials or any other substitute materials, when the implementation of these materials implies techniques or knowledge pertaining to metal, mechanical and electrical constructions, as well as the engineering agencies dealing with them; the individual persons and bodies governed by the Joint Committee for the approved inspection bodies excluded.

The enterprises, with the exception of those whose workers governed by the Joint Construction Committee, primarily engaged in:

- The renting of services and / or of materials for the execution of all lifting work;
- The execution of all lifting work.

Are, for instance, considered to meet this definition, the following activity sectors

- Steel mills and metal casting foundries;
- Wire drawing, drawing, cold rolling, extruding, calendaring and related techniques;
- Forges, prints, large stamping, thermoforming and related industries, including profiles, chains and tubes, with the exception of seamless steel tubes;
- Sheet metal working and diverse manufacturing such as light and heavy packaging, sheet metal products for industrial or non-industrial use, household appliances, construction work accessories, metalwork, metal furniture, beds, box springs and metal mattresses;
- Manufacturing and placement of metalwork, with the exception of enterprises ensuring the placement of more than half of their annual production by their own personnel, and provided that such placement on the building site requires more than 35% of the hours worked by all the blue collar workers of the enterprise;
- Construction, assembly and inspection of bridges, roofs and elevators;
- Boilers and furnaces;
- Ship- and riverboat building and ship and riverboat repair;
- Rail and tramway equipment;
- Automobile, cycle, aerospace and related industries, including the industrial construction of bodies, caravans, trailers and semi-trailers, as well as baby carriages; the industrial construction requires the implementation of industrial processes such as the production in

line or in series, with the exception of the small series or non-serial pieces, and as opposed to craftsmanship;

- Engines, pneumatics, hydraulics, compressors, pumps, fans, machine tools, textile machinery, machinery and tools for shaping synthesis materials, thermoplastics and thermosetting or composites, various machines and all their accessories, tools;
- Various types of mechanical engineering such as those relating to gears and to valves, general mechanical engineering, lathing;
- Lifting, handling and weighing appliances;
- Machinery and equipment for various industries, fine mechanical engineering;
- Equipment for agriculture, horticulture and animal husbandry;
- Repair, maintenance and control of machines, tools, equipment and vehicles produced by enterprises governed by the metal, mechanical and electrical fabrication sector, to the exclusion of those governed by the National Joint Committee of the garage enterprises or the National Joint Committee of commercial aviation ;
- Rectification work;
- Revision of petrol and diesel engines;
- Cutlery;
- Manufacture of chandeliers;
- Manufacture of all lighting and signaling appliances including their placement when the company produces itself in whole or in part the material it installs;
- Industrial electrical equipment and small installation equipment, domestic electric appliances, manufacturing without placement of incandescent fluorescent, neon, mercury vapor, rays or other tubes and lamps;
- Electrical installations, including neon installations, when the enterprise produces itself in whole or in part, the material it installs for industrial use.
- Batteries; accumulators
- Telecommunications, industrial and general use electronics;
- Radio and television appliances, and spare parts;
- Laboratory and measuring devices and the like;
- Optical appliances;
- Special medical equipment, excluding those companies governed by the JC of the chemical industry ;
- Zippers;
- Metal toys;
- Manufacture of musical instruments;
- Electroplating, nickel plating, chrome plating, polishing, glazing, painting of machinery, parts or elements; coloring of metal, painting and baking, covering by dipping, gimping, plasting and their derivatives;

- Processing and / or shaping of plastics and materials related to the manufacture of products for metal; electrical and mechanical construction according to techniques that are suitable for the processing of metals;
- Manufacture of reinforced plastics;
- Manufacture of components for ventilation and air conditioning;
- Water treatment facilities including water purification (electromechanical part);
- Refuse treatment facilities (electromechanical part);
- Watches and silverware industry;
- Arms and ammunition, excluding enterprises governed by the Joint Committee of the armory construction by hand;
- Consultancy agencies dealing with the activity sectors above

2 Remuneration

2.1 Wage scale (gross)

2.1.1 Minimum wages

CLA of 7 July 2025 (194466) (The universal applicability of the CLA is requested)

This CLA comes into effect on 1 July 2025 for an indefinite period.

Latest indexation: 01/07/2026

Administrative employees Step 1	Administrative employees Step 2	Administrative employees Step 3	Administrative employees Step 4
2.648,62	2.648,62	2.756,34	2.948,60

Technical employees Step 1	Technical employees Step 2	Technical employees Step 3	Technical employees Step 4	Technical employees Step5	Technical employees Step 6	Technical employees Step 7
2.648,62	2.648,62	2.648,62	2.648,62	2.756,34	2.778,26	2.948,60

Draughtsmen Step 1	Draughtsmen Step 2	Draughtsmen Step 3	Draughtsmen Step4	Draughtsmen Step 5
2.648,62	2.648,62	2.948,60	3.119,14	3.502,97

Foremen Step 1	Foremen Step 2	Foremen Step 3
2.650,16	3.119,14	3.375,25

Tracers for boiler work Step 1	Tracers for boiler work Step 2
2.948,60	3.097,98

2.1.2 Guaranteed average minimum monthly income

CLA of 7 July 2025 (194465) (The universal applicability of the CLA is requested)

This CLA comes into effect on 1 July 2025 for an indefinite period

Latest indexation: 01/07/2026

National	2.648,62

2.1.3 Jobclassification and seniority

Successive fixed-term employment contracts and temporary contracts that are converted into open-ended employment contracts as of 01.09.2007 take over all the seniority acquired in the company concerned.

If the employee's annual remuneration is lower than the ceiling provided for in Article 67, § 2 of the Law of 03.07.1978 relating to employment contracts and if the total probationary period of the successive fixed-term and temporary employment contracts is at least 6 months, the open-ended contract shall no longer provide for a probationary period.

If the employee's annual remuneration is lower than the ceiling provided for in Article 67, § 2 of the Law of 03.07.1978 relating to employment contracts and if the total probationary period of the successive fixed-term and temporary employment contracts is less than 6 months, the open-ended contract may provide for a probationary period of a maximum duration of 6 months, minus the total duration of the above-mentioned fixed-term and temporary employment contracts. If a probationary period of less than one month remains after this deduction, the open-ended employment contract shall no longer contain a probationary period.

If the employee's annual remuneration is higher than the ceiling provided for in Article 67, § 2 of the Law of 03.07.1978 relating to employment contracts and if the total probationary period of the successive fixed-term and temporary employment contracts is less than 12 months, the open-ended contract may provide for a probationary period of a maximum duration of 12 months, minus the total duration of the above-mentioned fixed-term and temporary employment contracts. If a probationary period of less than one month remains after this deduction, the open-ended employment contract shall no longer contain a probationary period.

Only fixed-term and temporary employment contracts that started after 01.01.2007 shall be taken into consideration.

Fixed-term employment contracts or temporary employment contracts are considered successive if the interruptions between periods of employment do not exceed 3 months.

CLA of 24 September 2007 (85840) (RD 18/09/2008 – BOG 09/12/2008)

This CLA comes into effect on 1 January 2007 for an indefinite period

2.2 Bonuses/Allocations

2.2.1 End of year bonus

2.2.1.1 End of year bonus in the provinces of Flemish Brabant, Walloon Brabant and the Brussels Capital Region

CLA of 4 November 2019 (156078) (Royal Decree 18/04/2021 - Belgian Official Gazette 20/05/2021)

2.2.1.1.1 Scope of application

Art.2. The provisions of this CLA apply only to the scaled and scalable employees.

2.2.1.1.2 Allocation terms

Art. 3. The employees having at least one year of seniority in the company at the end of the reference period are eligible for an end of year bonus.

The period between December 1 of the previous year and November 30 of the year concerned shall be taken into account as reference year.

2.2.1.1.3 Amount

The amount of the end of year bonus is equal to 8.33% of annual gross wage. The annual gross wage is calculated on the basis of the wage corresponding to the effective performances and assimilated periods.

The yearly bonus shall be paid during the month of December of the year concerned.

2.2.1.1.4 Assimilations

The following periods shall be assimilated to effective performances:

- The guaranteed wage for the days of absence due to an industrial accident or an occupational disease;
- The guaranteed wage for disease of common law to a maximum of one month and a maximum of one uninterrupted period per year;
- The guaranteed daily pay;
- The annual holidays;
- The public holidays;
- The short-term absenteeism;
- The days of reduction of working hours;
- The trade union training;
- The trade union hours for fulfilling the mandates in the work's council, the committee on prevention and protection at work, union delegation;
- The seniority leave.

2.2.1.1.5 Pro rata temporis

Employees who have one year or more of seniority on the date of their termination of employment are entitled to a pro rata end-of-year bonus regardless of the manner in which the employment contract comes to an end, except in case of dismissal for serious reasons on the employee's part.

2.2.1.1.6 Duration

This CLA has been concluded for an indefinite period as of 1 July 2019.

2.2.1.2 End of year bonus for employers and scaled and scalable employees of the metal manufacturing industry in the provinces of East and West Flanders

CLA of 15 January 2018 (145052) (R.D. 23/01/2006 – B.O.G. 06/04/2006)

2.2.1.2.1 Introduction

Scope of application

Article 1 This CLA applies to employers and the scaled and scalable employees and the companies situated in the provinces of East and West Flanders, with the exception of the companies located in the “Land van Waas’ area. Under "Land of Waas' are to be understood: Beveren-Waas, Kruibeke, Lokeren, Sint-Gillis-Waas, Sint-Niklaas, Stekene, Temse.

This CLA shall not apply to companies assembling bridges and metal skeletons, or to the following companies: Volvo Cars Gent NV / Ghent and Volvo EUROPE Truck NV / Oostakker.

2.2.1.2.2 General principle

Art. 3. Eligible for an end of year bonus equivalent to a 13th Month

Without prejudice to the terms of this CLA on the entitlement to an end of year bonus and its method of calculation, granting and payment terms, the employee is entitled to an end of year bonus equivalent to a 13th month. To be entitled to an end of year bonus, the employee must be employed by November 30 of the year to which the bonus relates, except in the event of death or of a system of unemployment with company supplement or of retirement

2.2.1.2.3 Conditions for entitlement to the end of year bonus, calculation, granting and payment terms

Art. 4. § 1. Beneficiaries.

A. full-time employment (five-day week): To be entitled to the payment of a end of year bonus, the employee must have actually performed 60 working days during the reference period, except for the cases provided for in Article 4 § 4b and Article 4, § 4c.

B. Full-time employment other than the five-day week: To be entitled to the payment of a end of year bonus, the employee, except for the cases provided for in Article 4, § 4b and Article 4, § 4c, must perform during the reference period a number of effective working days equal to the result of the following operation:

- 60 x number of working days / week
- 5

Example: a white collar worker works full-time in a weekend shift on Saturday and Sunday. He must prove the number of working days according to the following formula:

- 60 x 2 = 24 working days

- 5

C. part-time employment (fixed or variable schedule)

To be entitled to the payment of a end of year bonus the employee must during the reference period perform a number of working hours, equal to a pro rata amount of the working hours a full-time worker performs during 60 working days and this proportionally to his part-time employment.

Example: A white collar worker works 20 hours per week. A full-time worker should work 38 hours per week. A full-time worker should work in 60 days 456 hours. A part-time worker must prove a number of working hours according to the following formula:

- 20 x 456 = 240 hours
- 38

§ 2. Basis of calculation of the end of year bonus

The end of year bonus, as defined in Article 3, is equal to the individual gross monthly wage of the month of July of the reference period to 100%, this means the individual gross monthly wage without any possible supplements.

§ 3. Reference period

The reference period runs from 1 December of the previous year to 30 November of the year to which the end of year bonus relates.

§ 4. Pro rata payments

Without prejudice to the effective performances defined in Article 4, paragraph 1, the employee is entitled to a pro rata end-of-year bonus amounting to 1/12th of the end-of-year bonus per performed month during the reference period:

A. in case of entry into service during the reference period;

B. in case of termination of employment during the reference period regardless of the manner in which the employment contract comes to an end, except in case of dismissal for serious reasons on the employee's part..

§ 5 Assimilations

Without prejudice to performances provided for in the Article 4 § 1, the following periods of absence are assimilated with actual performances in terms of the calculation of the year-end bonus:

- the days of an industrial accident;
- The days of illness and accident of common law: assimilation of the first two periods of absence during the reference period for which a guaranteed monthly wage was paid (the requirement of having been paid a guaranteed monthly wage does not apply in case of maternity leave) with a maximum duration of six months;
- The days of short-term absenteeism;
- Statutory paid public holidays;
- the days of annual leave.

§ 6. Non-assimilated days

The year-end bonus is reduced per non-assimilated day by 1 / 261 of the gross amount of the bonus.

§ 7. Payment Date of the end of year bonus

The yearly bonus is paid by January 31 of the year following the year to which the bonus relates, provided the employee is in service on November 30 of the reference period or in case of termination of employment of the employee.

§ 8. Existing practices and agreements

The existing company agreements and practices relating to the method of calculation and the terms of allocation and of payment of the end of year bonus, which existed prior to the signing of this CLA, shall remain applicable even if these practices and agreements are less favourable than those of this CLA.

The existing agreements and practices in companies, with respect to the height / the amount of end of year bonus (hours, rates, etc.) that are more favourable than the provisions of this CLA shall continue to apply.

§ 9. Derogation

Companies in serious economic and / or financial difficulties may derogate from these CLA clauses provided they obtain a company agreement, which is subsequently endorsed by the competent Joint Bargaining Committee.

2.2.1.2.4 Duration

Art.5. This CLA has been concluded for an indefinite period as of 1 July 2017.

2.2.1.3 End-of-year bonus - Land van Waas

CLA of 15 January 2018 (145054) (R.D. 07/10/2018 – B.O.G. 30/10/2018)

2.2.1.3.1 Scope of application

This collective labor agreement applies to the companies located in the Land van Waas and which fall under the competence of the National Joint Committee for the employees of the metal fabrication industry.

It does not apply to the companies which fall under the competence of the joint section of craft metal processing companies, to the companies which install bridges and metal trusses, or to the shipyards of Rupelmonde, the Nieuwe Scheldewerven and Kruibeke.

2.2.1.3.2 End of year bonus

An end-of-year bonus equalling a thirteenth month is awarded to the employees according to the following implementing provisions:

§1. Basis of calculation

The thirteenth month is equal to the employee's individual basic salary, plus any individual or collective production bonus.

§ 2. Date on which the remuneration is taken into account - Reference period

A. Date on which the remuneration is taken into account:

1. For an employee registered in the personnel register at the date of payment of the bonus: remuneration as of 30 November of the reference year;

2. In the event of the termination of the employment contract during the reference year: remuneration on the first day of the month in which the person concerned leaves the company;

3. For deduction in case of unjustified absence: the remuneration as of 30 November or the first day of the month in which the person concerned leaves the company.

B. Reference period

This period runs from 1 December of the previous year to 30 November of the year to which the bonus relates.

§ 3. Payment of the bonus - Date of payment of the bonus

A. For a full year of service: the bonus will be paid by the last business day before 25 December at the latest;

B. If the emlployee leaves the company in the course of the year: payment with the last payment of the employee's remuneration;

C. If the employee is called for conscription: when the employee's employment contract is suspended.

§ 4. Beneficiaries

To be entitled to the payment of all or part of the end-of-year bonus, the employee must have actually worked 60 days during the reference period, with the exception of employees who die or retire during the reference period. This requirement is also met when a part of the required service is consecutively carried out during the previous reference period.

Part-time employees must have actually worked a number of hours during the reference period, which is equal to a proportion of the number of hours of work to be performed by a full-time employee during 60 working days, in proportion to their full-time job. This requirement is also met when a part of the required service is consecutively carried out during the previous reference period.

Example: an employee works 20 hours a week. A full-time employee works 38 hours a week and therefore 456 hours over 60 working days. The part-time employee must have worked a number of hours calculated on the basis of the following formula: (20 x 456)/38 = 240 hours.

§ 5. Prorated payment

A. Without prejudice to the service actually carried out as referred to in § 4, employees are entitled, when they leave the company, to a prorated end-of-year bonus per month of service amounting to 1/12th of the thirteenth month, regardless of the way in which the employment contract is terminated, except in the case of serious misconduct by the employee.

B. For the calculation of the number of months of service

- an entry into service between the 1st and the 15th day of the month is considered a full month of service;
- a termination of the employment contract between the 16th day and the end of the month is considered a full month of service.

C. In the event of the death of the employee, the individuals who bear the funeral expenses receive the prorated end-of-year bonus.

§ 6. Assimilations

Without prejudice to § 4 of point 5 of this collective labor agreement, the following periods of absence are treated as actual service as regards the calculation of the thirteenth month:

a) Accident at work/occupational disease: assimilation of maximum 365 calendar days per accident at work/occupational disease. § 4 of this collective labor agreement is not applicable here;

b) Sickness, maternity leave and common law accident: assimilation of the first 2 periods of absence for which the employer, pursuant to the Act of 3 July 1978 on employment contracts, must pay the first 30 days (employees with a permanent contract, a fixed-term contract of at least three months or a contract for clearly defined work of at least three months) or the first seven days (employees serving a probationary period, with a fixed-term contract of less than three months or a contract for clearly defined work of less than three months), with a maximum duration of 6 months;

c) Recall for conscription: full assimilation of the recall period, with the exception of a recall during a period of mobilization or war;

d) Leave of absence, annual leave and paid holidays: full assimilation for the duration provided for by law or the collective labor agreement;

e) Credit hours, social promotion, union training, family leave: full assimilation for the duration provided for by the laws or collective labor agreements;

f) Other paid legal or conventional absences: full assimilation for the duration provided for by the laws or collective labor agreements;

g) No assimilation for:

- strikes or lockouts;
- call for conscription (but proportion).

§ 7. Deduction for unjustified absence

The value of 1 normal working day per day of unjustified absence.

§ 8. Final provisions

The more favorable agreements existing at the level of the company remain applicable, with the exception of § 2, A, 2. and § 5, b).

The employee can receive the detailed breakdown of the end-of-year bonus at his/her request.

2.2.1.3.3 Cancelation- duration- termination

This CLA has been concluded for an indefinite period as of 1 July 2017.

2.2.1.4 Granting an end of year bonus in the province of Limburg

CLA of 15 January 2018 (145051) (R.D. 14/10/2018 – B.O.G.31/10/2018)

2.2.1.4.1 Scope of application

Article 1 § 2. For the domains covered by this CLA, the scope is in accordance with the scope that was already provided for by the national or regional CLAs governing these matters or by contracts or practices in these domains existing at company level.

Failing this, the provisions of this CLA apply to the scaled and scalable employees.

2.2.1.4.2 End of year bonus - Realization of a 13th month.

2.2.1.4.2.1 Programmation

Art. 2. A programmation to introduce a 13th month is agreed according to the following provisions : in 1992 : 100% of a monthly wage as a 13th month after one year of seniority;

2.2.1.4.2.2 Granting and payment conditions

2.2.1. The reference period for the calculation of the end of year bonus runs respectively from 1 December of the year prior to the year to which the bonus relates to 30 November of the year to which the bonus relates.

2.2.2. The wages taken into account to calculate the end of year bonus are the basic wages of 1 November of the year to which the bonus relates, premiums or supplements of any kind are not included, with the exception of the productivity bonuses.

2.2.3. The end of year bonus is allocated provided 60 days were actually performed during the meant reference period (reduction in working days –days of working hours reduction included). For the purposes of this paragraph, the days provided for in section 2.2.6. are not considered actually worked days.

2.2.4. Condition to enjoy the end of year bonus

A. to be employed respectively by 30 November of the year to which the bonus relates, except for the cases provided for in paragraph 2.2.7. and
B. at that date having reached. at least 6 months of seniority within the company.

2.2.5. The bonus is paid by 31 December of the year to which the bonus relates. The year-end bonus is reduced by 1 / 260th of the gross amount of the bonus per non-assimilated day .

2.2.6. Subject to 60 days of actual performance during the reference period, the following non-worked days or periods are assimilated to actually worked days:

- The statutory paid public holidays;
- The statutory stipulated short-term absenteism;
- The statutory days of leave;
- The days of reduction of the working hours (AVD-days);
- The days of educational leave;
- The days of union leave;
- The days of family leave with a maximum of 10 days per period of reference;
- The days of recall for military service;
- Sickness, maternity and accident of common law: assimilation of periods of absence during the reference period with a maximum total duration of two months.

These days shall only be assimilated provided 60 actual worked days can be proved during the reference period.

2.2.7 By derogation of article 2.2.4., a) and subject to 60 days of effective performance during the reference period, the employees are paid a pro rata temporis end-of-year bonus in case of termination of employment regardless of the manner in which the employment contract comes to an end, except in case of dismissal for serious reasons on the employee's part.

The condition of sixty days of effective performance in order to be granted the right of a pro rata does not apply in the event of death or of a system of unemployment with a company supplement or of statutory retirement.

In the event of death, the pro rata end-of-year bonus is granted to the person who paid the funeral costs.

2.2.8. The granting and payment terms of the prior existing company agreements remain fully applicable, even if they are less favourable than the granting and payment terms provided for in this CLA.

The companies having already a programming on the amount of the end of year bonus that is more favourable than the provisions of this CLA continue to apply this programming.

2.2.9. The end of year bonus, calculated as mentioned above, is only acquired if no days of unjustified absence occur in the reference period. For each day of unjustified absence served to the beneficiary, a reduction of 10% shall be applied.

2.2.10. Companies in serious economic and / or financial difficulties may derogate from the clauses of these CLAs, provided they agree to follow the provided conciliation procedure.

2.2.1.4.3 Duration

Art. 3. This CLA has been concluded for an indefinite period as of 1 July 2017.

2.2.1.5 Granting an end of year bonus in the province of Antwerp

CLA of 15 January 2018 (145053) (R.D. 04/11/2018 – B.O.G 22/11/2018)

2.2.1.5.1 Scope of application

Article 1. § 2. For the domains covered by this CLA, the scope is in accordance with the scope that was already provided for by the national or regional CLAs governing these matters or by contracts or practices in these domains prior existing at company level.

Failing this, the provisions of this CLA apply to the scales and scalable employees

2.2.1.5.2 End of year bonus - Realization of a 13th month.

2.2.1.5.2.1 Programmation:

A programmation to introduce a 13th month is agreed according to the following provisions : in 1992 : 100% of a monthly wage as a 13th month after one year of seniority;

2.2.1.5.2.2 Granting and payment terms

2.2.1. The reference period for the calculation of the end of year bonus runs respectively from 1 December of the year prior to the year to which the bonus relates to 30 November of the year to which the bonus relates.

2.2.2. The wages taken into account to calculate the end of year bonus are the basic wages of 1 November of the year to which the bonus relates, premiums or supplements of any kind are not included, with the exception of the productivity bonuses.

2.2.3. The end of year bonus is allocated provided 60 days were actually performed during the envisaged reference period (reduction in working days –days of working hours reduction - included). For the purposes of this section, the days provided for in section 2.2.6. are not considered actually worked days.

2.2.4. Condition to enjoy the end of year bonus

A. to be employed respectively by 30 November of the year to which the bonus relates, except for the cases provided for in paragraph 2.2.7. and

B. at that date having reached. at least 6 months seniority within the company

2.2.5. The bonus is paid by 31 December of the year to which the bonus relates. The year-end bonus is reduced by 1 / 260th of the gross amount of the bonus per non-assimilated day .

2.2.6. Subject to 60 days of actual performance during the reference period, the following non-worked days or periods are assimilated to actually worked days:

- The statutory paid public holidays;
- The statutory stipulated short-term absenteism;
- The statutory days of leave;
- The days of reduction of the working hours (AVD-days);
- The days of educational leave;
- The days of union leave;
- The days of family leave with a maximum of 10 days per period of reference;
- The days of recall for military service;
- Sickness, maternity and accident of common law: assimilation of periods of absence during the reference period with a maximum total duration of two months.

These days shall only be assimilated provided 60 actual worked days can be proved during the reference period.

2.2.7 By derogation of article 2.2.4., a) and subject to 60 days of effective performance during the reference period, the employees are paid a pro rata temporis end-of-year bonus in case of termination of employment regardless of the manner in which the employment contract comes to an end, except in case of dismissal for serious reasons on the employee's part.

The condition of sixty days of effective performance in order to be granted the right of a pro rata does not apply in the event of death or of a system of unemployment with a company supplement or of statutory retirement.

In the event of death, the pro rata end-of-year bonus is granted to the person who paid the funeral costs.

2.2.8. The granting and payment terms (with the exception of the programmation : article 2.1. and the equivalence of the maternity leave with effective working days: Article 2.2.6.) of the prior existing company agreements remain fully applicable, even if they are less favourable than the granting and payment terms defined in this CLA.

The companies having already a programming on the amount of the end of year bonus that is more favourable than the provisions of this CLA continue to apply this programming.

2.2.9. The end of year bonus, calculated as mentioned above, is only acquired if no days of unjustified absence occur in the reference period. For each day of unjustified absence served to the beneficiary a reduction of 10%. shall be applied.

2.2.10. Companies in serious economic and / or financial difficulties may derogate from the clauses of these CLAs, provided they agree to follow the provided conciliation procedure.

2.2.1.5.3 Duration

Art. 3. This CLA has been concluded for an indefinite period as of 1 July 2017.

2.2.1.6 End-of-year bonus for the provinces of Hainaut and Namur

CLA of 4 November 2019 (156079) (R.D. 01/07/2020 – B.O.G. 06/08/2020)

2.2.1.6.1 Scope of application

This CLA applies to all employers and scaled and scalable employees from companies governed by the Joint Committee for the employees of the metal fabrications sector, with the exception of companies that install metal bridges and trusses.

2.2.1.6.2 Principle

With effect from the 2019 financial year, the minimum provincial end-of-year bonus corresponds to 1.77% of the gross wages (double holiday pay and end-of-year bonus not included) declared to the National Social Security Office during the reference period (12-month period from 1 December prior to the financial year until 30 November).

With effect from the 2020 financial year, the minimum provincial end-of-year bonus corresponds to 2.36% of the gross wages (double holiday pay and end-of-year bonus not included) declared to the National Social Security Office during the reference period (12-month period from 1 December prior to the financial year until 30 November).

2.2.1.6.3 Pro rata

Except in case of dismissal for serious reasons, the employee whose contract expires during the financial year will receive the end-of-year bonus calculated on the gross wages received between the start of the current reference period and the date of effective termination of his employment contract.

2.2.1.6.4 Payment of the benefits

This bonus is paid every year between 15 and 31 December. If the above-mentioned article 3 applies, the bonus shall be paid when the employee's account is closed.

2.2.1.6.5 Exceptions

The end-of-year bonus referred to in this agreement does not have to be paid by companies which already grant, by way of agreement or custom, an at least equivalent remuneration advantage, regardless of its qualification and the time of payment.

2.2.1.6.6 Application problems

Any problems with the application of this agreement will be submitted by the most appropriate party to the regional conciliation committee of the provinces of Hainaut or Namur of the Joint Committee for the employees of the metal fabrications sector.

2.2.1.6.7 Entry into force – Duration

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

2.2.1.7 End-of-year bonus for the provinces of Liège and Luxembourg

CLA of 4 November 2019 (156081) (R.D. 22/06/2020 – B.O.G. 03/08/2020)

2.2.1.7.1 Scope of application

This CLA applies to all employers and scaled and scalable employees from companies governed by the Joint Committee for the employees of the metal fabrications sector, with the exception of companies that install metal bridges and trusses.

2.2.1.7.2 Principle

With effect from the 2019 financial year, the minimum provincial end-of-year bonus corresponds to 1.77% of the gross wages (double holiday pay and end-of-year bonus not included) declared to the National Social Security Office during the reference period (12-month period from 1 December prior to the financial year until 30 November).

With effect from the 2020 financial year, the minimum provincial end-of-year bonus corresponds to 2.36% of the gross wages (double holiday pay and end-of-year bonus not included) declared to the National Social Security Office during the reference period (12-month period from 1 December prior to the financial year until 30 November).

2.2.1.7.3 Pro rata

Art. 3. Except in case of dismissal for serious reasons, the employee whose contract expires during the financial year will receive the end-of-year bonus calculated on the gross wages received between the start of the current reference period and the date of effective termination of his employment contract.

2.2.1.7.4 Payment of the benefits

Art. 4. This bonus is paid every year between 15 and 31 December. If the above-mentioned article 3 applies, the bonus shall be paid when the employee's account is closed.

2.2.1.7.5 Exceptions

Art. 5The end-of-year bonus referred to in this agreement does not have to be paid by companies which already grant, by way of agreement or custom, an at least equivalent remuneration advantage, regardless of its qualification and the time of payment.

2.2.1.7.6 Application problems

Art. 6. Any problems with the application of this agreement will be submitted by the most appropriate party to the regional conciliation committee of the provinces of Liège and Luxembourg of the Joint Committee for the employees of the metal fabrications sector.

2.2.1.7.7 Entry into force

Art.7. This CLA comes into effect on 1 July 2019 for an indefinite period

2.2.1.8 Co-ordination on a settlement of a full suspension of the execution of the labour agreement and / or an arrangement of partial employment for lack of work due to economic reasons

CLA of 4 November 2019 (156080) (R.D. 20/12/2020 – B.O.G. 18/03/2021)

7. Assimilation

Art. 12. §1. The periods of full suspension of the execution of the labour agreement and / or of an arrangement of partial employment for lack of work due to economic reasons are assimilated to worked days for the implementation of the year-end bonus under the same conditions as it is the case for temporary unemployment for the blue collar workers.

9. Entry into force.

Art. 14. This CLA has been concluded for an indefinite period and comes into effect on 1 July 2019

2.2.2 Conversion of the end-of-year bonus into other benefits

CLA of 19 December 2023 (185714) (R.D. 20/09/2024 - B.O.G 21/10/2024)

2.2.2.1 Scope of application

Article 1. § 1. This collective labour agreement applies to employers and their workers employed under an employment contract for employees belonging to the scope of the Joint committee for employees of the metal manufacturing industry and for whom the provincial or regional collective labour agreement provides for a sectoral end-of-year bonus of at least one full month's pay.

This concerns the following provincial or regional collective labour agreements:

- CLA of January 15th, 2018 concerning the end-of-year bonus for 'het Land van Waas', approved by the Joint committee for employees of the metal manufacturing industry on January 15th, 2018 (registration number 145054/CO/209);
- CLA of January 15th, 2018 concerning the end-of-year bonus in the province of Antwerp , approved by the Joint committee for employees of the metal manufacturing industry on January 15th, 2018 (registration number 145053/CO/209);
- CLA of January 15th, 2018 concerning the end-of-year bonus in the provinces of East and West Flanders,, approved by the Joint committee for employees of the metal manufacturing industry on January 15th, 2018 (registration number 145052/CO/209);
- CLA of January 15th, 2018 concerning the end-of-year bonus in the province of Limburg , approved by the Joint committee for employees of the metal manufacturing industry on January 15th, 2018 (registration number 145051/CO/209);
- CLA of November 4th, 2019 concerning the end-of-year bonus in the provinces of Flemish Brabant, Walloon Brabant and the Brussels Capital Region ,approved by the Joint committee for employees of the metal manufacturing industry on November 4th, 2019 (registration number 156078/CO/209);

§ 2. In companies with several operating sites located in different provinces and/or regions, at least one of which falls within the scope defined above, the regional scope may be extended by means of a company CLA.

2.2.2.2 Conversion of the end-of-year bonus into other benefits

Art. 3. Conditions
§ 1.The end-of-year bonus described in this collective labour agreements may be converted into days off or may be used for a bicycle lease if the following cumulative conditions are met:

A. The conversion may not exceed half of the end-of-year bonus;
B. The conversion is only possible if it has been confirmed in a collective labour agreement at company level;
C. The conversion must always be carried out on a voluntary basis (individual agreement in addition to of collective labour agreement at company level);
D. The conversion must be based on cost neutrality (the conversion of a part of the end-of-year bonus may not entail any cost savings);

E. Workers must receive information in advance about the implications of converting the end-of-year bonus.

§ 2. Because of the cost neutrality of the conversion, all employer costs for the end-of-year bonus must be taken into account when determining the budget that may be used for a bicycle lease and/or for days off.

This includes at least:

- - The quarterly employer contributions to the NSSO;
- The employer contributions to the subsistence protection fund;
- The employer contributions to the supplementary sectoral pension (for member-employers);
- The possible employer contributions to a supplementary sectoral pension plan at company level.

When determining the budget that may be used for a bicycle lease and/or for days off, the real employer costs of the bicycle lease or of the allocation of days off may also be taken into account. These employer costs must be communicated in a detailed and transparent manner.

- § 3. The CLA at company level referred to in article3, § 1, b) contains at least:
  a detailed description of the calculation method for the cost of the bicycle lease and/or of days off;
- the exact calculation method for the budget for the bicycle lease and/or for the conversion into days off;
- - which workers can opt for this system.

This provision does not apply if a collective labour agreement at company level as mentioned in article3, § 1 was concluded before 19 December 2023.

§ 4. The terms and conditions, as well as the implications of the bicycle lease and/or of the conversion into days off that are offered in application of in this chapter, are to be discussed with the competent union delegation. In the absence of a union delegation, they are to be discussed with the workers, who may be assisted by a union secretary.

This covers all relevant aspects of the employer's offer, and at least the possible duration of the bicycle leasing period and the arrangements in case of early termination.

The terms and conditions must be applied in a non-discriminatory manner to all workers who take up the offer.

All workers must be fully and clearly informed about this.

§ 5. An individual agreement stating the main terms and conditions will be concluded between the worker who wishes to take up the bicycle leasing offer described in application of this chapter and the employer. This agreement may not conflict with the collective labour agreement referred to in article3, § 1, b).
This includes at least:

- The amount that is substracted from the end-of-year bonus;

- The date of entry into force and the duration of the bicycle leasing period;
- The practical arrangements at the end of the bicycle leasing period;
- The arrangements in case of early termination of the bicycle lease;
- The worker's commitment to using the bicycle to commute to and from work

Art.4. Moment of choice

§ 1. The worker chooses individually and on a voluntary basis whether or not to take up the option offered to convert part of the end-of-year bonus into an alternative benefit.

The times at which workers can make this choice are determined at company level in accordance with the provisions in article 3 ;

§ 2. The possibility of conversion into an alternative benefit can be applied for the first time on the end-of-year bonus of 2023.

With regard to subsequent end-of-year bonuses, this option may be provided at the latest at the end of the relevant reference period.".

2.2.2.3 Entry into force and duration

Art.6. This CLA comes into effect on 1 September 2023 for an indefinite period

3 Reimbursement of Travel, Board and Lodging expenses

3.1 Transport expenses

CLA of 13 November 2023 ((184150) (R.D. 04/07/2024-B.O.G. 18/07/2024)

3.1.1 Scope

Art. 1. Its application shall, as regards means of transport other than public transport, be limited to employees whose gross monthly salary does not exceed EUR 6 500.

3.1.2 Public transport

Art. 3. From 1 July 2019, the collective labour agreement no. 19/9 of 23 April 2019, concluded within the National Labour Council, on the employer's financial intervention in the cost of public transport for workers, as amended by the collective labour agreement no. 19/10 of 28 May 2019, will apply.

From January 1st, 2024, the amounts of this employer's financial contribution will be increased by 12.5 p.c. as an advance on future increases in the contribution provided for in collective labour agreement no. 19/9.

For that part of the home-workplace journey travelled by means of transport other than public transport, the other provisions of this sectoral collective labour agreement shall apply.

As an additional incentive to use public transport to go to work, the signatory parties recommend that companies apply the possibility of the third-party payer agreement where possible.

3.1.3 Intervention for other means of transport

Art. 4. For each day worked, the employer pays the worker an intervention in the travel expenses.

The amount of this intervention depends on the means of transport and the round trip distance between home and workplace. This intervention is paid monthly.

3.1.4 Data

Art. 5. The worker must provide the employer with all the necessary information concerning their home, the means of transport used and the number of kilometres between home and workplace.

The worker shall communicate any changes to these data to the employer as soon as possible.

The employer may at any time verify the authenticity of these data and ask for supporting documents to be provided.

3.1.5 Distance of home-workplace travel

Art. 6. To determine the distance travelled between home and workplace or part of that journey, the shortest route for the means of transport concerned is taken into account, unless otherwise agreed at company level.

The total round trip distance is rounded up or down to the nearest kilometre depending on whether or not a distance of 500 metres has been exceeded.

In the event of a dispute, the number of kilometres is determined using an automatic route planner, set up for the means of transport used (e.g. www.google.be/maps).

For each working day, the round trip journeys are taken into account only once for compensation, unless the additional home-workplace journeys are made at the express request of the employer.

3.1.6 Compensation for the use of the bicycle

Art. 7. Workers who declare that they use a bicycle and actually use it for their home-workplace journeys are entitled to a bicycle allowance. This allowance amounts to EUR 0.27per kilometre actually cycled, with a maximum of EUR 10.80 per working day.

Home-workplace travel by bicycle" should be understood as: journeys actually made between home and workplace by cycle, motorised cycle or speed pedelec, as defined in the general regulations on road traffic policing, it being understood that motorised cycles and speed pedelec are only taken into consideration when they are electrically propelled.

Both bicycles belonging to the worker, those used in the context of a rental or sharing scheme and those made available in any other way are eligible for the bicycle allowance.

If the bicycle is made available and is fully paid for by the employer, the employer may exclude cumulation with this bicycle allowance.

If the employer makes a car available to the worker and pays for it in full, the employer may exclude cumulation with this bicycle allowance.

For the part of the home-workplace journey for which the worker already receives a public transport allowance, the worker is not entitled to a bicycle allowance.

3.1.7 Allowance for another means of transport

Art. 8. A worker who uses a means of transport other than a bicycle or public transport is entitled to a contribution towards travel expenses of EUR 0.084 per kilometre travelled, up to a maximum of EUR 9.20 per working day.

However, the contribution per working day will be a minimum of EUR 1.69 for journeys up to 20 kilometres and a minimum of EUR 2.03 for journeys from 21 kilometres.

Both bicycles belonging to the worker, those used in the context of a rental or sharing scheme and those made available in any other way are eligible for the bicycle allowance.

If the vehicle is provided and paid for entirely by the employer, the employer may exclude cumulation with this allowance.

3.1.8 Control

Art. 9. The employer may at any time monitor the use of the bicycle or other means of transport and check whether the worker actually uses it for such journeys.

The method of monitoring and other arrangements are set at company level and communicated to the workers.

In companies where there is a trade union delegation, this should be discussed in advance with the trade union delegation.

Any sanctions must be included in the work rules.

A temporary suspension of the right to home-workplace travel allowance may be applied only if it is provided for in the work rules.

3.1.9 Organised collective transport

Art. 10. § 1. Where an employer or group of employers organises collective transport of workers, this collective labour agreement shall be deemed to have been implemented as soon as the charges to the company per worker for the same distance are equal to the compensation that would have been due if the transport had taken place by train.

If this is not the case, the application of the principle according to which the compensation is at least equal to the intervention for transport by train for the same distance travelled will be settled equally at company level.

§ 2. When calculating the distance, account should be taken of the fact that organised collective transport does not generally follow the direct route between the worker's home and workplace. Where appropriate, the distance to be used as a basis for compensation from the employer will be determined on an equal footing at company level.

§3. Where the worker simultaneously uses a means of transport organised by the company and another means of transport, the allowance shall be calculated on the basis of the total distance travelled, minus the costs already borne by the employer for the transport they organise.

The application of the principle according to which the compensation is at least equal to the intervention for transport by train, for the same distance travelled, will be equally regulated at company level, provided that the provisions of § 2 are correctly taken into account.

3.1.10 Compensation for special travel

Art. 11.§ 1. The employer shall reimburse the worker for actual travel expenses incurred in attending training courses at the employer's request.

§ 2. Travel made by the worker to take part in activities within the framework of employment cells is reimbursed in the same way as travel between home and workplace.

3.1.11 More favourable provisions

Art. 12. In the event that different, more favourable provisions on certain points of this collective labour agreement are in force in companies, these may be maintained.

3.1.12 Duration

Art. 15. This collective labour agreement is concluded for an indefinite period and takes effect from 1 January 2024.

3.1.13 Appendix to the collective labour agreement of 13 November 2023

Reimbursement table for journeys between home and workplace using non-public transport

Total distance travelled for the round trip journey in km	Transport by bicyle -Amount per working day
1	0,27 EUR
2	0,54 EUR
3	0,81 EUR
4	1,08 EUR
5	1,35 EUR
6	1,62 EUR
7	1,89 EUR
8	2,16 EUR
9	2,43 EUR
10	2,70 EUR
11	2,97 EUR
12	3,24 EUR
13	3,51 EUR
14	3,78 EUR
15	4,05 EUR
16	4,32 EUR
17	4,59 EUR
18	4,86 EUR
19	5,13 EUR
20	5,40 EUR
21	5,67 EUR
22	5,94 EUR
23	6,21 EUR
24	6,48 EUR
25	6,75 EUR
26	7,02 EUR
27	7,29 EUR

28	7,56 EUR
29	7,83 EUR
30	8,10 EUR
31	8,37 EUR
32	8,64 EUR
33	8,91 EUR
34	9,18 EUR
35	9,45 EUR
36	9,72 EUR
37	9,99 EUR
38	10,26 EUR
39	10,53 EUR
Vanaf 40	10,80 EUR

Total distance travelled for the round trip journey in km	Other means of transport Amount per working day	Total distance travelled for the round trip journey in km	Other means of transport Amount per working day
Van 1 tot 20	1,69 EUR	67	5,65 EUR
Van 21 tot 24	2,03 EUR	68	5,74 EUR
25	2,11 EUR	69	5,82 EUR
26	2,19 EUR	70	5,91 EUR
27	2,28 EUR	71	5,99 EUR
28	2,36 EUR	72	6,08 EUR
29	2,45 EUR	73	6,16 EUR
30	2,53 EUR	74	6,24 EUR
31	2,62 EUR	75	6,33 EUR
32	2,70 EUR	76	6,41 EUR
33	2,78 EUR	77	6,50 EUR

Total distance travelled for the round trip journey in km	Other means of transport Amount per working day	Total distance travelled for the round trip journey in km	Other means of transport Amount per working day
34	2,87 EUR	78	6,58 EUR
35	2,95 EUR	79	6,67 EUR
36	3,04 EUR	80	6,75 EUR
37	3,12 EUR	81	6,83 EUR
38	3,21 EUR	82	6,92 EUR
39	3,29 EUR	83	7,00 EUR
40	3,38 EUR	84	7,09 EUR
41	3,46 EUR	85	7,17 EUR
42	3,54 EUR	86	7,26 EUR
43	3,63 EUR	87	7,34 EUR
44	3,71 EUR	88	7,43 EUR
45	3,80 EUR	89	7,51 EUR
46	3,88 EUR	90	7,59 EUR
47	3,97 EUR	91	7,68 EUR
48	4,05 EUR	92	7,76 EUR
49	4,13 EUR	93	7,85 EUR
50	4,22 EUR	94	7,93 EUR
51	4,30 EUR	95	8,02 EUR
52	4,39 EUR	96	8,10 EUR
53	4,47 EUR	97	8,18 EUR

Total distance travelled for the round trip journey in km	Other means of transport Amount per working day	Total distance travelled for the round trip journey in km	Other means of transport Amount per working day
54	4,56 EUR	98	8,27 EUR
55	4,64 EUR	99	8,35 EUR
56	4,73 EUR	100	8,44 EUR
57	4,81 EUR	101	8,52 EUR
58	4,89 EUR	102	8,61 EUR
59	4,98 EUR	103	8,69 EUR
60	5,06 EUR	104	8,78 EUR
61	5,15 EUR	105	8,86 EUR
62	5,23 EUR	106	8,94 EUR
63	5,32 EUR	107	9,03 EUR
64	5,40 EUR	108	9,11 EUR
65	5,48 EUR	109	9,20 EUR
66	5,57 EUR	Vanaf 110	9,20 EUR

4 Working hours

4.1 Working hours

Employees falling under a specific wage scale or who could fall under a specific wage scale:

average weekly working hours on an annual basis: 38 h/week (1,756 h/year).

CLA of 11 May 1987 (153163) (R.D. 10/03/1988 – B.O.G. 12/04/1988)

This CLA comes into effect on 1 January 1987 for an indefinite period

'Centre', with the exception of first metal manufacturing companies and of companies that mount metal skeletons: the annual working hours are shortened by two days on full pay. Payment shall occur on the basis of the rules governing the public holidays. Not in those companies applying already an average number of working hours of 36 h / week, i.e. 1 663 hours / year. Max. 2 paid local or regional public holidays are not counted in the calculation of this average of 36 h / week.

CLA of 4 April 1985 (12.496) (RD 03/02/1986 – BOG 05/03/1986)

This CLA comes into effect on 1 January 1985 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