Joint Committee for the petroleum industry and trade (JC 211)

In this information sheet, wages and other working conditions are presented as set by a collective labour agreement (CLA) concluded within the joint committee. They must be paid, at a minimum, to workers employed in Belgium, in accordance with the position held and the applicable working conditions.

These wages and other provisions also apply to posted workers, provided that the CLA has been declared binding by Royal Decree. The provisions of such a CLA enter into force 10 days after the publication of the Royal Decree in the Belgian Official Gazette and may apply retroactively (up to a maximum of one year before publication).

You can check if and when the CLA has been declared binding (date of publication) by consulting the CLA in the Belgian Official Gazette or by referring to the relevant information on the FPS Employment website - under "Recherche CCT" ("Search CLA").

By providing these wage details, this document fulfils the information requirements of Directive (EU) 2020/1057 of the European Parliament and of the Council of 15 July 2020 laying down specific rules with respect to Directive 96/71/EC and Directive 2014/67/EU for posting drivers in the road transport sector and amending Directive 2006/22/EC as regards enforcement requirements and Regulation (EU) No 1024/2012.

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

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

You will find more general information on posting in the Posting section of our website.

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1. Scope of application

1.1. Establishment and modifications

(0) RD 12.01.1976 BOG 25.03.1976
(1) RD 29.04.1999 BOG 18.06.1999
(2) RD 10.07.2013 BOG 22.07.2013
(3) RD 12.03.2023 BOG 28.03.2023

Article 1, § 1 competent for workers in general and their employers, i.e. companies which, with regard to petroleum products and their derivatives, carry out an industrial and/or commercial activity.

§ 2. "An industrial and/or commercial activity" means the handling, refining, storage, sale, loading, distribution and unloading of these products when the company:

1° either owns or operates, in any capacity whatsoever, storage facilities with a total volumetric capacity of at least 15,000 m³ of petroleum products and/or derivatives;

2° or meets at least two of the following criteria:

- distributes at least 150,000 tonnes of petroleum products and/or derivatives, excluding fuel oil, per year;
- distributes at least 200,000 tonnes of fuel oil per year;
- uses a tanker fleet with a capacity (cubic capacity) reaching 250 m³ owned by itself or by third parties;
- operates at least 25 retail outlets under a single trade name through which petroleum products and/or derivatives are marketed, and which are owned by the company.

3°

a) "Petroleum products and their derivatives" include compressed, liquefied or dissolved petroleum gases, as well as lubricants and greases;

b) "Fuel oil" means medium-heavy, heavy and extra-heavy fuel oil;

c) "Distribution" means the transport of products on behalf of third parties, including related financial and commercial activities such as order processing (taking and confirming orders), shipment preparation, delivery planning, invoicing and other administrative formalities, and follow-up, managed and performed by the company.

§ 3. The following are excluded from the scope of this joint committee:

1. all companies that use petroleum products and/or derivatives as raw materials, fuels or energy sources for their own non-petroleum production or for internal use, along with their workers;

1/1. companies which deal exclusively with the transport of petroleum products and/or derivatives on behalf of third parties, i.e. from one loading point to another in accordance with the customer instructions, without conducting any financial or commercial activities related to these products;

2. retail companies selling various goods directly to consumers, including petroleum products and/or derivatives, and which fall under the scope of the following joint committees:

- Joint Committee for garage companies;
- Joint Committee for the food trade industry;
- Joint Committee for fuel trade;
- Joint Committee for independent retail;

- Joint Committee for food retail employees;
- Joint Committee for large retail companies;
- Joint Committee for department stores.

2. Remuneration

2.1. Salary scale (gross)

CLA of 9 March 2026 (198801) (Application for binding effect has been submitted).

2.1.1. Manual workers' scales

Indexed minimum basic hourly wages:

- Car drivers: 28,9735 € (Latest indexation: 01/07/2026)

2.1.2. Job classification

Drivers : Tanker or lorry drivers, towing and pushing engine drivers, car drivers.

2.1.3. Seniority

CLA of 15 October 2015 (RD 01.12.2016 - BOG 04.01.2017)
This CLA enters into force on 1 January 2015 and is concluded for an indefinite period of time.

Art. 2. If the conclusion of an open-ended contract between a worker and the employer (entered into after 1 January 2007) was preceded by a fixed-term contract with the same employer, seniority shall be calculated by taking into account the seniority acquired under the fixed-term contract.

Art. 3. If an open-ended contract concluded between a worker and the employer is immediately preceded, without interruption, by a fixed-term contract with the same employer for a similar position, no trial period shall be included in the open-ended contract, insofar as the fixed-term contract lasted as long as the maximum trial period legally allowed for the worker's status.

2.2. Bonuses/Allowances

2.2.1. End-of-year bonus

CLA of 9 March 2026 (198801) (Application for binding effect has been submitted).

Art. 24. The manual workers referred to in Article 1 shall receive, during the last week of the calendar year, an end-of-year bonus equal to 200 hours of the worker's basic hourly wage, indexed at the time of payment of the bonus.

Art. 25. The manual workers who have worked for a company for only part of the year, whether they leave voluntarily or are dismissed, shall receive, upon their departure, a bonus proportional to the number of months of service during that year.

The manual workers who are hired during the year are entitled, at the end of that year, to a bonus amounting to 1/12th of the total bonus for each month they have worked in the firm.

Days of sickness and industrial accidents are considered as days actually worked.

However, if the worker has not worked at all during the calendar year to which the bonus in question relates, they are not entitled to this bonus.

2.2.2. Allowances for dirty work

CLA of 9 March 2026 (198801) (Application for binding effect has been submitted).

Art. 29. A daily allowance equal to at least six hours' wage, calculated on the following basis, shall be granted for the performance of dirty work:

a) Normal wage plus 25 % for the performance of the following work:

- cleaning of furnaces and furnace transfer lines in production units, provided that this concerns the interior of such equipment;
- cleaning of boilers, storage tanks, drums and tanks, railway wagons, lorries and lighters, provided that the cleaning is carried out on the inside and that the contents consisted of black products, butane and propane;
- removal of sludge from oil separators;
- repair of such equipment and installations, provided that the repair was carried out prior to cleaning;
- unloading of coal;
- cleaning of bilges beneath the engine rooms of tanker-lighters;
- cleaning of engine casings of diesel propelled ships;
- tarring beneath tanks and reservoirs;
- erection of scaffolding in boilers and chimneys, provided that this work is carried out prior to cleaning;
- repair of tanks and heat exchangers prior to cleaning and used for black products;
- degreasing and stripping of tank wagons and tank lorries;
- repair and cleaning of diesel engines (conditions specified);
- cleaning of underground tanks;
- certain cut-back loading and blending operations;
- incineration of residues.

b) Normal wage plus 25 to 50 %:

- cleaning the inside of columns.

b) Normal wage plus 50 %:

- cleaning and sweeping of cold oil tanks on ships.

b) Normal wage plus 100 %:

- cleaning and sweeping of steam-treated oil tanks on ships.

2.2.3. Shift work

CLA of 9 March 2026 (198801) (Application for binding effect has been submitted).

2.2.3.1. Shift work

Art. 32. Without prejudice to the provisions of the Labour Law of March 16th, 1971, the following allowances shall be granted for all shift work:

1° day shifts: 9.5% for all manual workers on day shifts;

2° night shifts: 35.5% on the basic wage.

Art. 33. “Basic wage” means: the wage set out in Article 12, linked to the consumer price index, increased, for refinery workers, where applicable, by the allowance provided for in Article 22.

“Day shift” means: a shift working from 6 am to 2 pm or from 2 pm to 10 pm.

“Night shift” means: a shift working between 10 pm and 6 am.

Art. 34. If work is carried out in two shifts, with the first shift starting before 7.00 am and the second shift finishing after 8.00 pm, but no later than 10.00 pm, the allowance for the day shift, provided for in the preceding article, is payable for both shifts.

Art. 35. In the case of regular shift work, the regular shift bonus must be included in the normal wage for leave of absence, guaranteed weekly wage and public holidays.

2.2.3.2. Occasional shift work

Art. 36. Occasional shift work entitles the worker to an allowance equal to:

- 19 % for all manual workers on day shifts;
- 71 % of the basic wage for work carried out by the night shift.

To calculate this allowance, the rules laid down in Articles 32, 33 and 34 for shift work shall apply.

Art. 37. Any work lasting a maximum of seven consecutive working days is considered occasional shift work. From the eighth working day onwards, the standard allowances for shift work are payable.

Art. 38. Manual workers shall not, under any circumstances, suffer any detriment as a result of working occasional shifts.

It follows that the manual workers must receive the normal wage corresponding to the wage for the hours previously worked each day, plus the bonuses provided for in Article 36, for the hours actually worked during occasional shifts.

2.2.4. Work on Saturdays

CLA of 9 March 2026 (198801) (Application for binding effect has been submitted).

Art. 39. § 1. Manual workers who, pursuant to the provisions of Article 6, are required to work on Saturdays, are entitled to payment for the hours actually worked, with a minimum of three hours, plus:

- 50 % for the first two hours of work;
- 100 % for subsequent hours worked,

without prejudice, where applicable, to any shift allowances due.

This provision also applies to work on Saturdays at the aerodrome.

§ 2. In addition to the allowances provided for in Articles 32 and 36, the following supplementary allowances shall be paid for continuous shift work on Saturdays:

- day shifts: 22 % on the basic wage;
- night shifts: 50 % on the basic wage.

The start and end times for shift work on Saturdays (24 hours) are set at company level.

2.2.5. Work on Sundays

CLA of 9 March 2026 (198801) (Application for binding effect has been submitted).

Art. 40. § 1. A 100% increase on the indexed basic wage shall be granted for all work carried out on Sundays.

The start and end times for shift work on Sundays (24 hours) are set at company level.

These provisions also apply to night watchmen and porters.

§ 2. This 100% increase does not preclude the payment of the shift bonus nor the 7.5% bonus referred to in Article 53, which must be added to the 100% increase referred to in § 1 of this Article.

2.2.6. Overtime

CLA of 9 March 2026 (198801) (Application for binding effect has been submitted).

2.2.6.1. A. Normal working hours

Art. 44. Overtime hours

Workers are entitled to the wage supplement provided for by the Law of March 16th, 1971, where working hours exceed either:

- the 8-hour working day;
- the 40-hour working week;
- the 38-hour average.

In the case of workers employed on Saturdays pursuant to Article 6, this wage supplement is payable where working hours exceed either 8 hours per day, 48 hours per week or 80 hours calculated over two weeks.

Art. 45. Only overtime worked in excess of the daily and weekly working time limits set at company level and set out in the work regulations shall give rise to payment of overtime pay.

Art. 46. Without prejudice to the application of Article 29 of the Labour Law of March 16th, 1971 (Belgian Official Gazette of March 30th, 1971) and Article 6, § 1 of this collective labour agreement, manual workers are entitled, for overtime worked immediately after the end of the daily work on each of the first five days of the week, to a 100% wage increase from the fifth hour of overtime per day. Overtime is paid on a pro rata basis.

However, overtime of between fifteen and thirty minutes is counted as half an hour, and overtime exceeding thirty minutes is counted as one hour.

2.2.6.2. Overtime following a call-back

Art. 48. Where a manual worker is called back after having completed their full daily work, they shall be paid:

- for work of less than four hours: four hours' normal wage;
- for work of more than four hours: eight hours' normal wage;
- for the return journey: a lump-sum allowance equivalent to one hour's normal wage;
- for the work performed: a wage supplement of 50% for the first two hours and 100% for subsequent hours, even if the limits set out in Article 44 are not exceeded.

This wage supplement described above does not apply to activities related to normal operations, i.e. the loading and unloading of ships, lighters, tank wagons and tank lorries.

This provision applies equally to urgent and necessary work, work necessitated by force majeure, and normal operational work.

Art. 49. In the event of overtime following a call-back, fractions of an hour shall be accounted for as follows:

- less than fifteen minutes: no supplement payable;
- fifteen to thirty minutes: a half-hour supplement;
- more than thirty minutes: one-hour supplement.

3. Reimbursement of travel, board and lodging expenses

3.1. Transport expenses

CLA of 17.10.2019 (155195) (RD 11.06.2020 – BOG 22.07.2020)

Art. 2. For all means of transport not organised by the company, flat-rate benefits are introduced. These cover travel by public means of transport such as local railways, buses, trams and trains, as well as by any private means of transport, regardless of the type (car, motorbike, bicycle, etc.).

Art. 3. The flat-rate allowance is granted, with no upper limit on remuneration, at the rate of 100% of the "Standard Season Ticket" of the National Railway Company of Belgium (formerly known as the "Preferential Reimbursement Ticket" or "Ten-Ride Pass").

Rates are applied to distances in increments of 5 km.

For each 5 km concentric zone, the rate applied corresponds to the upper limit of the range.

Examples:

- 1 to 5 km: 5 km rate;
- more than 5 to 10 km: 10 km rate;
- more than 10 to 15 km: 15 km rate;
- more than 15 to 20 km: 20 km rate;
- more than 20 to 25 km: 25 km rate;
- more than 25 to 30 km: 30 km rate;
- more than 30 to 35 km: 35 km rate;
- more than 35 to 40 km: 40 km rate;
- more than 40 to 45 km: 45 km rate;
- more than 45 to 50 km: 50 km rate;
- more than 50 to 55 km: 55 km rate;
- more than 55 to 60 km: 60 km rate;
- more than 60 to 65 km: 65 km rate;
- more than 65 to 70 km: 70 km rate;
- more than 70 to 75 km: 75 km rate;
- more than 75 to 80 km: 80 km rate;

- more than 80 to 85 km: 85 km rate;
- more than 85 to 90 km: 90 km rate;
- more than 90 to 95 km: 95 km rate;
- more than 95 to 100 km: 100 km rate;
- more than 100 to 105 km: 105 km rate;
- more than 105 to 110 km: 110 km rate
- more than 110 to 115 km: 115 km rate;
- more than 115 to 120 km: 120 km rate;
- more than 120 to 125 km: 125 km rate;
- more than 125 to 130 km: 130 km rate;
- more than 130 to 135 km: 135 km rate;
- more than 135 to 140 km: 140 km rate;
- more than 140 to 145 km: 145 km rate;
- more than 145 to 350 km: 350 km rate.

Art. 4. The applicable rate is calculated based on concentric circles at 5 km intervals, with the center located at:

a) the "workplace", if there is no company-organised transport or if the worker does not make use of it;

b) the "pick-up point", if there is company-organised transport and the worker uses it.

Art. 5. In the case of combined transport by rail and other public or private means of transport for the remainder of the journey, the above-mentioned flat-rate system shall continue to apply.

Art. 6. For travel by bicycle, an allowance of EUR 0.23/kilometre is granted, up to a maximum distance of 100 km (round trip), provided that the journey starts and ends at either the workplace or the pick-up point.

As of 1 January 2016, this allowance is automatically adjusted to the tax-exempt ceiling set by the government.

So-called "speed pedelecs" (high-speed electric bicycles) may qualify for this allowance once the legal framework has been amended by the government. This shall apply from the date determined by the government for the implementation of the system, but not before 1 January 2017.

In all other cases, the previously agreed concentric zone system shall apply without modification.

In exceptional circumstances, which must be justified by the company, the actual travel distance may be used instead of the default "as-the-crow-flies" distance.

Art. 7. The following cases are excluded:

1. The worker lives less than one kilometre from the workplace;
2. The worker uses a company vehicle, whether a truck, van or car.

Art.8. If, under specific company schemes, certain workers already receive flat-rate travel allowances (hourly, daily, weekly, monthly or annual), these must be compared with the flat-rate scheme described above.

The most favourable scheme shall prevail.

Under no circumstances may the special company scheme be combined with the scheme established by this collective labour agreement.

Validity

Art.9. This collective labour agreement enters into force on 1 January 2019.

It is concluded for an indefinite period of time.

4. Working time

4.1. Weekly working time

Art. 6. § 1. The weekly working hours are set at 38 hours.

§ 2. Twelve days' leave are granted as a reduction in working hours (calculated on a pro rata basis of the actual working hours – this applies to those who work only for part of the year). This working time amounts to a 36-hour average.

4.2. Public holidays

10 public holidays (art.1 RC 18.04.1974):

- New Year's Day (1 January)
- Easter Monday
- Labour Day (1 May)
- Ascension Day
- Whit Monday
- National Holiday (21 July)
- Assumption Day (15 August)
- All Saints' Day (1 November)
- Armistice Day (11 November)
- Christmas Day (25 December).

More information is available on our website:

https://emploi.belgique.be/fr/themes/international/detachement/conditions-de-travail-respecter-en-cas-de-detachement-en-3

4.3. Statutory leave

20 days of statutory leave (in the five-day scheme):

The number of statutory leave days to which the worker is entitled is calculated annually based on the total number of actual working days and equivalent days in the holiday service year.

More information is available on our website

https://emploi.belgique.be/fr/themes/international/detachement/conditions-de-travail-respecter-en-cas-de-detachement-en-4