

Belgium– construction sector

(last update December 2014)

Mandatory declarations on posting

An employer who posts his workers to Belgium must, for work carried out in Belgium, comply with the working, wage/salary and employment conditions laid down by Belgian law, administrative regulations or agreements which are subject to the provisions of penal law (art. 5(1) of the Act of 5 March 2002).

Legal basis:

- Belgian Act of 5 March 2002 transposing Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services, and introducing a simplified system for the maintenance of social records by undertakings that post workers to Belgium
- Royal Decree of 1st April 2007 laying down arrangements for implementing the simplified establishment and social documentation system for undertakings posting workers to Belgium and defining the activities in the construction industry mentioned in Article 6, § 2, of the Posted Workers Act.

Minimum wages

(Since 1/10/2014)

Minimum hourly gross wages

- Unskilled (I) € 13,37
- Specialist (II) € 14,26
- Skilled 1st grade (III) € 15,16
- Skilled 2nd grade (IV) € 16,09

Wage supplements

The employer is obliged to pay an allowance to the workers for their transport to the building site when the distance between the place of residence and the workplace is less than 10 km.

The additional living allowance is € 26,11 per day

The accommodation allowance is € 12,47 per day

Deductions

Social security contributions at 13,07 % (on 108 % of the gross hourly wage);

The tax rate is determined by the composition of the family.

Accidents at work or occupational diseases

Daily 8 hours, from the 9th hour the employer has to pay a bonus of 50 %.

Weekly 40 hours.

Holidays

A worker employed in the building sector, is entitled to a holiday allowance payable in June of the following year. This allowance amounts to 15,38 % of the gross wage. The national Holiday Allowance Office pays the allowance directly to the worker Public holidays.

Maximum overtime and minimum rest

CP 140.03 - 083 Social Security in forces from 01/01/2014

WORKING TIME (per week): 38 h (39 h with compensation)

Information points

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These information could be collected thanks to the cooperation with [EFBWW](#).

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