

Summary of important information: HORECA – WORKERS

Travel between your home and your place of work is paid.



14,8839€ of hourly wage
Only on your bank account!

In principle, I work 8h/day and 38h/week



My employer pay me compensatory allowance to maintain, repair and wash my uniform (2,15€ + 2,15€ / day)

My employer must provide me a Limosa Document (L1)

Work permit



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UNANNOUNCED WORKPLACE INSPECTIONS

INFORMATION FOR
WORKERS (BELGIAN
AND FOREIGN) IN THE
CATERING SECTOR IN
BELGIUM

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My employer must provide me a Limosa Document (L1)

Work permit



Your rights as a worker (belgian and foreign)

- As of 1 January 2025, you are entitled to a **gross minimum hourly wage of EUR 14.8839** (or more, depending on your qualifications ▶ For more information, scan our QR code).
 - If you are a **flexi-worker** (flexi-travailleur), your hourly wage is EUR 12.53/hour net (amount from 1 February 2025). This amount is made up of EUR 11.64 (gross hourly wage) and EUR 0.89 (flexi-working holiday bonus). To be eligible to work as a flexi-worker, you must have worked for another employer at least on a **four fifths** of working time basis during the third quarter preceding your employment as a flexi-worker.
 - If you are a **student**, you can work up to 650 hours a year; you can check your corresponding number of hours via the student@work app.
* A law increasing the number of hours is currently being validated; the maximum is 475 hours at the time of writing.
 - Your employer must pay your salary into your **bank account**; cash payments are forbidden in Belgium.
 - **DIMONA declaration**: this is used by your Belgian employer to inform Social Security when a worker starts or leaves a job. You can check if your employer has declared you via the mycareer.be app.
- ⚠ If you are a posted worker, you will not find any results on this website.
- **Employment contract**: the employment contract is a written document, signed by the employer and the worker, which contains:
 - your identification data;
 - the start and end dates of your employment contract (the end date of the contract is not mentioned in permanent contracts);
 - your salary and non-statutory benefits, etc.;
 - your place of work;
 - number of hours worked: fixed (same number of hours per week) or variable (average number of hours to be respected over a given period);
 - your working hours: full-time or part-time employment.
For part-time employment:
 - part-time hours either vary and must be communicated to you at least three working days in advance. They must be displayed in an easily accessible place at your place of work;

- or part-time hours are fixed and are stated in the employment contract.

If you work outside your working hours, overtime must be taken as time off in lieu and/or paid (depending on the derogation relied on).

In the catering sector, an employer may obtain authorisation from the Joint Committee to introduce – by way of a derogation from general legislation – 10 hours per week and two hours per day as a minimum number of hours worked. * See QR code (from page 203 onwards).

An **employment contract** is always mandatory (for the employment of flexi-workers, a framework contract is mandatory), except for full-time workers with a permanent employment contract or for workers in an 'Extra' (casual) position.

- **Payslips**: every month, your employer must give you a payslip (with details of your remuneration).
- Your employer must provide you with **uniforms/work clothes** free of charge. If it does not do so, it must pay you a compensatory allowance of EUR 2.15 per day of work to buy them, and EUR 2.15 per day of work to maintain, repair and wash them.
- **Travel** between your home and your place of work is paid.
- If you work on a **Sunday**, you must take the hours worked off in lieu within the next six days. You are entitled to a bonus for work carried out on Sundays and public holidays.
- You are entitled to EUR 250 of **ecocheques** (vouchers) per year of full-time work. If you work part-time, you will get them on a pro rata basis, according to the time worked.
- The social partners have created a sector fund. This fund is responsible for granting additional benefits, in particular the **end-of-year bonus** and the trade-union bonus of EUR 145.
- If you become **ill**, you can use the healthcare system if you are a member of a mutual insurance scheme.
- Does your employer provide you with **decent accommodation** in accordance with Belgian rules? If so, the employer can charge a (reasonable) cost, which will be deducted from your salary. Discuss this before you start work and get it in writing.
- Workers are entitled to a supplementary pension.

Workers posted from another eu member state to belgium

- As a (foreign) worker, you need to be legally employed in order to benefit from the same rights and social protection as Belgian workers.
- If you are posted to Belgium **from another EU member state**, Belgian working conditions apply to you. These include salary (remuneration and other benefits), working time, minimum rest periods, housing conditions and measures relating to health, safety and hygiene at work.
- If you are a **posted worker**, you remain subject to the social security legislation of your employer's country. When you are posted to Belgium, your employer must provide you with a LIMOSA (L1) document as proof of your posting. If you scan the QR code on the L1 form, you can check directly whether the form is valid.
- You are also considered a posted worker if a **temporary employment agency** from an EU member state hires you to work in Belgium.
- Make sure you are registered with the **municipality** and have a legal contact address in Belgium if you are not staying in tourist accommodation such as an Airbnb, hotel, campsite, etc.

Are you a non-eu national worker?

* **Work permit**: If you work for a Belgian company and are a **non-EU national**, you may need a work permit to work for a Belgian employer in Belgium. If this is the case, your Belgian employer must first apply for a work permit to allow you to work for them. Check this yourself or have it checked by your employer BEFORE you start working.

Your employer must have a **copy of your residence permit** and/or passport.

Questions and/or complaints

If you have any questions or would like more information, discuss this first with the person in charge or with your employer. If you have any concerns or complaints, you can also contact the workplace inspection services via the QR code:

