

SECTORAL COLLECTIVE AGREEMENT ON WORKING TIME



Co-funded by
the European Union

Location: **Belgium**

Stakeholders: **Employers' organisations and trade unions**

Main Objective: **Improve working time arrangements and introduce additional paid leave.**



- Average working time set at 36 hours/week across the sector.
- At Lhoist and Carmeuse: 35 hours/week officially, 40 hours in practice with 30 days of compensatory leave + 20 days of annual leave + 2 extra paid days off.
- Significant improvement in work-life balance.



This sectoral agreement shows how social dialogue can go beyond legal standards to deliver tangible benefits for workers. By negotiating reduced working hours and generous leave, it enhances well-being and sets a benchmark for responsible employment practices in the extractive sector.