



# INFORMATION BROCHURE FOR WORKERS IN VARIOUS POSITIONS IN FLORICULTURE

(information for VDAB EURES)

## ACTIVITIES

### PLANTING

- Potting / repotting / planting
- Moving plants (indoors or outdoors)
- Pruning/binding
- Weeding

### HARVESTING

- Harvesting and internal transport
- Sorting and packing
- Preparing for sales: labelling and loading

## REGION IN FLANDERS

Ornamental plant cultivation is spread across Flanders, but the strongest concentration can be found in East Flanders, mainly in the Lochristi - Wetteren area. Mainly pot plants are grown in the Lochristi area, e.g. azalea. In the region around Brussels, there is a concentration of the cut flower sector.

## JOB REQUIREMENTS

- No prior knowledge or studies required.
- Flexible and motivated.
- Suitability for (often) repetitive physical work: work such as potting and repotting plants especially requires a good physical condition .
- A sense of accuracy: an eye for quality and safety.
- Stick to rules and agreements - follow work instructions.
- Working in a team.
- Working with people from other origins/countries.
- The work is done in the open air or in a greenhouse.

## PERIOD OF THE WORK (ACTIVITIES THROUGHOUT THE YEAR):

### SPECIALTIES: LOCATION AND PERIOD OF PEAK WORK

Azalea	Period: May - June Region: Ghent
Bedding plants	Period: February - May Region: No specific concentration
Chrysanthemums	Period: October Region: No specific concentration
Cut flowers and flowering houseplants	Period: Labour peak depending on holidays Region: No specific concentration
Green houseplants	Period: not specific, depending on actions in the trade Region: No specific concentration

## TERMS OF EMPLOYMENT

- This concerns employment as a seasonal worker (SW).
- In 2022, 100 working days are allowed.
- This concerns day contracts.
- The minimum hourly wage in 2022: € 10.59 gross/hour.

*It is very important to carefully follow the producer's instructions!*

A wage calculation is made per month. There is a tax deduction of 18.725%. This applies to non-Belgian residents. No additional tax will be payable on this amount afterwards.

As a seasonal worker, you receive a copy of the wage calculation (every month).

**Note:** if you have earned more than 70% of your total professional income (earned in Belgium and in your home country) in Belgium, it is in your interest to file a tax return in Belgium the following year. You will then receive a partial refund of the taxes previously withheld.

- If a worker has worked more than 50 days, a year-end bonus of € 190 is paid by the Waarborg - en Sociaal Fonds voor het Tuinbouwbedrijf (Social Guarantee Fund for Horticultural Enterprises). This bonus is paid in the year following the season. Provide your address in your home country.
- If a worker has worked more than 30 days for the same employer, a loyalty premium of € 0.50 per day is paid by the Waarborg - en Sociaal Fonds voor het Tuinbouwbedrijf (Social Guarantee Fund for Horticultural Enterprises). This premium is paid in the year following the season. Provide your address in your home country.

## WORKING HOURS

Working hours in the horticultural sector are normally 38 hours/week

Seasonal workers work with day contracts

More hours can be worked in season: up to 11 hours /day and up to 50 hours /week

All hours worked are paid at the normal hourly wage

## SEASONAL WORK FORM

There is a seasonal work form for seasonal workers on which the days of seasonal work are noted. Seasonal workers can keep this form during the season.

## LODGING

In many cases, the employer provides accommodation. The accommodation must meet certain standards (floor space, heating, sanitary facilities, etc.).

The employer may charge a monthly rent for the stay in the lodging.

Agreements on this should be made at the start of the season.

The rent could be around € 100-150 per month.

## REGISTRATION WITH THE MUNICIPALITY

You must be registered as a seasonal worker with the municipality where you are staying. The municipality will issue you with a residence document.

You will also get a social security ID number (or a BIS number) in Belgium.

## SOCIAL SECURITY DECLARATION

The benefits are declared quarterly to the social security authorities in Belgium.

## HEALTHCARE

Information related to healthcare in Belgium can be found on the website [www.cm.be](http://www.cm.be), [www.kcgs.be](http://www.kcgs.be), [www.vdab.be](http://www.vdab.be), ...

## ADDITIONAL INFORMATION ON THE ORNAMENTAL PLANT SECTOR IN BELGIUM:

The ornamental plant sector employs approximately 2,000 regular workers. Approximately 1,000 additional FTEs are also employed as seasonal workers. These temporary workers are, however, crucial for absorbing peak workloads.

Floriculture: distribution of total employment in Flanders

- 64% East Flanders
- 13% Antwerp
- 9% West Flanders
- 9% Limburg
- 5% Flemish Brabant

COMPOSITION OF THE CROPS IN 2021:

Azalea:	East Flanders	213.09 ha
Bedding plants:	West Flanders	49.32 ha
	East Flanders	40.34 ha
	Antwerp	35.04 ha
	Limburg	12.22 ha
	Flemish Brabant	32.15 ha
Cut flowers:	East Flanders	23.54 ha
	Antwerp	14.75 ha
	Flemish Brabant	11.44 ha
Flowering houseplants:	East Flanders	13.52 ha
	West Flanders	7.99 ha