

YOU ARE AN AGENCY WORKER IN THE CONSTRUCTION AND INFRASTRUCTURE SECTOR

WHICH COLLECTIVE AGREEMENT (CAO) REGULATIONS APPLY TO YOU?

Are you working as an agency worker at a construction company? Then you are entitled to the same wage as a permanent employee doing the same work. Also, the same allowances, bonuses and working hours apply to you. Below you can find more information about the key terms and conditions of employment. These are set out in the Collective Agreement for the Construction & Infrastructure Sector.

How much do you earn?

- » The amount of your wage depends on which job group the temporary employment agency assigns you to.
- » You can check your confirmation of placement to see whether your job was properly classified. The temporary employment agency is obliged to give you this confirmation.
- » Table 1 shows examples of how construction site jobs are classified.
- » Table 2 shows the wage amounts per construction site job group. Your wage can be higher than these amounts, but not lower.
- » Each employee in the construction & infrastructure sector has an individual budget consisting of three components: sustainable employability, days and holiday pay. Table 2 shows the employer contributions to the individual budget for 2026.

Table 1: Classification of construction site positions into job grades

Job grade	A	B	C	D	E
Who falls into which job grade?	Simple, unskilled work; assisting role	Some professional skills; working under supervision	Professional; professional skills; working independently	Specialised professional skills; independent; often in a supervisory position	Highly specialised professional skills; independent; usually in a supervisory position
Examples of jobs per job grade	Unskilled construction worker, Steel fixer assistant, Loader/unloader, Cable installer	Carpenter II, Steel fixer II, Demolition operative II, Asphalt paver operator	Concrete driller II, Bored piling operative I, Demolition operative I, Skilled civil engineering operative	Carpenter I, Steel fixer I, Crane operator, Block paver I	Deep foundations specialist, Piling foreman, Mechanic/service technician specialist

Table 2: Wages for agency workers aged 21 or older in a construction site job (gross amounts, as of 1/1/2026)

Job grade	A	B	C	D	E
Guaranteed wage	€ 18,95	€ 20,02	€ 21,24	€ 22,68	€ 23,78
Four weeks' wages	€ 3.032,00	€ 3.203,20	€ 3.398,40	€ 3.628,80	€ 3.804,80
Individual budget					
- sustainable employability (4,51%)	€ 137,27	€ 145,02	€ 153,86	€ 164,29	€ 172,26
- days (18 per year)	€ 209,91	€ 221,76	€ 235,27	€ 251,22	€ 263,41
- holiday pay (8%)	€ 259,35	€ 274,00	€ 290,69	€ 310,40	€ 325,46
Total four weeks' wages	€ 3.638,53	€ 3.843,98	€ 4.078,23	€ 4.354,71	€ 4.565,92

Allowances, premiums and bonuses

The main allowances, premiums and bonuses are listed in table 3. If these allowances and premiums apply to you they must be specified in the confirmation of statement.

Table 3: Allowances and premiums for agency workers in construction & infrastructure (gross, as of 1/1/2026)

Allowance / premium	What does this concern?	Amount or percentage of the wage
Performance bonus	Bonus paid in addition to the hourly wage .	If the construction company's own employees receive this bonus, you will also receive it.
Unusual working hours	Working outside the normal working hours on a weekday or on Saturday or Sunday.	The allowance varies from 20% to 100%, depending on day and time.
Overtime	Extra hours worked on a day above those scheduled.	The allowance varies from 25% to 100%, depending on when you work the overtime.
Shift work	Working in 2 or 3 shifts, with normal working hours being Monday 00:00 to Friday 24:00.	10% in two-shift rotation and 15% in three-shift rotation.
Car travel allowance	Commute, if more than 15km per day in total.	€0.32 per km.
Travel time	Commute, if you work in a different town or city.	1 Hour of travel = equal to the guaranteed wage up to a maximum of €20.02. The first hour spent travelling is not compensated, unless you take one or more colleagues with you in the car.
Remote work location	If you work so far away that you cannot return home every day.	Travel expenses and travel time allowance: see above. Housing and food allowance: 100%. If the temporary employment agency arranges and pays for good housing: €8.50 per day for food.
Shifted hours for infrastructure works	Working on infrastructure projects outside the normal working hours or on Saturday or Sunday.	The allowance varies from 30% to 100%, depending on day and time. The unusual working hours allowance does not apply here.
Foreman	If you supervise at least 5 other employees.	€87.50 per week. Scaffolding foreman: €43.50 per week.

Working hours

Table 4: Standard provisions for working hours and work schedule in construction & infrastructure

Subject	Standard provisions
Standard work week	40 hours per week and 8 hours per day both on average (averaged over a period of 13 weeks).
Work week/working days	5 days: Monday to Friday.
Working hours per day	Max. 9 scheduled working hours. Working time + breaks + travel time = not more than 12 hours per day (13 hours when overtime is worked).
Normal working hours	Between 07:00 and 19:00. The work schedule must remain within these normal working hours.
Saturdays and Sundays	You are not obliged to work on Saturdays and Sundays, as these are not considered normal working days. Exception: the construction company may designate up to 5 Saturdays per year as mandatory working days.
Overtime	Overtime means working more than the scheduled hours. It is not compulsory.
Work schedule	The contractor is obliged to set up a work schedule, which specifies your daily and weekly working hours and rest periods.

Future developments

Both the Dutch Senate and the House of Representatives have approved the More Security for Flexible Workers Act. This Act provides, among other things, that from 1 January 2027 temporary agency workers will be legally entitled to employment conditions that are at least equivalent to those of employees in the same or a comparable position who are directly employed on a permanent basis.

Would you like to know more?

This flyer highlights some important points. If you would like to know more, please read the websites of the parties to the Collective Agreement (CAO) for the Construction & Infrastructure Sector and on www.tbbouw.nl.