Pay scale PC 111 2026: metal, machine and electrical construction (blue-collar)

Blue-collar workers in metalworking, machine building and electrical construction (committee 111.01/02) and assembly (111.03): home base of many maintenance technicians, electromechanics and welders.

Valid from 1 July 2026.

Last indexation: 2.81% on 1 July 2026.

Next indexation: forecast 5.06% on 1 July 2027 (source of the forecast: Liantis, as of 5 November 2026).

National minimum hourly wage

Gross per hour, from 1 July 2026 (indexation 2.81%).

System	38u	39u	40u
PC 111	17.1244	16.6853	16.2682

Amounts in euros, gross per hour. Columns: working hours per week where the heading gives a number of hours.

Provincial classes West and East Flanders

Gross minimum hourly wage per class, 38-hour system, from 1 July 2026.

Class	West-Vlaanderen	Oost-Vlaanderen
1-2	17.1244	17.1244
3	17.2190	17.2948
4	17.5050	17.5822
5	17.7916	17.8699
6	18.2212	18.3003
7	18.6494	18.7315
8	19.2214	19.3068
9	19.6490	19.7364
10	20.1507	20.2401
11	20.6510	20.7418

Amounts in euros, gross per hour.

Industrial apprentices

Gross minimum hourly wage per age, from 1 July 2026.

Age	PC 111
16	11.1309
17	13.1858
18	15.4120

Amounts in euros, gross per hour.

How to read this table

- The national sector minimum hourly wage applies in all provinces as the floor; Antwerp, Limburg and Brabant have no provincial class grid on top.
- West and East Flanders use a provincial function classification in eleven classes: classes 1 and 2 for unskilled and semi-skilled functions, rising to class 11 for the most qualified skilled workers and technicians.

- Amounts are gross hourly wages in the 38-hour system; in a 40-hour week with reduction days the hourly wage is proportionally lower (nationally 16.2682 euros), the monthly income stays the same.
- Actual wages in industry usually sit well above these minimums; the table is the legal floor, not the market.

Source: minimumlonen.be, PC 111 metaalverwerkingsondernemingen, geldig vanaf 01/07/2026 (checked on 3 November 2026).

https://minimumlonen.be/document.html?jcId=dd072e73a1804572b8574756f04350cc

Prepared by AltusConnect from the official source. Check your own situation with your payroll provider or trade union.

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