Compliant on the construction site in 2027

PRAKTICAL GUIDE

1. Checkinatwork - the basics
2. Check-in én check-out in 2027
3. Mobility allowance (PC 124 under Belgian law)
4. Working time registration & social inspections
5. Site access control

ALL CONNECTS
boost fleet & asset efficiency

Updated: October 2026
Based on the regulations and draft legislation known at the time of publication.

Legislation evolves
Always consult the official source for the most current information.

INTRO

The 2027 site demands more registration

Legislation for construction companies grows more complex every year. From attendance registration and mobility allowances to social inspections: you have to register more and more data correctly — and be able to prove it.

This guide lists the most important obligations to take into account today and in the near future. No legal jargon, just practical clarity — so you know what is at stake and what to watch out for.

READ THIS FIRST

- This guide is informative and does not constitute legal advice.
- Part of what is coming — such as the mandatory check-out from 2027 — is, at the time of writing, still draft legislation.
- Timing and exact rules may therefore still change.
- We refer to the official source in each chapter, so you can always check the current state of affairs.

OVERVIEW

Construction legislation in 60 seconds

Short on time? Here is everything you need to know, at a glance. Each topic is covered in detail later in the guide.

2014 — Checkinatwork mandatory

2024 — Full worktime registration rules deployed in Cleaning Industry

2026 — Worktime registration rules broader than site: will soon apply for the whole company

2027 — Check-out gepland

1 Checkinatwork

Mandatory on sites from €500.000 (VAT excluded).

Read chapter 1 →

2 Check-in *and* check-out

Planned from 01/04/2027. Register on arrival and departure - in realtime.

Read chapter 2 →

3 Worktime registration

Broader than just the job site: Starts on 01 January 2027 for all employees.

Read chapter 3 →

4 Mobility (PC 124)

Separate rules and rates: the mobility day is often forgotten.

Read chapter 4 →

5 Social inspection

Proof is crucial — an Excel sheet afterwards usually will not suffice.

Read chapter 5 →

6 Site access

On large sites: control who comes in or is denied access.

Read chapter 6 →

CHAPTER 1

Checkinatwork - the basics
Who is working on the site?

Checkinatwork (CIAW) has existed since 2014. It is the official system through which you register who is present on a construction site. The aim: more transparency, correct employment and fair competition in the construction sector.

When is registration mandatory?

The registration obligation applies to construction sites with a total value from €500,000 (excl. VAT). On such sites, every contractor and subcontractor must report the presence of their people to the NSSO.

Who must register?

All contractors, subcontractors, self-employed workers and suppliers who carry out work on the site. Both your own staff and third-party staff must register.

Which identification methods can you use?

Everyone who comes to work registers before the start of the working day. You choose the identification method yourself: eID (identity card), Construbadge, LIMOSA (for foreign subcontractors), LISA badge, RFID or company badge, or a QR-code link.

3 things that often go wrong

1. Preparatory works AND finishing work also fall under the CIAW obligation.
2. The client (principal) is responsible for correct registration on the site.
3. Fines can run up to €10,000 per offence.

THE GOLDEN RULE:

Is someone carrying out **immovable-property works** on the job site?

YES = register
NO = no registration required

Are you in doubt about a specific case?
Scan en do the Checkinatwork-check:
all-connects.be/checkinatwork-check/

Wat must you register?

Via Checkinatwork, the declaration is made to the NSSO per person, per day, per site:

Identification of the person

Surname, first name, nationality and national register number.

Identification of the company

Company name, full address and VAT number.

Work site details

An official and unique site number, the address and the client.

Time of arrival on site

Check-in via a time clock on site, a mobile app or the vehicle.

How can you register?

There are several ways to carry out registration. Which one suits your situation best?

Your situation / channels	Unique QR-code	Mobile app	Company vehicle	Time clock
Smaller construction site, rotating sub-contractors	possible	ideal		possible
Own employees drive together in company car		possible	ideal	possible
Own employess on large site with multiple entry gates		possible	possible	ideal
Sub-contractor without identification badge	possible	ideal		possible
Foreign sub-contractors (Limosa)	ideal	possible		ideal

QR-code — Generate a unique, personal QR code online with all the NSSO data. Scan on arrival.
Mobile app — Check in via the app on your own device, with your personal details.
Company vehicle — Automatic check-in on arrival at the site via the red iButton/Dallas key upon exiting the vehicle.
Time clock on site — Works with all badges, with the QR code and with the LIMOSA document (also via QR code).

In real life:

“Following up registrations manually is an impossible task”

On large sites — such as the CityDox project in Anderlecht by contractor BPC — a contractor submits tens of thousands of attendance declarations to the NSSO every month.

Doing this manually would be impossible. With automatic registration it happens flawlessly, with no forgotten declarations.

Watch the ‘Kanaal Z report’:
https://go.all-connects.be/citydox-BPC

Official source: NSSO — Checkinatwork (socialsecurity.be); FPS Employment. The registration obligation stems from well-being legislation and the fight against social fraud.

CHAPTER 2

Check-in and check-out in 2027 What is changing?

The government wants to be able to monitor presence on sites more precisely and is preparing an extension of the rules for this purpose.

From being present to working time

The difference comes down to one distinction: presence is not the same as working time. Today, Checkinatwork records THAT someone was present. The hours actually worked are often filled in later — by the site manager or via an Excel list. That works as long as there is no inspection.

According to the draft legislation, this is set to change: both the start and the end of the activity will be registered, at the moment itself and by the person concerned. Filling things in afterwards — even in good faith — would then no longer suffice.

Who would this apply to?

The attendance-registration obligation would — as today — remain tied to threshold values and specific situations. According to the draft, check-in and check-out would apply to all contractors, subcontractors, self-employed workers and suppliers who carry out work on the site. Both your own staff and third-party staff must register.

Important: this is still not finalized

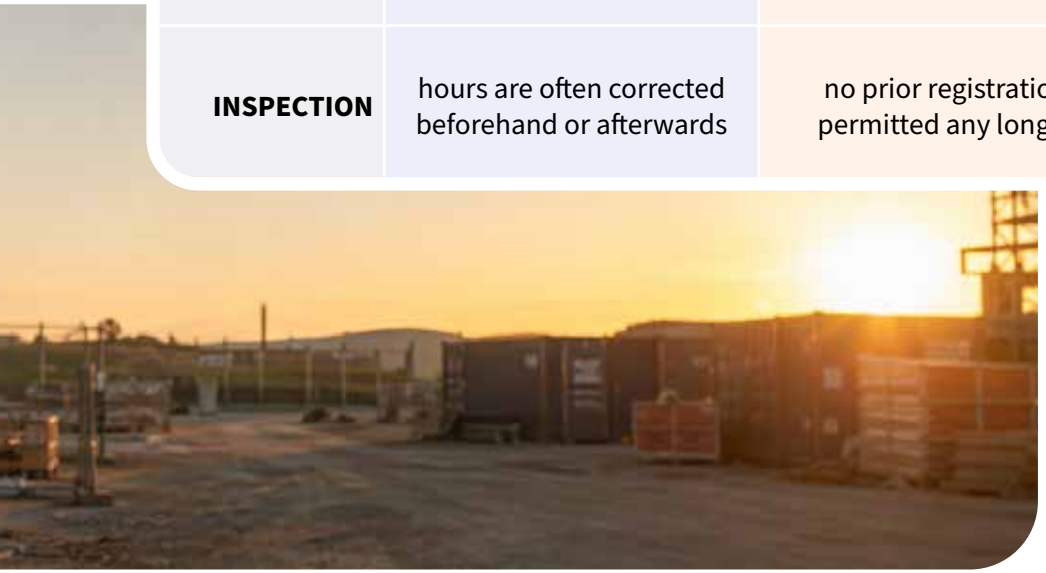
The extension to check-in and check-out is, at the time of writing, in its final stages. The final legal text still has to complete the entire legislative process.

Until that is finalised, the timing and exact obligations may still change and have no legal force yet.

For the current state of affairs, always consult the official NSSO page “Check In and Out at Work” on socialsecurity.be.

How it works today vs. in 2027

	TODAY (Checkinatwork)	FROM 2027 (foreseen to be activated in April)
WHEN	register upon arrival at the site only	register on arrival + check out when leaving the site
BY WHOM	the site manager may register in advance for a whole crew	registration takes place in real time, by the persons themselves
REGISTRATION	shows only that someone was present	shows the full duration of presence
INSPECTION	hours are often corrected beforehand or afterwards	no prior registration permitted any longer



Official source: NSSO — Check In and Out at Work (socialsecurity.be); National Labour Council (CNT/NAR opinion 2.465); Social Criminal Code. Based on draft legislation — subject to change.

When does this draft actually become law?

The National Labour Council indicated that the new Royal Decree should enter into force by 1 January 2027 at the latest. But because the final legal text has not yet been published, the timing has been postponed until April at the earliest.

Important: you don't roll out a registration system in a few weeks. It affects your entire site organisation: processes, site managers and crews. Those who start testing in 2026 can adjust calmly; those who wait have

Ask for personal advice now:

+32 3 289 55 35 **service@all-connects.be**

Probably good news for employers

When an employer has organised their obligations correctly, part of the responsibility would — according to the current draft — shift to the person entering the site.

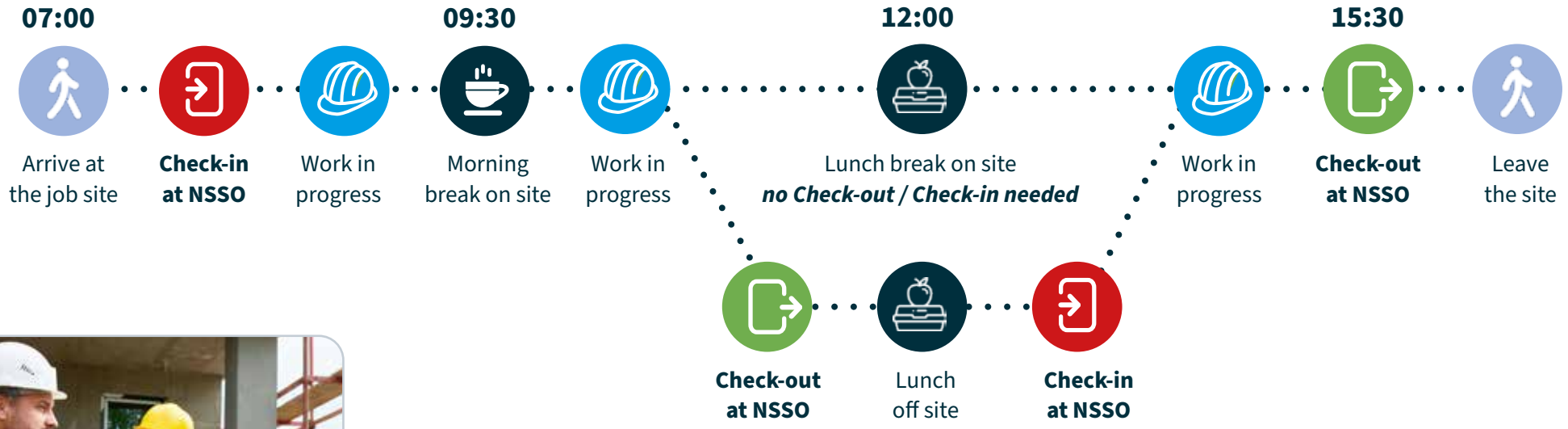
Forgotten registrations or refusals would then not automatically fall to the employer.

Note: be sure to re-check the validity of this point when the final legislation is published!

The 2027 working day in focus

Check-in and check-out at work would become mandatory in 2027 on every construction site above €500,000.
This way, the government will have a live overview of who is present on the site at any given moment.

A typical sequence:



Lunch on site?

Are you staying on site during your break? Then no additional registration is needed and you don't have to do anything.

Leaving the site during the day?

Are you leaving the site during the working day to eat, or to collect materials at another location? Then you must check out on departure and check in again on returning to the site.

End of working day ?

Leaving the site after the working day? Then you check out so that your presence is correctly closed off with the NSSO.

Important questions

about Check-in and Check-out at work answered

Can I use Check-in and Check-out as working-time registration?

No. Check-in and Check-out at work registers only the duration of presence on the site, not the hours of work actually performed.
For working hours, breaks and travel (construction mobility), many construction companies combine attendance registration with a system for performance and time registration. (More on this in the next chapter.)

More info in the next chapter

What if an employee forgets to check out?

The current draft texts do not yet contain a definitive procedure for forgotten check-outs.

It is logical that human errors should be correctable afterwards, but how this will happen is not yet definitively worked out.

If the final law allows corrections after the fact, it is likely that every change must be fully traceable for social inspection.

Do I have to check out if I leave the site for lunch or to collect material from the depot?

Yes, the current draft text indicates that you must check out on departure and check in again on return. The government has not yet published a definitive FAQ on this.

Practical guidelines are expected in the implementing decrees and official FAQs by the time of introduction in 2027.

Is this already definitive legislation?

No. At this point it is still a draft law. The implementing decrees, guidelines and official FAQs are still expected later this year (2026).

Wondering how your company should prepare for 2027?

Our experts will gladly help you with tailored advice.

CHAPTER 3

General working time registration
Attention: this is something different

In addition to the site-specific check-in and check-out, a second obligation is coming that is often confused with the first: working-time registration. **The background is a European court ruling that obliges employers to be able to objectively demonstrate the working time actually performed.**

SITE-PRESENCE REGISTRATION (Checkinatwork)	WORK-EXECUTION REGISTRATION (mandatory from 01 January 2027)
Applies to large construction sites from € 500.000	Applies to all sectors and company sizes
Everyone who carries out work activities on the site	Alle employees in the company: site crews, white-collar and blue-collar staff
Registers only that a person was present	Registers the actual working hours performed by a person

A construction worker on a Checkinatwork-liable job site has to comply with both regulations.

From 2027, for every person who carries out work on the site, both the check-in/ Check-out registration and working-time registration would become mandatory.

Important:
This too is still draft legislation

Treat this information therefore as a first aid for understanding which obligation concerns what; not as a definitive legal text.

Who would this apply to?

The time-registration obligation would take effect for virtually every Belgian employer in both the private AND public sector — so for your field and on-site staff as well as your white-collar and blue-collar workers at the office.

An example

Construction worker John currently works on a very large site in Antwerp. This could be a typical working day for him:

- John arrived on the site at 07h03 am **> Check-in at work**
- He left the site at 16u48 pm **> Check-out at work**
- 8 hours of work **> Working-time (+)**
- in total 56 min. break **> Working-time (-)**
- 1 hour travel to / from job site **> Construction mobility allowance (see chapter 4)**

Why two separate obligations?

SITE PRESENCE registration

Exists to know who is on the site at any given moment. Important for safety, control and the fight against social fraud.

It shows only the attendances; not actual working hours.

WORKING-TIME registration

Exists to prove the working time actually performed. Important for respecting rules on working time, overtime, rest periods and correct wage taxation.

It shows actual working hours.

Important difference

Presence on the site does not automatically equal time worked. Breaks, travel, waiting time and non-productive hours make the difference.

How do you tackle this?

1. **Map it out**
   Who works where?
   Which staff fall under which obligation?
2. **Choose the right solution**
   A CIAW solution for sites; a time-registration system for working hours and tasks across the whole company.
3. **Inform and involve your team**
   Provide clear communication and training. This ensures a smooth roll-out both on site and at the office.
4. **Report and retain**
   Keep registrations correctly and on time. You are then always ready for social inspections and controls.

Official source: NSSO — Based on European working-time regulations and their Belgian transposition. Consult FPS Employment for the current and future application to your company.

CHAPTER 4

Mobility in construction (Joint committee PC 124)

For many construction companies, the mobility allowance is an administrative challenge. A worker under JC 124 may be entitled to two different allowances for their home-to-work travel, and you must not mix them up.

What must you register for construction mobility?

As an employer under JC 124, you must report the mobility allowance granted on a monthly basis. You draw up a detailed overview yourself and attach it to the pay slip, with the kilometres actually travelled per day and the corresponding amount.
If you don't do this correctly, you are in breach of the collective labour agreement and risk fines.

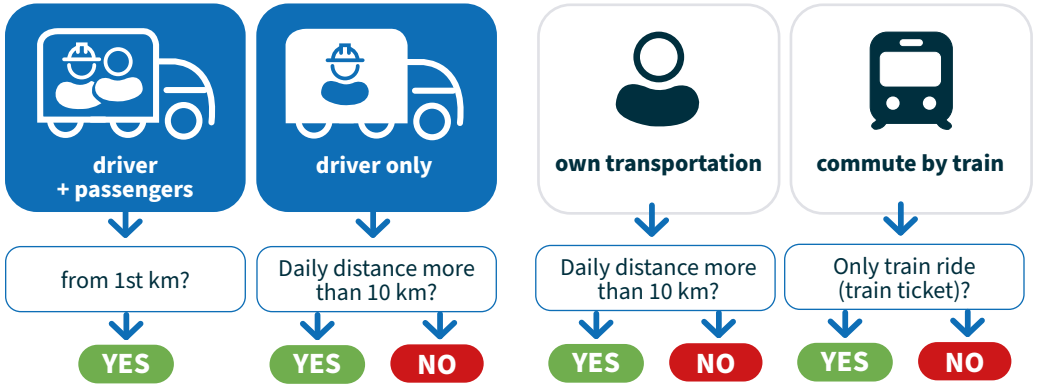
De mobiliteitsdag: vaak vergeten

A worker who travels at least 30,000 km per year and receives a mobility allowance for this is entitled to a mobility day: an extra day of leave, to be taken before 31 March of the following year.

Different allowance | different approach

Mobility allowance construction
An allowance per kilometre travelled for the journey to and from the site. The calculation differs for the driver and the passenger.

Travel allowance
A contribution towards travel costs for the home-to-work commute, for example a train season ticket or a bicycle allowance.



The rates differ according to the role AND the distance travelled. They are updated regularly, which is why we don't list them here. Check the current amounts with your payroll office.

What data do you need for a correct mobility calculation?

Morning and evening mobility
Where does the worker start the morning trip?
Where does the worker end the evening trip?

Site location
At which site does the morning trip end?
At which site does the evening trip start?

Role
Is it a driver with no passenger(s),
or does the driver carry one or more passengers?

Kilometres
What are the kilometres actually travelled per day?
(the actual geographical distance, not as the crow flies)?

Common mistakes

- Manual Excel lists and incomplete registrations
- Mix up the mobility and travel allowances
- Disputes about working hours and erroneous calculations

Practical advice

Automatic registration via the vehicle or a mobile app reduces these errors considerably. **Ask an AllConnects expert advice for your company.**

Is your situation perhaps slightly different?

That is what makes the mobility calculation tricky. Mobility in construction is rarely black and white. Carpooling, depot trips, several sites in one day, a driver who picks up a colleague along the way… Each situation has its own rule.

Scan the QR codes, find your situation, and ensure you execute the correct mobility.

What falls under mobility, and what under travel?
From what distance are you entitled?
Who counts as a driver?

> Frequently asked questions, clear answer.

Carpooling, depot trips, multiple construction sites in one day, take a company car home?

> Eight concrete situations straight from practice, calculated step by step.

Official source: NSSO — Joint Committee 124 (mobility CLA); confirm the current rates with your payroll office. Rates valid from 2026.

CHAPTER 5

Social inspections
Are you prepared?

During a social inspection, it's all about proof. Inspectors look not only at WHETHER you register something, but whether you can demonstrate it. Objective, traceable registration makes the difference between a smooth inspection and a dispute.

Registering alone is nog enough

Inspection services increasingly ask for objective registrations, and can request and compare site data digitally. Loose notes, WhatsApp messages or Excel lists filled in afterwards are generally no longer accepted as valid proof.

How do you avoid disputes?

By recording performance digitally and automatically at the moment itself, with clear validation and full traceability.

What will the inspector check from 2027?

CHECK-IN & OUT AT WORK
Who was present at which site during which period?

WORKING-TIME
Which working hours were actually performed?

MOBILITY
Which allowances were paid out? Were they correct?

PAYROLL ADMINISTRATION
Does everything match up?

" Inspecteurs are not looking for an Excel file. They are looking for proof"

The biggest risk?
Not knowing what is happening on your job site.

Without a reliable registration system, you no longer have a correct picture of how your sites are running.

What does non-compliance cost?

Registering correctly is not only a legal obligation. It protects you against unexpected extra costs and logistical headaches.

1. **Administrative fines**
   in the event of a social inspection that establishes shortcomings.
2. **Disputes over working hours**
   which you cannot refute without objective registration.
3. **Problems during social inspection**
   if you cannot present the proof immediately.
4. **Fouten in de loonverwerking**
   and the corrections and recoveries that follow from them.
5. **Incomplete site registrations**
   with a risk of disputes over who was present when.
6. **Time lost to manual work**
   hours you lose every month to paperwork and calculations.

PRACTICAL USE CASE

BPC Group: an average of 47.000 registrations monthly

BPC Group records an average of 47,000 registrations per month on its Checkinatwork sites. Submitting that many declarations in real time and correctly to the NSSO? A logistical nightmare if you have to do it manually.

That is why BPC uses a digital time clock, coupled to a turnstile access gate. Only those who are correctly registered can enter the site. BPC is a textbook example of why automatic registration makes the difference on large sites.

Read their story and watch the Kanaal Z report:
https://go.all-connects.be/BPC-checkinatwork

Are you ready for an inspection?

- ☐ Site registration available and up to date
- ☐ Working hours demonstrable per worker
- ☐ Mobility correctly registered / calculated
- ☐ Reports and overviews quickly available
- ☐ Payroll administration correctly linked
- ☐ History retained and traceable

Official source: FPS Employment (SIRS guide); Social Criminal Code (sanctions framework). Inspections are organised among other things via SIRS flash actions.

CHAPTER 6

Site access
Who may (not) enter?

Registering is one thing. Controlling is another.

A registration system only works if everyone actually uses it. On smaller sites that is usually straightforward. On larger projects with many subcontractors, suppliers and visitors coming and going, it becomes a great deal harder.

That is why more and more construction companies combine attendance registration with access control.

A turnstile gate is especially worthwhile for:

° large sites with many people and a high work pace
° several subcontractors simultaneously on one site
° higher safety requirements
° sites where illegal subcontracting is a real risk

The benefits of access control

- fewer forgotten registrations
- more safety on the site
- always knowing who is present
- less manual administration
- more control over lare sites
- fast evacuation if needed

Additional possibilities

- mandatory view of safety instructions
- quick evacuation lists in event of an incident
- detailed reporting for clients

Good to know

Site access and Checkinatwork are two separate things:
A site-access or access-control system is not in itself a legal obligation within Checkinatwork. On larger construction projects, however, the two systems are often coupled. This way, attendance registration is automatically checked before someone enters the site. This ensures less administrative follow-up and more certainty that everyone is correctly registered.

Official sources

Do you want to check an obligation in detail, or be sure of the current state of affairs?

These official channels are your reliable reference:

- **NSSO — Checkinatwork & Check In and Out at Work** (socialsecurity.be): the platform and the current thresholds and obligations.
- **FPS Employement - FOD** (via the SIRS-gids): Guidelines on registration and working-time.
- **National Labour Council** (CNT/NAR-advies 2.465): The state of affairs regarding the check-out obligation.
- **Social Criminal Code:** The sanctions framework for breaches.
- **Your payroll office:** The current JC 124 rates for mobility and travel.

IN CLOSING

For every obligation, a smart solution

So far this guide has been about the rules. Here you can read briefly how AllConnects helps you comply in practice, with flexibility in applications and 1 central management platform so you can meet the obligations simply and correctly.

There is no single right way to register

Every company works differently. Different registration methods can combine several obligations in a single action. Less work for your crew, and less chance of errors.

PRACTICAL USE CASE

Ease of use across borders

A major player in the construction world was looking for a simple, watertight way to register Checkinatwork AND performance on all its sites. **The condition: it had to work for everyone wanting to enter the site — regardless of nationality or language.**

The choice fell on a user-friendly tablet on the site: large action icons, minimum text, immediately watertight for CIAW and heavy-duty performance, and easy to roll out across multiple sites.

Today the tablet registers 1,250 people daily.

Mobile app

Check-in and out at work + mobility + working-time

via app on mobile or tablet

for companies that want to combine attendances, mobility and working-time in one workflow

Central fixed tablet

Check-in en out at work + working-time

via fixed tablet on the site

for companies with a separate system for mobility, that want one on-site system for CIAW and performance registration.

ID-badge vehicle

Check-in en out at work + mobility

in vehicle, with ID badge (Dallas)

for companies with a separate system for performance, that transport teams to sites with a company vehicle.

Turnstile on site

Check-in en out at work + turnstile

via time clock + gate on site

Combines registration with physical access control — for extra security on high-risk sites.

Alongside these combined solutions, the individual basic methods always remain possible: a self-generated QR code, the QR code on the LIMOSA document, or the time clock on the site.

Register however you want.
Manage everything in one place.

Reports and insights

Checkinatwork attendances with real-time NSSO communication

Check-in and check-out compliant with 2027 legislation

Working-time registration of performance, breaks and travel

Construction mobility (JC 124) — the complexity handled correctly

Integration with the payroll office

Clear reporting for social inspection

Not sure which solution works best for your site?

Request a free site scan & consultation

Scan this QR-code
or go to: www.all-connects.be/werfscan

Ready for 2027.
Without extra paperwork.

Why do construction companies choose AllConnects?

1. **One central platform voor Checkinatwork, mobility én working-time**
   > no loose Excel lists on various server maps
2. **Own installation and support team**
   > no queue at a foreign helpdesk
3. **100% Belgian company, with local support**
   > actief since 2001 en strong in Belgian legislation, privacy & compliance

Benieuwd wat wij voor jouw werking kunnen betekenen?

Vraag een vrijblijvende offerte of boek een demo van ons platform:

Vraag je offerte

Boek een demo

Member of BOUWUNIE?

Enjoy 10% reduction on hardware in 2026.

Mention when ordering: **BOUWUNIE-AC26**

This guide is informative in nature and based on the regulations and draft legislation known in June 2026. Always consult the official sources for the most current provisions.

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