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## flash Alert

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### Belgium – New Salary Criteria for Work Permit Type B, EU Blue Card

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Beginning January 1, 2016, the salary criteria for the Belgian work permit type B and the European Union (EU) Blue Card will increase (yearly indexation).<sup>1</sup> The salary requirements for the Belgian work permit type B will be increased to EUR 39,824 for highly-skilled personnel and EUR 66,442 for personnel in a management position. The threshold for the EU Blue Card has been set at EUR 51,494 from January 1, 2016.

#### Why This Matters

The Belgian national immigration authorities will only grant a Belgian work permit type B or an EU Blue Card if the respective salary requirements are complied with. Therefore the salary thresholds will have to be taken into account by companies planning to employ personnel in Belgium in positions that require a Belgian work permit type B or an EU Blue Card.

#### Background

All non-European Economic Area (EEA) or Swiss nationals performing professional activities for their employers in Belgium have to be in possession of a Belgian work permit or an EU Blue Card prior to the start of their professional activities in Belgium.

According to Belgian legislation, very specific conditions apply for obtaining a Belgian work permit type B. These conditions can be difficult to comply with. However, exceptions apply for specific categories of personnel. Amongst these exceptions, two categories are frequently used by companies active in Belgium, i.e., the category of highly-skilled personnel and the category for personnel in a management position. In order to qualify as highly-skilled personnel and personnel with a management position, certain conditions have to be met, such as the worker concerned must earn at least a certain annual salary. These thresholds are yearly indexed, starting from January 1, 2016. In 2016, they will amount to EUR 39,824 for highly-skilled personnel and EUR 66,442 for personnel in a management position.

#### KPMG Note

For questions or concerns regarding immigration matters in Belgium, it is recommended that you consult with qualified immigration professionals.

#### Footnote:

1 See the Web page (in Flemish) for Work Permit type B at: <http://www.werk.be/online-diensten/werknemers-buitenlandse-nationaliteit/bijzondere-categorieen-arbeidskaart-b>.

Also, see the Web page (in Flemish) for the EU Blue Card: <http://www.werk.be/online-diensten/werknemers-buitenlandse-nationaliteit/europese-blauwe-kaart/voorwaarden-voorlopige-arbeidsvergunning>.

*\*Please note that KPMG LLP (U.S.) does not provide immigration services.\**

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