

GMS Flash Alert

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Belgium - Minimum Salary Requirements Rise for Type B Work Permits, Blue Cards

On January 1, 2017, the salary criteria for the Belgian work permit type B and the European Union (EU) Blue Card will increase (yearly indexation). The annual gross salary requirements for the Belgian work permit type B will be increased to EUR 40,124 for highly-skilled personnel and EUR 66,942 for personnel in a management position.¹ The new threshold for the EU Blue Card has been not yet been announced.

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. Companies need to offer employees coming into Belgium for positions that require a Belgian work permit type B or an EU Blue Card salaries that reflect the new minimum salary thresholds.

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 of personnel in a management position. In order to qualify as highly-skilled personnel and personnel in a management position, certain conditions have to be met, for example the worker concerned must earn at least a certain annual salary. These salary thresholds are indexed yearly.

Starting from January 1, 2017, they will amount to EUR 40,124 for highly-skilled personnel and EUR 66,942 for personnel in a management position.²

FOOTNOTES:

1 Article 9, 6° and 7° and Article 37 Royal Decree of 9 June 1999 (Flemish Region); for the Web page (in Flemish) mentioning these new thresholds, click [here](#) and [here](#) (Flemish Region).

For the Web page (in Flemish) for Work Permit type B, click [here](#).

2 For last year's report on salary criteria, see GMS [Flash Alert 2015-145](#) (December 4, 2015).

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New Back to Basics: Business Immigration 101

We are pleased to announce the publication of "[Back to Basics: Business Immigration 101](#)," the fifth installment of our Back to Basics thought leadership series!

Global mobility program managers often have the responsibility of managing the many complexities of immigration globally in support of both employee service delivery as well as compliance goals. The severity of potential risks and resulting liabilities necessitate a solid operational framework by organizations for immigration compliance, administration, and service delivery. This newest issue of Back to Basics has been developed to serve as an introduction to understanding key definitions and concepts associated with global business immigration. We also highlight certain leading practices in immigration program management.

We have created [a page on the KPMG TaxWatch Web site](#) for the other articles in the GMS practice's Back to Basics series. This current article as well as past articles (covering home leave, repatriation, short-term assignments, and assignment letters) are in .pdf format on the TaxWatch site.

Contact us

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

The information contained in this newsletter was submitted by the KPMG International member firm in Belgium.

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