

GMS Flash Alert

Immigration Edition

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Belgium - Flemish, Brussels, and Walloon Authorities Set New 2023 Minimum Salary Criteria

The Flemish, Brussels, and Walloon Regions have communicated the new minimum salary requirements for individuals working in the respective region, applicable as from 1 January 2023. In order to obtain the appropriate permit allowing employment of non-European Economic Area (EEA) nationals in Belgium, minimum salary requirements must be met. (For our coverage of last year's setting of minimum salary criteria, see [GMS Flash Alert 2021-261](#), 19 October 2021.)

WHY THIS MATTERS

Acquiring a permit that allows the employment of non-EEA nationals in Belgium entails meeting the respective minimum salary requirements.

Employers need to monitor whether salary requirements are met and need to budget for increases in order to help ensure the continued legal employment in Belgium of their workforce.

Non-compliance with these minimum salary requirements may lead to a finding by the authorities of illegal employment by the employer and consequently can lead to the imposition of administrative and/or penal sanctions on the employer¹:

- Employing a non-EEA national without a legal right to work in Belgium can result in a penalty between €400.00 and €8,000.00 per infraction.
- Employing a non-EEA national without a legal right to work nor a legal right to reside in Belgium can result in a penalty between €2,400.00 and €48,000.00 per infraction. In addition to the fines, in theory, a sentence of imprisonment of six months to three years may be imposed.

New Minimum Salary Thresholds

The Flemish, Brussels, and Walloon authorities have communicated the increased amounts for 2023.

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Amounts for 2023	Brussels Region ²	Walloon Region ³	Flemish Region ⁴
Highly-skilled employees	€47,174	€47,175**	€45,984*
Management personnel	€78,704	€78,704**	€73,574
Intra-Corporate Transferee (specialist)	€48,798	€48,799**	€45,984
Intra-Corporate Transferee (trainee)	€30,499	€30,499**	€45,984
Intra-Corporate Transferee (Management)	€60,998	€60,998**	€73,574
EU Blue Card	€60,998	€60,998	€55,181
Trainee	Min. salary (sector)	Min. salary (sector)	Sufficient means of existence
Medium-skilled employees in bottleneck professions	N/A	N/A	Min. salary (sector)

* For employees with a local Belgian contract working in the Flemish Region and under 30 years of age, the amount is €36,787.20. The higher amount needs to be met as soon as the employee turns 30.

** Will be confirmed by Decree.

KPMG NOTE

Prior to employing non-EEA nationals in Belgium, companies must obtain a Belgian work permit, or a Single Permit for these employees. The conditions to obtain such a permit are very strict. Except for specific categories of employees above, a labour market investigation is required. Such investigations can be time consuming and can lead to a refusal to grant the permit by Belgium's immigration authorities.

FOOTNOTES:

1 Article 175 of the Belgian Social Penal Code, "Sociaal Strafwetboek/ Code pénal social":
https://www.ejustice.just.fgov.be/cgi_loi/change_lg.pl?language=nl&la=N&cn=2010060607&table_name=wet .

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Federal Public Service Employment, Labour and Social Dialogue, Belgian Immigration Office, “Poursuites pénales” at: <https://emploi.belgique.be/fr/propos-du-spf/infractions/cheminement-dun-proces-verbal/poursuites-penales> .

2 Minimum salary thresholds for the Brussels Region: dedicated Single Permit page of the [official website](#) of the Brussels government.

3 Minimum salary thresholds for the Walloon Region: dedicated Single Permit page of the [official website](#) of the Flemish government.

4 Minimum salary thresholds for the Flemish Region: dedicated Single Permit page of the [official website](#) of the Flemish government.

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Contact us

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

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