

# GMS Flash Alert

## Immigration

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## Belgium – Updated 2026 Salary Criteria for Work and Single Permits

Belgium's regions have announced their minimum salary criteria for 2026, affecting work and single permit applications for non-EEA nationals. Wallonia has updated its thresholds based on annual gross salary, while Brussels retained 2025 monthly salary levels. Flanders will continue applying 2025 annual thresholds until Statbel, the Belgian statistical office, publishes new figures, after which Flanders is expected to update its salary criteria within one month.

### WHY THIS MATTERS

This update is significant because it reflects the latest minimum salary requirements that directly affect the employment of non-EEA nationals in Belgium. Meeting these thresholds is essential to avoid rejection of work or single permit applications and to protect companies from administrative or legal consequences. Staying aligned with regional salary norms supports international workforce planning and helps maintain uninterrupted cross-border talent mobility.

### Key Highlights

#### New Minimum Salary Thresholds

For 2026, the minimum salary criteria for employees in Belgium vary by region:

- Brussels Region: The salary thresholds remain unchanged from 2025. The monthly gross salary is used to calculate the minimum salary.<sup>1</sup>
- Walloon Region: The minimum salary requirements have been published, with calculations based on the annual gross salary.<sup>2</sup>
- Flanders Region: The 2025 annual gross salary thresholds remain applicable until the publication of the new wage norm by Statbel. The wages are expected to be updated one month after the publication by Statbel. The work authorizations that are delivered this year will include a reference in this respect.

See the table below for the applicable amounts in 2026:

<b>Category</b> <i>(amounts for 2026)</i>	<b>Brussels Region</b> <i>Monthly salary threshold</i>	<b>Walloon Region</b> <i>Yearly salary threshold</i>	<b>Flemish Region</b> <i>Yearly salary threshold</i>
Highly skilled employees <i>(Work Permit B/ Single Permit)</i>	EUR 3,703.44	EUR 53,220.00	EUR 48,912.00
Highly skilled employees <i>(under 30 years* of age with a local contract for Flemish Region)</i>  <i>*Higher amount required once employee turns 30</i>	N/A	EUR 42,576.00	EUR 39,129.60
Management personnel <i>(Work Permit B/ Single Permit)</i>	EUR 6,647.20	EUR 88,790.00	EUR 78,259.00
Intra-corporate specialist	EUR 4,510.20	EUR 55,053.00	EUR 48,912.00
Intra-corporate trainee	EUR 2,611.40	EUR 34,408.00	EUR 48,912.00
Intra-corporate transferee <i>(management)</i>	EUR 5,460.20	EUR 68,815.00	EUR 78,259.00
EU Blue Card	EUR 4,748.00	EUR 68,815.00 EUR 55,052.00 EU Blue Card for juniors with less than three years of experience	EUR 63,586.00
Trainee	Minimum salary (sector)	Minimum salary (sector)	Sufficient means of existence
Medium-skilled employees <i>(bottleneck professions)</i>	N/A	N/A	Minimum salary (sector)

## Non-compliance

Non-compliance with these minimum salary requirements may result in administrative and/or penal sanctions, including prison sentence. In case of illegal employment, the employer will need to regularise salary, including taxes, social security contributions and late payment interest.

## KPMG INSIGHTS

Before hiring non-EEA nationals in Belgium, employers need to secure the appropriate work permit or Single Permit. The requirements are strict, and employers should be aware of potential penalties for failure to secure permits. In light of the upcoming change employers might consider the following:

- Monitor the publication of new salary norms and adjust employee salaries promptly.
- Apply minimum salary criteria for both initial and renewal applications.
- Pay attention to salary indexation, especially for employees earning previous minimums.
- Monitor developments in migration law and assess implications for hiring third-country nationals.
- Consult immigration professionals to help navigate work authorization processes and maintain alignment with regional salary rules.

If assignees and/or their programme managers have any questions or concerns about the scope of the update, its application and potential impacts, and appropriate next steps, they should consult with their qualified immigration professional with KPMG in Belgium (see the Contacts section).

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### FOOTNOTES:

- 1 Brussel Economie en Werkgelegenheid, (in Dutch) "[Minimale bezoldiging](#)."
- 2 Employment and Professional Training in Wallonia, (in French) "[Minimum salary thresholds for the Walloon Region](#)," published on 14 October 2022; updated on 7 October 2025.
- 3 Belgian Federal Public Service Justice, (in Dutch) [Article 175 of the Belgian Social Penal Code, Sociaal Strafwetboek/ Code Pénal Social](#).
- 4 Federal Public Service Employment, Labour and Social Dialogue, Belgian Immigration Office, (in French) [Poursuites Pénales](#).

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## Contacts

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

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