



Global Immigration alert

December 2024

Belgium

Belgium to increase salary thresholds effective 1 January 2025

Executive summary

Effective 1 January 2025, the minimum salary thresholds for third-country nationals working in Belgium is set to increase. This increase will impact new and pending applications, as well as existing permits.

Background

Individuals who apply for certain Belgian work or single permits must meet specific salary thresholds. The authorities review these thresholds periodically. Salary thresholds and policies differ across the three Belgian regions of Brussels, Flanders and Wallonia (e.g., individuals working in Wallonia based on a highly qualified permit type are subject to prorated salary thresholds based on their actual working time).

Key developments

The increased thresholds will apply to the following categories of individuals effective 1 January 2025:

- ▶ Holders of valid permits currently working in Belgium. These individuals must meet the updated thresholds effective 1 January 2025.
- ▶ Employers that file new or renewal applications on or after 1 January 2025.
- ▶ Employers that submit new or renewal applications before 1 January 2025 on behalf of individuals whose expected work start date is 1 January 2025 or later. These employers must ensure that regardless of the salary mentioned in the submitted application, the individual's salary meets the increased thresholds as of 1 January 2025.

See the table on the following page for a full list of the increased salary requirements. The requirements in Brussels are based on monthly thresholds, while those in Flanders and Wallonia are based on annual thresholds.

Impact on employers

Employers may review the salaries of their current and future employees and update them as required to ensure compliance.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

Applicant category	Minimum (annual) salary in Flanders	Minimum (monthly) salary in Brussels	Minimum (annual) salary in Wallonia
Highly qualified employees	EUR 48,912 (up from EUR 46,632)	EUR 3,703.44 (up from EUR 3,591.12)	EUR 51,613 (up from EUR 50,310)
Highly qualified employees working for a Belgian employer who are (1) below the age of 30, or (2) employed as a nurse. Wallonia recently reduced the minimum salary to 80% for highly qualified employees below the age of 30.	EUR 39,129.60 (up from EUR 37,305.60)	Not applicable	EUR 41,290 (up from EUR 40,248)
Managers who are not Intra Corporate Transferees (ICTs)	EUR 78,259 (up from EUR 74,611)	EUR 6,647.20 (up from EUR 6,445.60)	EUR 86,110 (up from EUR 83,936)
EU Blue Card applicants	EUR 63,586 (up from EUR 60,621)	EUR 4,748 (up from EUR 4,604)	EUR 66,738 (up from EUR 65,053)
EU Blue Card applicants who graduated from an institution of higher education	Not applicable	Not applicable	EUR 53,390 (up from EUR 52,042)
ICT specialists	EUR 48,912 (up from EUR 46,632)	EUR 4,510.60 (up from EUR 4,373.80)	EUR 53,390 (up from EUR 52,042)
ICT trainees	EUR 48,912 (up from EUR 46,632)	EUR 2,611.40 (up from EUR 2,532.20)	EUR 33,370 (up from EUR 32,327)
ICT managers	EUR 78,259 (up from EUR 74,611)	EUR 5,460.20 (up from EUR 5,294.60)	EUR 66,738 (up from EUR 65,053)

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