



Global Immigration alert

July 2024

Netherlands

Changes to Dutch regulations governing EU Blue Cards

Executive summary

Effective 12 June 2024, the Dutch authorities amended the regulations governing the issuance of EU Blue Cards to eligible third-country nationals.

Key developments

These amendments to the Aliens Decree (2000) are in line with the [EU Directive 2021/1883](#) dated 20 October 2021, which describes the conditions of entry and residence of third-country nationals who seek to obtain an EU Blue Card for the purpose of highly qualified employment. The recent amendments introduce the following changes:

- ▶ **Validity:** EU Blue Cards are now valid for a maximum period of five years (up from four years previously).
- ▶ **Salary:** In general, applicants must now earn a minimum monthly gross salary of EUR 5,331 (down from EUR 6,245 for all applicants), excluding an 8% holiday allowance. Individuals who graduated from a higher education institution no more than three years prior to filing their EU Blue Card application are subject to a reduced salary threshold of EUR 4,265 gross per month, excluding the holiday allowance.
- ▶ **Educational requirement:** Applicants no longer need to have a higher education diploma provided they have five years of relevant professional experience.
- ▶ **Authorized period of unemployment:** Individuals who have held an EU Blue Card for more than two years may remain unemployed for up to six months (up from three months previously) without their Card being revoked, provided their residence permit remains valid.

- ▶ **Work in other EU countries:** Holders of EU Blue Cards issued in the Netherlands can now conduct authorized business activities in other EU Member States without a separate visa for up to 90 days in a 180-day period.

Impact on employers

The new regulations relax the requirements for obtaining EU Blue Cards, and employers may opt for this route as a feasible alternative to the more popular Highly Skilled Migrant Permits. In practice, it remains to be seen to what extent these updated regulations will impact the adoption of EU Blue Cards to bring in highly educated foreign talent.

Key steps

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

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