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COLOPHON

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LIVING AND WORKING IN BELGIUM: THE SINGLE PERMIT COME INTO EFFECT ON 1 JANUARY 2019

An employer who wants to employ a foreign worker in Belgium must first ask itself two questions:

1. Is the employee entitled to reside in Belgium
(on the assumption that he or she does not yet legally reside within Belgian territory)?
2. Is the employee entitled to work in Belgium?

In theory, an employer only needs to concern itself with the second question. In practice, however, employers also offer support to employees in obtaining residence permits in Belgium. Previously, two separate documents had to be obtained: the visa and/or residence permit on the one hand and the work permit on the other. As from 1 January 2019, the procedure will change radically: it is the start of the combined “single” permit. This unified procedure only applies if the residence and employment in Belgium has an intended validity period of more than 90 days.

This article only looks at the situation of migrant workers who travel to Belgium to reside and work here as an employee. Foreign nationals who are in a specific residence situation are not examined here

(for example, students employed in the context of an apprenticeship or sandwich course agreement).

Self-employed persons with a foreign nationality also generally need permission to reside and work in Belgium (professional card). This arrangement does not change. For some forms of employment, special conditions and procedures apply. This is the case, for example, for cross-border workers, trainees, au pairs and seasonal workers. These special arrangements are also not covered in this chapter.

I. A BIT OF HISTORY

Employees with a foreign nationality (third-country nationals) generally require permission to reside in Belgium - the type-D (long-term) visa and residence documents - and to work in Belgium - previously the work permit B. An employer also needs permission to employ such an employee - previously the employment permit. The work permit B, the employment permit and the residence permit are now all combined into one document: the single permit. The permission to work only applies for a specific duration of not more than 12 months, but it can generally be renewed.

Besides the work permit B, there were also two other types of work permit: work permit A and work permit C. The work permit B continues to exist for employment in Belgium for a period up to 90 days. The work permit A and work permit C are no longer being issued.

- The work permit A granted permission to exercise any occupation as a salaried employee for any employer, for an indefinite duration. The work permit A could only be granted to foreign workers who over a period of no more than 10 years of legal and uninterrupted

- residence in Belgium (immediately prior to the application) had worked with a work permit B in Belgium for at least four years.
- The work permit C was issued to persons who were already in Belgium, not primarily to work but who had a specific reason to reside here (e.g. as a student or for family reunification). Third-country nationals residing in the country for reasons other than employment now receive a residence permit with an indication concerning the permission to work. This indication on the residence permit is automatic, meaning the single permit procedure is not applicable to them.

II. LOOKING AHEAD

With the combined "single" permit an important change will be introduced as from 1 January 2019. Completing just one application procedure will lead to the issuing of a combined residence and work permit.

The work permit and the employment permit are in that case incorporated in the single permit and thus not issued physically. The single permit therefore allows the migrant worker to reside and work throughout the whole of Belgium (for the same employer).

European blue card – Since 10 September 2012, a single permit for highly-qualified third-country nationals wishing to reside and work in an EU Member State could already be applied for, i.e. the European "blue card". This procedure will now be included in the single permit procedure.

European ICT permit – Since 29 November 2016 Belgium has had to have transposed the European ICT Directive. This directive is intended to facilitate temporary secondments within a multinational group from third countries to the EU. At the moment, the Flemish Region is the only part of the country to have taken the step. The Walloon Region, the Brussels-Capital Region and the German-speaking Community have not yet reached this point

DON'T FORGET THE LIMOSA!

From a legal point of view, the Limosa reporting obligation is not part of Belgian labour migration legislation. However, indirectly, it is also an immigration obligation. The Limosa declaration must be made for workers who come to work temporarily or part-time in Belgium. In other words, it concerns employees who either usually work in a country other than Belgium or who are recruited in a country other than Belgium. The Limosa declaration must be submitted before the commencement of the employee's activities in Belgium.

III. EEA NATIONALS¹

EEA nationals are an important exception. EEA nationals fall under the free movement of persons, which means that they can work in Belgium without a work permit or professional card. Moreover, as a rule, every EU citizen has the right to travel and reside freely within the territory of the Member States. EEA subjects can also easily obtain a right to residence in Belgium by working (or seeking work).

IV. DIVISION OF COMPETENCES BETWEEN THE REGIONS (WORK) AND THE FEDERAL GOVERNMENT (RESIDENCE)

The regions are competent with regard to the employment of foreign workers. The federal government is in turn competent with regard to the access to Belgian territory, the residence, the settlement and the deporting of aliens. (The federal government is also competent with regard to the work permits issued for special residential situations, for example for students employed within the context of an apprenticeship or sandwich course agreement.)

For the issuing of the single permit, this division of competences means that the federal government and the regions need to work closely together. The application is submitted to the competent region. The region makes the employment decision, but it is the federal government that decides about residency. This cooperation was formulated in a cooperation agreement, which the federal government and each of the regions signed.

V. SINGLE PERMIT PROCEDURE

The single permit is an electronic residence permit and comprises both permission to reside and permission to work (work permit, exemption from the obligation to obtain a work permit, and an employment permit). The application is submitted in one region, but the single permit or the exemption always applies to the whole of Belgium.

The single permit must be applied for from the competent region - more about this below - and is issued by the Immigration Office (federal government). The migrant worker submits the application via his or her employer to the competent region. Each region determines the conditions and rules for the submission of the application.

The single permit applies irrespective of the employment scenario. This procedure applies both when the migrant worker commences employment with a Belgian employer and when the employer based outside the EEA sends the labour migrant to Belgium.

WHAT ABOUT BUSINESS TRIPS?

In practice, the single permit will not apply to business trips to Belgium. The employee then only stays and works in Belgium for a short period, and the employer is almost always established outside of Belgium. During a business trip, the employee, for example, visits customers or the Belgian subsidiary or the Belgian branch of a foreign company. Depending on nationality, the third-country national on a business trip may need to obtain a short-stay visa (Schengen visa). A work permit B is in general mandatory, although in practice an exemption almost always applies.

A. DETERMINING WHICH REGION IS COMPETENT

To determine which region is competent, the following rules apply:

- 1) If the company has one or more establishment units in one or more regions, then the region where the employee generally works is competent.
- 2) If the main place of employment cannot be determined, then the region where the registered office of the company is situated is competent.
- 3) If the company does not have a registered office or establishment unit in Belgium, then the region where the employee will carry out his or her activities is competent.
- 4) If the application concerns permission to work for an indefinite period or an exemption for an indefinite period, then the region where the employee has his or her official place of residence is competent.

B. SUBMITTING THE APPLICATION AND PROCESSING

The employer submits the application to the competent region.

The application must contain the documents that the region requires with regard to employment and that the federal government requires with regard to residence. If this application package is not complete, the requester will be given 15 days to rectify the situation. Failure to do so means that the application is inadmissible. The region sends the application to the Immigration Office no later than 15 days after the admissibility of the application has been determined.

The application for a renewal (or change) must be submitted by the employer to the competent region no later than two months before the expiry date of the period of validity of the single permit.

THE GOVERNMENT HAS FOUR MONTHS

The decision to grant the single permit must be taken within four months of the notification to the employer that the application

is complete, although this period may be extended in exceptional circumstances. If no decision is taken within this (extended) period, the single permit is deemed to have been granted.

If the region where the application was submitted is not competent, the region itself will send the application package to the region that is competent.

The competent region then sends the complete application package to the Immigration Office for a decision regarding the residence aspect. The Immigration Office has 60 days to do this. The competent region and the Immigration Office mutually communicate their positive and negative decisions regarding the granting of the single permit. The employer does not intervene in this.

The Immigration Office issues a provisional document to the migrant worker and informs the employer. The employee can then commence working in Belgium with this provisional document pending the issue of the single permit.

C. ISSUING OF THE SINGLE PERMIT, THE VISA AND REGISTRATION IN THE REGISTER OF FOREIGN NATIONALS

The Immigration Office contacts the Belgian diplomatic post abroad and/or the municipality. If the migrant worker is still abroad, a type D (long-stay) visa will be issued at his or her request. The municipality will register the migrant worker in the register of foreign nationals. The application must be submitted within eight days of arrival. The municipality will also issue him or her with the single permit.

Note that the single permit is only issued on Belgian territory. Pending the carrying out of the check of the place of residence and/or the issue of the single permit, the municipality immediately issues a temporary residence permit.

Third-country nationals must submit an application for renewal two months before the expiry of the single permit. If the residence permit expires during this application, the third-country national will receive a temporary residence permit.

VI. DECISION

Each region specifies the conditions regarding the permission to work for third-country nationals. The federal government specifies the conditions regarding residency. Completing just one application procedure will lead to the issuing of a combined residence and work permit. It therefore allows the migrant worker to work throughout the whole of Belgium for the same employer. As such, the single permit is also valid in Belgium outside the region where the application needs to be submitted.

Yves Stox

Senior Legal Counsel

1 "EEA national" refers to nationals of one of the States of the European Economic Area (EEA) and Switzerland:

- the European Union (EU): Belgium, Bulgaria, Cyprus*, Denmark, Germany, Estonia, Finland, France, Great Britain, Hungary, Ireland, Italy, Greece, Croatia, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Austria, Poland, Portugal, Romania, Slovenia, Slovakia, Spain, the Czech Republic, Sweden (*EU legislation does not apply to the northern part of Cyprus, which is not under the control of the Government of the Republic of Cyprus);
- the European Free Trade Association (EFTA): Norway, Iceland and Liechtenstein. (The EFTA State Switzerland has not formally joined the EEA).



ECONOMIC MIGRATION TO FLANDERS: NEW RULES AS OF 1 JANUARY 2019

The Flemish Region is aiming to attract foreign talent. The Flemish Government has two objectives here. Firstly, foreign talent is needed for the growth of our innovative, knowledge-based economy. Secondly, a large number of workers are needed to fill vacancies in occupations where there is a structural shortage (bottleneck occupations). This is why the Flemish Government is amending the conditions regarding the permission to work for third-country nationals within the context of the single permit. Therefore, in general, these new rules do not apply to EEA nationals.

I. CATEGORIES OF EMPLOYEES WHO ARE PERMITTED TO WORK FOR AN INDEFINITE PERIOD

Two categories of employees are permitted to work for an indefinite period:

- 1) The migrant worker who is legally residing in Belgium and who proves that he or she has worked for four years in Belgium in the five years immediately prior to the application (periods of secondment in Belgium do not count).
- 2) The third-country national who has obtained the status of long-term resident in another EU Member State by virtue of legislation transposing Directive 2003/109 of 25 November 2003 concerning the status of third-country nationals who are long-term residents. (The migrant worker must be legally residing in Belgium and prove 12 months of work in a period of maximum 18 months immediately prior to the application, taking account of a number of equated working periods.)

PERMISSION FOR AN INDEFINITE PERIOD. WHAT ABOUT THE SINGLE PERMIT?

Permission to work does not mean that the single permit does not apply. The single permit procedure is started with a view to obtaining permission to reside.

The single permit ultimately issued specifies the residence permit and a statement about work. The permission to work is independent of the duration or the nature of the future employment.

II. CATEGORIES OF EMPLOYEES WHO ARE EXEMPTED FOR A FIXED PERIOD

A number of categories of employees are automatically permitted to work and are exempted from having to apply for permission to work. Depending on the specific nature of the employment, this exemption from having to apply for permission to work is linked to the fixed period of the future employment. The condition is always that the Limosa legislation was observed.

An overview of the categories which are often relevant in practice can be found below. This overview also applies if the employment in Belgium is for less than 90 days. (Specific exemptions, for example for journalists or scientists, are not included in this overview.)

An ICT migrant worker who exercises his or her right to short-term mobility is also automatically permitted to work. (You can read more about the benefits of the ICT permit below.)

III. CONDITIONS FOR GRANTING PERMISSION TO WORK

In general, permission to work is restricted to employment with one employer. In the case of secondment, the employee can work for different companies in the Flemish Region. In that case, each recipient company must be indicated in the secondment agreement. In general, permission applies for one year. Permission to work must then be renewed.

Permission must be requested again each time as long as the employee does not have a residence permit for an indefinite period. (In practice, after five years the Immigration Office grants a residence permit for an indefinite period to migrant workers who request an extension of their temporary residence permit.)

A. SPECIFIC CATEGORIES OF EMPLOYEES

Permission to work is only granted if a specific category of employee is declared applicable. **The most frequently-occurring specific categories of employees can be found in the table below** (specific categories such as performing artists, athletes or scientists are not shown).

Special application conditions apply for highly-qualified workers eligible for the European blue card and for ICT migrant workers. **(You can read more about the benefits of the European blue card and the ICT permit below.)**

CHART 1 - OVERVIEW OF THE EXEMPTIONS

Nature of the activity	Employment scenario ⁽¹⁾	Time restriction	Other conditions	Limosa ⁽²⁾
Sales representative	Secondment	Stay no longer than three consecutive months	Main residence abroad	No exemption
Receiving goods produced in Belgium	Secondment	Stay no longer than three consecutive months	Goods supplied by a Belgian company	No exemption
The employee is employed by a company (EEA) that will operate in Belgium in order to perform services (free movement of services within the EEA).	Secondment	For the duration of the employment in Belgium	<p>The employee has a right of residence or a residence permit of more than three months in the sending country (EEA). This employee is legally employed in the sending country (EEA) with a permit that is valid for at least the duration of the work to be performed in Belgium. The employee has a legally-valid employment contract. The employee has a passport and a residence permit in the sending country (EEA) for the duration of the service provision. The service provision does not relate to the provision of workers.</p> <p>The single permit procedure is not applicable.</p>	No exemption
Conferences and scientific gatherings	Secondment	For the duration of the employment in Belgium		Exemption
Meetings in a limited circle	Secondment	Sixty days per calendar year; 20 consecutive days per meeting		Exemption
Training within the company	Secondment	Stay no longer than three consecutive months	The Belgian company and the employer are part of the same multinational group. The training course is part of a training agreement between the offices of the multinational group. (Training may be accompanied by productive services.)	No exemption
Initial assembly and/or first installation of a good (Excluded: construction sector)	Secondment	Eight days	Forms an essential component of the agreement and is necessary for its commissioning. Qualified and/or specialised employees of the supplying company.	Exemption
Urgent maintenance or repair work	Secondment	Five days per month	Carried out on machines or equipment supplied by the employer to the Belgian company.	Exemption

⁽¹⁾ A local employment contract with the Belgian company implies being subjected to the Belgian social security system. Within the context of secondment, the employee can temporarily remain subject to the social security system of the sending country, meaning that Belgian social security contributions are not levied.

⁽²⁾ The Limosa declaration is intended for employees who come to work temporarily or part-time in Belgium. In other words, it concerns employees who usually work in a country other than Belgium or who are recruited in a country other than Belgium.

CHART 2 – OVERVIEW OF THE SPECIFIC EMPLOYEE CATEGORIES

Qualification of the employee or nature of the activity	Employment scenario ⁽¹⁾	Time restriction	Other conditions
Highly-qualified personnel	Employment contract with Belgian company	Voor de duur van de tewerkstelling in België	Highly-qualified: in practice, a bachelor's degree is usually required (three years). Similar professional experience does not suffice.
Managerial staff⁽³⁾	Secondment	For the duration of the employment in Belgium	Gross annual salary: The employee must earn a minimum of 100% of the average gross annual salary ⁽²⁾ .
Specialised technician	Secondment	Six months	Gross annual salary: The employee must earn a minimum of 160% of the average gross annual salary ⁽²⁾ .
Training - sales agreement	Secondment	Six months	Specific vocational training within the context of a training agreement, added to a sales agreement between the employer and the recipient company (in the Flemish Region)
Training within the company	Secondment	For the duration of the employment in Belgium	The employer and the recipient company are part of the same multinational group.
Bottleneck occupation	Employment contract with Belgian company	For the duration of the employment in Belgium	Medium-qualified functions (last two years of secondary education) Training or experience Occupations for which the Flemish Region establishes that there is a structural shortage (two-yearly list) GGMI, sectoral minimum wage

⁽¹⁾ A local employment contract with the Belgian company implies being subjected to the Belgian social security system. Within the context of secondment, the employee can temporarily remain subject to the social security system of the sending country, meaning that Belgian social security contributions are not levied.

⁽²⁾ Gross annual salary: twelve times the average monthly salary of a worker employed full-time in Belgium, calculated on the basis of statistical data (FPS Economy). Remuneration for the additional cost of employment in Belgium is not taken into account.

⁽³⁾ The term "managerial staff" refers to a member of the more senior staff in charge of day-to-day management who is authorised to commit the employer, manages within the company and supervises the work of employees.

B. SALARY THRESHOLDS

The average gross annual salary is equal to twelve times the average monthly salary of a worker employed full-time in Belgium, calculated annually on the basis of the statistical data from FPS Economy.

average gross annual salary
= € 41.868 (2019)

The specific salary thresholds applicable for highly-qualified functions are calculated based on this average gross annual salary:

C. LABOUR MARKET INVESTIGATION

For other categories of employees, permission to work is only granted after a labour market investigation. For the position in question, it cannot be possible to find an employee within the EEA labour market who can fulfil the position in a satisfactory manner within a reasonable period of time (possibly after further training). A special economic or social reason is required. Furthermore, permission to work can only be obtained in such a case if the employee concludes a local employment contract with the Belgian company.

Highly-qualified younger than 30 years of age	Highly-qualified as from 30 years of age	Managers
minimum 80% of the average gross annual salary ⁽¹⁾	minimum 100% of the average gross annual salary	minimum 160% of the average gross annual salary
€33,495 (2019)	€41,868 (2019)	€ 66,989 (2019)

Highly-qualified within the context of the European blue card	Manager within the context of the ICT permit	Specialist within the context of the ICT permit
minimum 120% of the average gross annual salary	minimum 160% of the average gross annual salary	minimum 100% of the average gross annual salary
€50,242 (2019)	€66,989 (2019)	€41,868 (2019)

⁽¹⁾ The third-country national is linked via an employment contract to an employer registered in Belgium.

IV. EUROPEAN LABOUR MOBILITY FOR HIGHLY-QUALIFIED, MANAGERIAL OR SPECIALISED EMPLOYEES

When a third-country national will be active as an employee not only in Belgium, but also in other EU Member States, it may be worthwhile to make use of the European blue card or the ICT permit.

A. EUROPEAN BLUE CARD

The European blue card applies if the third-country national enters into an employment contract with an employer situated in an EU Member State (with the exception of Ireland and the United Kingdom).

The main benefits of the European blue card are as follows:

- The holder may change employer after two years. Permission to work is limited to one employer only during the first two years.
- The blue card holder must be treated equally, in particular with regard to social security benefits.
- A blue card holder can move to another EU Member State after 18 months of legal residence in the first EU Member State. However, on arrival in the second EU Member State the employee must once again obtain a blue card.

The European blue card requires the third-country national to enter into a local employment contract. A local employment contract with the Belgian company implies being subjected to the Belgian social security system.

Highly-qualified personnel eligible for the European blue card will be permitted to work. The third-country national will obtain permission to work if all the following conditions are met:

- the employer has concluded an employment contract with the foreign employee for an indefinite period or for at least one year;
- the remuneration of the foreign employee amounts to at least 120% of the average gross annual salary;
- the employee can prove higher professional qualifications by means of a higher education diploma.

B. ICT PERMIT

The ICT permit applies to third-country nationals working as managers, specialists or trainees. These employees do not sign a local employment contract. They are seconded by their employer located outside the EU to an entity belonging to the company or to the same group of companies (here ICT stands for intra-corporate transferees).

The main benefits of the ICT permit are as follows:

- Temporary transfers to entities of the same company in other EU Member States that have implemented the Directive are made possible under more flexible conditions. The entities concerned must belong to the same company or group of companies.
- The ICT permit holder must be treated equally, in particular with regard to social security benefits.

These third-country nationals must have an employment contract with a company registered outside the EU for at least three months and have their main residence outside of the EU. It is also important that it concerns a temporary transfer (secondment) to one or more entities of the concern within the EU, whereby the employment relationship with the company in the home country remains in place. Market-based (employment) conditions must also apply. The employee must earn a minimum of 100% or 160% of the average gross annual salary.

Generally, if employees are seconded by a company located outside the EU, the third-country national will not be subject to the Belgian social security system.

The employment of a third-country national with an ICT permit issued by another EU Member State is facilitated as follows:

- Less than 90 days - The ICT migrant worker who exercises his or her right to short-term mobility from another EU Member State is entitled to do so automatically. A condition is that the gross remuneration amounts to a minimum of 100% or 160% of the average gross annual salary.
- More than 90 days - The ICT migrant worker who exercises his or her right to long-term mobility from another EU Member State must request permission to work. A condition is that the gross remuneration amounts to a minimum of 100% or 160% of the average gross annual salary.

ENTRY INTO FORCE POSTPONED

The changes to the Blue Card procedure and the implementation of the ICT permit will not yet come into force on 1 January 2019. The texts are ready, but first of all the Belgian regions and the federal government must publish their consent through an operational cooperation agreement.

V. PROCEDURE AND APPLICATION PACKAGE

Is Flanders the competent region? This procedure applies for the permission to work as part of the procedure for obtaining the single permit, the European blue card or another residence permit with a view to working for a period exceeding 90 days.

The migrant worker submits the application via his or her employer (or a natural person who legally resides in Belgium and who acts on behalf and for the account of the employer). The application is submitted using a standard form from the economic migration office. The employer signs the application form.

That application form specifies:

- the personal details and the email address of the employer or its representative and of the diplomatic or consular office competent for the residence address of the third-country national if he or she is residing abroad at the time the application is submitted;

- the employee's personal details;
- the data and the details concerning the employment of the employee in the Flemish Region.

With the form, the employer (or its representative) encloses the documents relating to residence as required by the federal residence law:

- a copy of the employee's valid passport or equivalent travel document;
- proof that he or she has sufficient means of subsistence, the duration of his or her employment as an employee and, where appropriate, the VAT number of the employer;
- proof of payment of the fee for administrative costs (except when renewing the application);
- an excerpt from the judicial records or an equivalent document, not older than six months, confirming that the employee has not been convicted of crimes or offences under ordinary law (except when renewing the application);
- a medical certificate showing that the applicant is not suffering from an infectious disease that may threaten public health, such as tuberculosis (except when the application is renewed);
- proof that the applicant holds health insurance that covers all risks in Belgium for the applicant and his or her family members.

In addition, the Flemish Region requires the following documents:

- a photocopy of the employer's proof of identity or that of its representative;

- a photocopy of the personal details from the employee's valid passport and, if the person concerned resides in Belgium, a photocopy of the document authorising his or her residence;
- in the case of secondment, a copy of the document that declares that the social security legislation of the sending country remains applicable during employment in Belgium (certificate of coverage), or, if an international agreement regarding this is absent (or cannot be applied), a statement from the National Social Security Office stating that the conditions for being subject to the Belgian system for employees are not fulfilled.



NOTE

Employees who are seconded to Belgium from a country outside of the EEA with which Belgium has not concluded a social security treaty are generally not subject to the Belgian social security system. This exemption from social security contributions is not limited in time.

In the event of a renewal, the Flemish Region will request that the following documents be enclosed with the application form:

- a photocopy of the payslips or payroll statements for the entire period of the permission to work which has gone by, or a photocopy of the individual account after a full calendar year in which the person in question has worked;
- the Limosa declaration (if applicable).

Depending on the employee category, specific documents must also be included. For highly-qualified personnel or persons in managerial positions, the employer must also add the following documents:

- for local employment, a photocopy of the signed employment contract in accordance with the law on employment contracts;
- for a secondment, a photocopy of the employment contract between the employee and his or her employer located abroad (with a translation);
- for a secondment, a certificate signed by the employer in which it specifies the period of the secondment, as well as the employment and salary conditions during the period of the secondment;
- for highly-qualified personnel, a photocopy of the higher education diplomas obtained by the person concerned (with a translation).

For each employee category, a check of which documents need to be added must be made each time.

VI. PERIOD OF VALIDITY AND RENEWAL

Permissions to work for a fixed period are granted for the duration of the employment contract or the assignment, with a maximum duration of one year. The maximum duration is three years for the categories of highly-qualified workers, managerial staff and ICT migrant workers.

Permission can be renewed, whether or not with the same employer. Such a renewal request must generally be submitted no

later than two months before the end of the validity period.

The renewal cannot be granted if the maximum duration of the permission has been reached. For example, the ICT permit can only be granted for a maximum period of three years (one year for the ICT trainee).

VII. DECISION

The new regulations provide easier access to the labour market for people with a medium level of education. Specifically, no labour market investigation is required. The function must, however, be on a list of bottleneck occupations. This is an updated list that is reviewed every two years depending on the needs of the labour market. More about that in the next issue.

For people with a high level of education and managers, the duration of the permission to work is extended to 3 years (instead of the current limitation of 12 months).

The salary thresholds are aligned with actual wages applicable on the labour market. Moreover, a lower salary threshold is used for young people (up to the age of 30): they must earn 80% of the average gross annual salary.

Yves Stox

Senior Legal Counsel

