



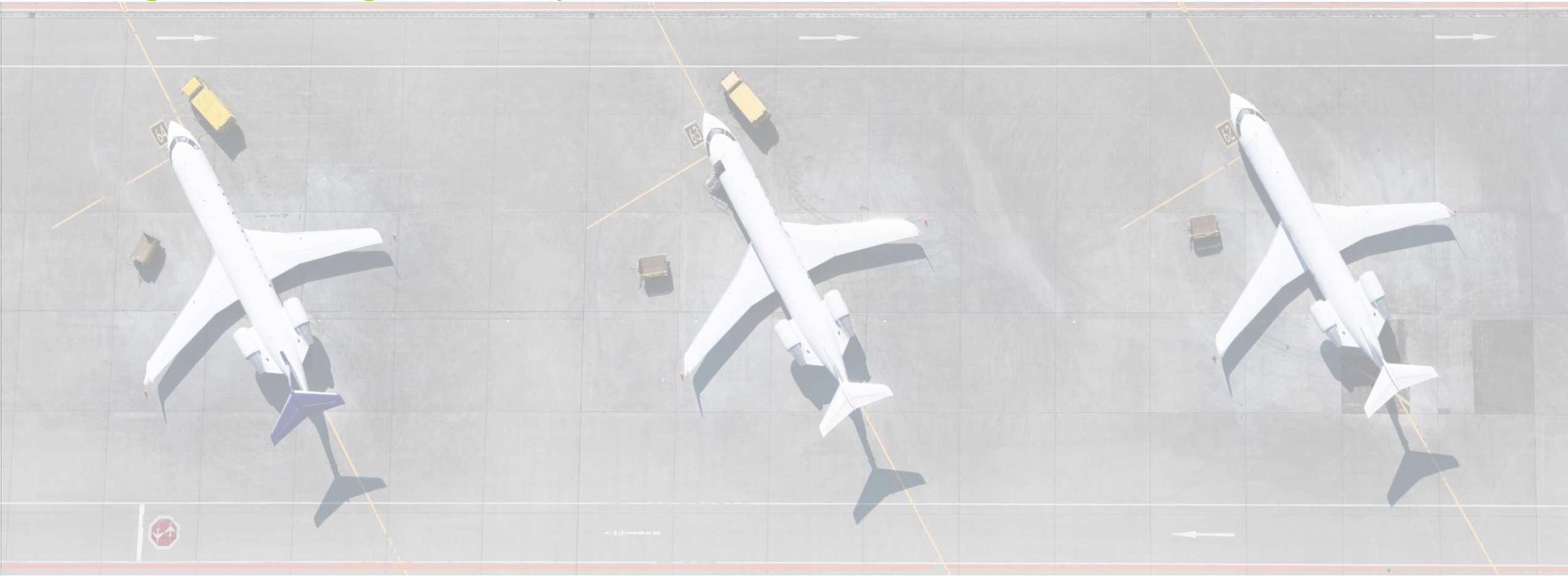
Immigration updates  
GES Immigration

OCTOBER 2024





# Immigration – Legislation Updates



---

As temperatures drop and colds start to spread, the seasons are not the only things changing ahead – the Deloitte immigration team has fresh immigration updates to share.

Join us as we dive into the latest employment immigration changes and discover what it means for you and your organization.

---

# Immigration – Legislation Updates

**Flemish Government Decree of  
March 8, 2024**

Entered into force on  
**May 1, 2024**

**Walloon Government Decree of  
June 6, 2024**

Entered into force on  
**September 1, 2024**

**Brussels Government Decree of  
May 16, 2024**

Entered into force on  
**October 1, 2024**

# Highly skilled workers

## Comparative overview

Combined work and residence permit that offers an **exemption** from labour market test, under certain conditions, with the key requirements below:

	Walloon Region	Brussels Region	Flemish Region
Education requirement	Minimum bachelor level diploma, waived if: <ul style="list-style-type: none"><li>• relevant experience; <b>or</b></li><li>• work in the ICT sector</li></ul>	Minimum bachelor level diploma	Minimum bachelor level diploma
Salary threshold for 2024	<30 years: EUR 40.248 [1] >30 years: EUR 50.310	EUR 50.310	<30 years: EUR 37.305,60 (only for local contracts) >30 years: EUR 46.632 Specific categories: EUR 37.305,60

[1] Represents 80% of the salary threshold.

# EU Blue Card

## Comparative overview

Special category of the combined work and residence permit, based on an **EU directive** implemented by several Member States within the EU.

	Walloon Region	Brussels Region	Flemish Region
Criteria	<ol style="list-style-type: none"><li>1. Minimum bachelor level diploma (non-legalized) <b>or</b> relevant experience in the ICT sector</li><li>2. Local contract of at least 6 months</li></ol>		
Salary threshold for 2024	Diploma >3 years: EUR 65.053 Diploma <3 years: EUR 52.042 [1]	EUR 65.053	EUR 55.958

[1] Represents 80% of the salary threshold.

# Shortage occupations lists

Walloon, Brussels and Flemish Regions

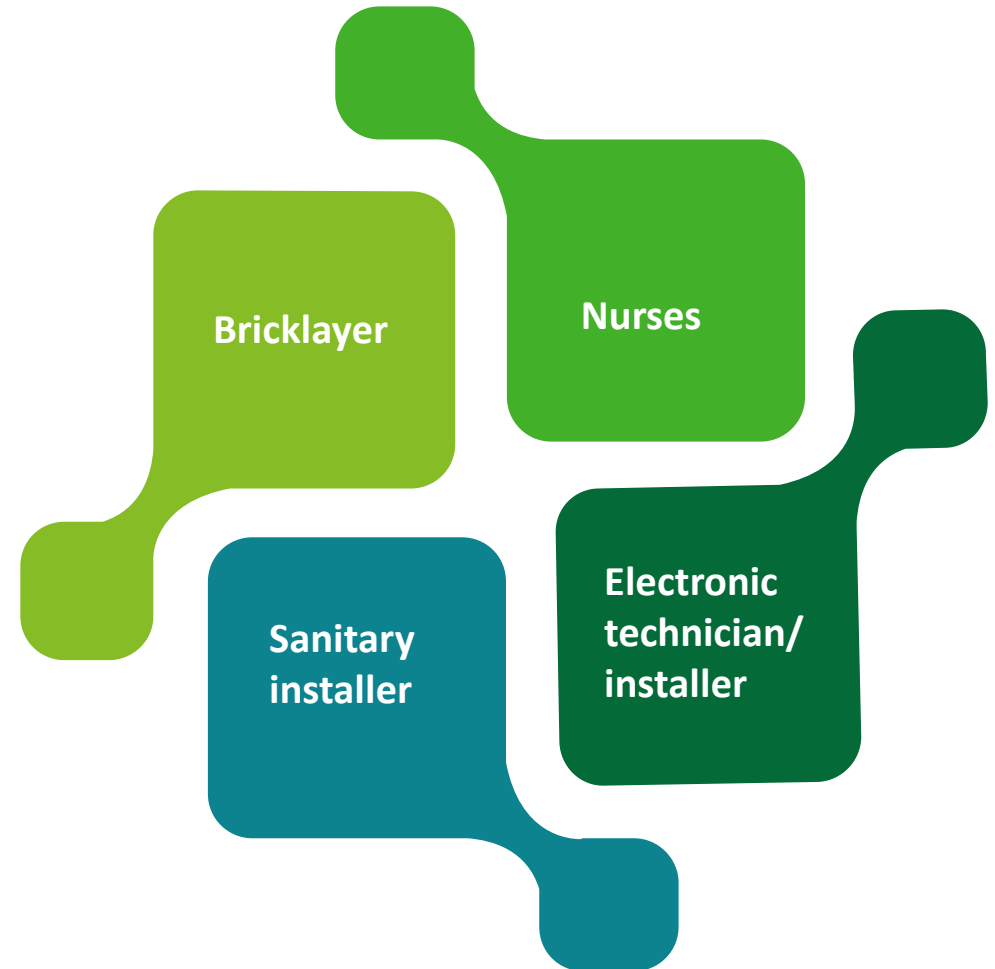
Each region establishes shortage occupations lists which identify occupations with a deficit of qualified workers. These lists form another category of the single permit.

Salary threshold is not applicable, instead subject to:

- **Average guaranteed monthly minimum** income; or
- **Collective Labour Agreement** of the sector.

Validity: **12 months** - Renewable

The three regions have their own shortage occupations lists. Eligibility to apply for a shortage occupation single permit should be reviewed by the Deloitte immigration team.





# Work Authorization- Exemptions

Walloon, Brussels and Flemish Regions



*Please note that the three regions have different exemptions. The conditions to such exemptions should be reviewed by your Deloitte immigration team.*

# Additional Changes

Reach out to Deloitte for more information relating to updates on the following topics:

**Part-time work**

01

**Self employment**

02

03

**Low or medium skilled employees**

**Grounds for withdrawal or refusal**

04

05

**Access to the labour market**

06

**Annual compliance check**



# Reach out to Deloitte



**Matthias Lommers**

*Partner – Global Employer Services, Belgium*

✉ [mloppers@deloitte.com](mailto:mloppers@deloitte.com)

☎ +32 479 20 53 96



**Erin Clor**

*Director – Global Employer Services, Belgium*

✉ [eclor@deloitte.com](mailto:eclor@deloitte.com)

☎ + 32 472 90 03 47

OUR IMMIGRATION TEAM IS THERE TO GUIDE YOU THROUGH THE CHANGES.  
DO NOT HESITATE TO REACH OUT FOR SUPPORT.





### About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as “Deloitte Global”) does not provide services to clients. Please see [www.deloitte.com/about](http://www.deloitte.com/about) for a more detailed description of DTTL and its member firms.

Deloitte provides audit, tax and legal, consulting, and financial advisory services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 150 countries, Deloitte brings world-class capabilities and high-quality service to clients, delivering the insights they need to address their most complex business challenges. Deloitte has in the region of 312,000 professionals, all committed to becoming the standard of excellence.

This publication contains general information only, and none of Deloitte Touche Tohmatsu Limited, its member firms, or their related entities (collectively, the “Deloitte Network”) is, by means of this publication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser.

No entity in the Deloitte Network shall be responsible for any loss whatsoever sustained by any person who relies on this publication.

