

## WHAT LABOUR INCENTIVES COULD YOU BENEFIT FROM?

### Hiring in Brussels for the first time:

Every employer/association who hires for the first time in Belgium is entitled to important incentives:

- ➔ total exemption from basic social security contributions for life for the 1st employee.
- ➔ important reduction in social security contributions for over 3 years for the 2nd, the 3rd, the 4th, the 5th and the 6th employees.

### COSTS SIMULATION

Let us take the example an association that settles in Belgium and hires two white-collar workers with following wage:

Gross monthly wage: 3,500 EUR

Total cost for the employer for the 1st employee: 3,592 EUR (2% social security contributions for life)

Total cost for the employer for the 2nd employee: (gross wage + social security contributions – structural reduction)

- The first 15 months: reductions for hiring the first workers: a total cost of 3,902 EUR (= 11% contributions)
- The following 12 months: reductions for hiring the first workers: a total cost of 4,069 EUR (= 16% contributions)
- The following 12 months: reductions for hiring the first workers: a total cost of 4,269 EUR (= 22% contributions)
- After 3 years and 3 months: a total cost of 4,389 EUR (= 25% contributions)

The net wage of the employee depends on his/her tax situation. For a 35 years old employee, married, with one dependent child, the earnings will amount to: 2,164 EUR

### Role of the social secretariat:

In Belgium, employers often use the services of a social secretariat. More than 90% of the companies/associations active in Belgium are affiliated with a social secretariat.

Accredited social secretariats are service suppliers to whom employers outsource their administrative obligations and who are entrusted with the payroll administration of the employer. They ensure that the wages are paid according to standards prevailing in Belgium and that social security contributions and advance tax payment are properly calculated and collected.

Accredited social secretariats are privileged partners of public authorities and they have regular contact with them.

In collaboration with  
visit.brussels 

**SD Worx**  
Hugues Thibaut  
hugues.thibaut@sdworx.com  
+ 32 476 95 39 23

