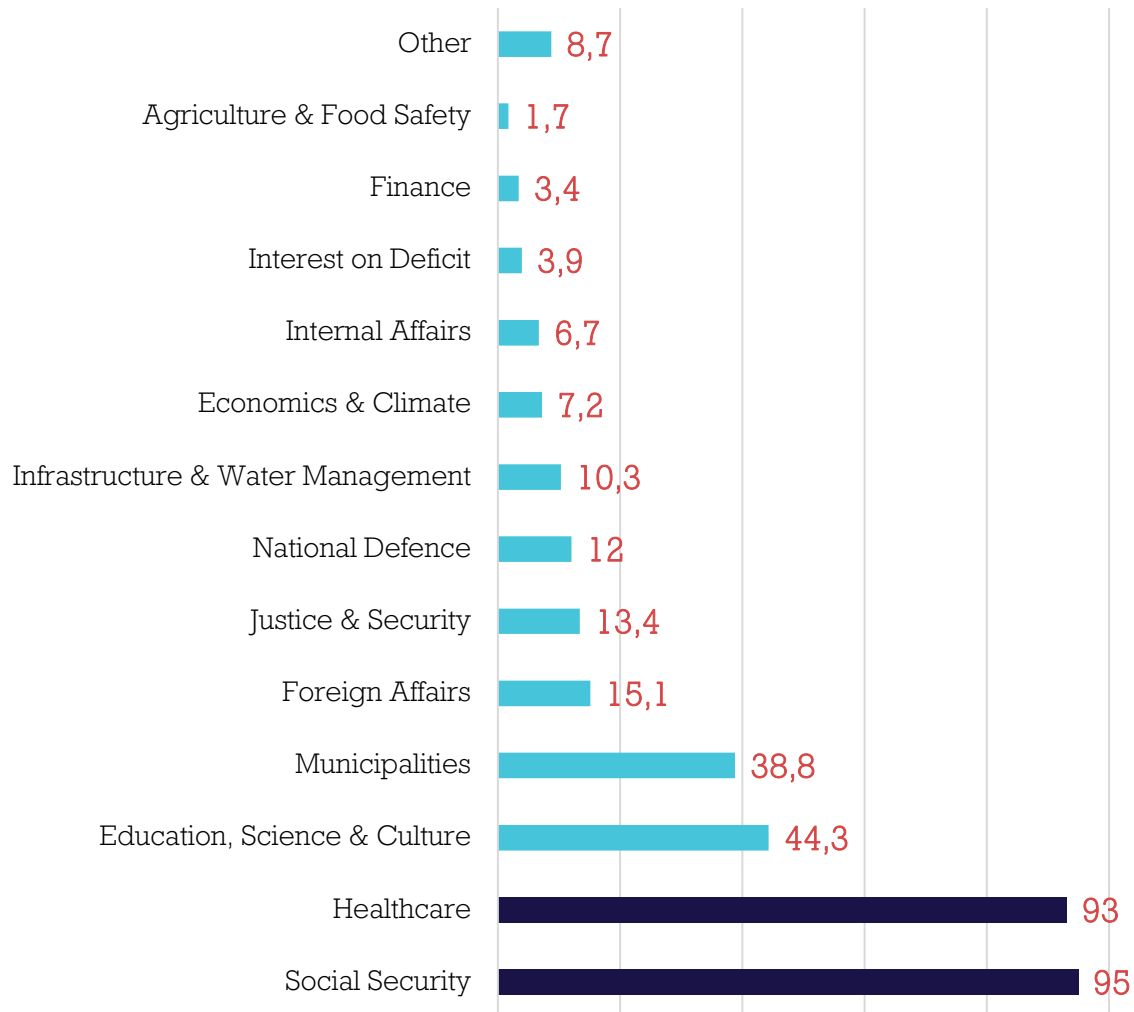


# DESIRABLE MIGRATION: A DUTCH POLICY BACKGROUND

## 2022 State Budget



Source: budget 2022 (<https://www.rijksoverheid.nl/onderwerpen/prinsjesdag/miljoenennota-en-andere-officiële-stukken>)

## Meanwhile:



### Dutch employment crisis: More job vacancies than unemployed



17 August 2021, By [Victoria Séveno](#)

The latest figures from [Statistics Netherlands \(CBS\)](#) expose the extent of the Dutch employment crisis, revealing that in the second quarter of 2021, [job vacancies in the Netherlands](#) outnumbered the number of [unemployed](#).

Source: IamExpat (<https://www.iamexpat.nl/career/employment-news/dutch-employment-crisis-more-job-vacancies-unemployed>)

A man and a woman, both smiling and laughing, are high-fiving each other while sitting at a wooden desk in an office. The man is on the left, wearing a light blue shirt and a striped tie, and the woman is on the right, wearing a dark blazer over a white shirt. A laptop is open on the desk between them. The background shows a brick wall, a potted plant, and a whiteboard with some papers pinned to it.

**WHAT DO WE WANT? MORE HAPPY WORKING PEOPLE!**

# PERMITS FOR WORKING IN THE NETHERLANDS (1/2)

Your tax advisor's 101 to entering the Dutch labor market



As a small state with a high-income economy and limited natural resources, the Netherlands adopts policy to facilitate the knowledge-economy. At the same time, the Netherlands has an expansive welfare state that can only persist if its boundaries can be safeguarded.

This means that immigration procedures are generally focused on one main question: will the Dutchie-to-be add to the economy and thrive self-sustainably? Different moving-for-work situations link to different visa procedures. We highlight the three predominant ones:



## 1 Highly Skilled Migrant (HSM) Permit (Employed Persons)

### What is it and who does it apply to?

- ✓ This is a permit for employed persons and is a work and residency permit in one.
- ✓ Persons can apply if they:
  - ✓ Have an 'Immigrations recognized Sponsor' (usually: your future employer), and;
  - ✓ Will earn:
    - € 3,484/mo (<30 yrs age);
    - € 4,752/mo (≥30 yrs age).

### When does it end?

- ✓ If the employment is discontinued or, if that comes first;
- ✓ After 5 years of living in NL.

### What is the procedure?

- ✓ Together with your Sponsor, file an online request with & pay the processing fees;
- ✓ Decision follows within 90 days (max. 6-month extension);
- ✓ After grant, pick up the permit within 3 months, then;
- ✓ Start your employment!



## 2 Self-Employed Permit (Proprietors)

### What is it and who does it apply to?

- ✓ This is a permit for self-employed persons, regardless of incorporation status.
- ✓ The offered product or service must be 'innovative' in NL.
- ✓ Several clients in the Netherlands.
- ✓ Gross profit per month € 1,285.96

### When does it end?

- ✓ If the activities in the Netherlands end, or, if that comes first;
- ✓ After 5 years of living in NL.

### What is the procedure?

- ✓ File a business plan & request with the NL Enterprise Agency;
- ✓ File a permit request with Immigrations & pay process fee;
- ✓ Decision follows within 90 days (max. 6-month extension);
- ✓ After grant, pick up the permit within 3 months from decision & register the business with the Chamber of Commerce;
- ✓ Start business in the Netherlands!



## 3 Innovative Startup Visa (Startup Founders & Staff)

### What is it and who does it apply to?

- ✓ This visa allows early-stage, yet unprofitable but ruled 'Innovative' startups and their founders to enter the Dutch market.
- ✓ Applying startups need a certified 'facilitator'; a local mentor.
- ✓ The NL Enterprise Agency must clear the business plan. Tests:
  - ✓ Is the product 'Innovative'?
  - ✓ Are future profits foreseeable based on the business plan?
  - ✓ Does the company have sufficient funding to survive the cost phase on its own?
- ✓ The startup's persons must be paid at least € 1,837.08/mo.

### When does it end?

- ✓ After 1 year (then, apply for an HSM or Self-Employed Permit)

### What is the procedure?

- ✓ Find a facilitator to be your registered Sponsor, then;
- ✓ Follow the same steps as in the Self-Employed Permit procedure.

# PERMITS FOR WORKING IN THE NETHERLANDS (2/2)

Your tax advisor's 101 to entering the Dutch labor market



## Tax benefit for expats: 30% Ruling | Enticing scarce and highly skilled workers to come over!

The 30% Ruling is a facility that applies per request with the Dutch Tax Authorities. It originates as a compensation for 'extraterritorial costs' that expats may experience on account of having to move houses internationally, and perhaps maintaining a cross border lifestyle. During its application, the expat is considered only 'partially liable to Dutch tax'. In brief:

- ✓ The 30% **Ruling exempts 30% of wages** above the threshold, as well as all foreign shareholdings and savings from Dutch income tax.
- ✓ The facility applies for **max. 5 years** and is accessible for people:
  - ✓ Moving in from a place of residence that is at least 150km from the Dutch border;
  - ✓ To work for a Dutch employer, which may be their own business (i.e: they must incur Dutch taxable wages);
  - ✓ And whose skills are scarce in the Netherlands, which is evidenced by generating a wage in excess of € 55.658/year (the threshold, i.e.: € 4,638/mo. Threshold lowered to €3,525 for individuals <30 years of age).

GDP:  
**\$ 912.24 bil.**

Population:  
**17.542.249**

Employed:  
**9.028.000**

Unempl. Rate:  
**3.2%**

Avg. Income:  
**€ 36.000**



Time Abroad  
(application  
time!)



Immigration

Option 1: Highly Skilled Migrants permit (max. 5 yrs, min € 3,484 – 4,752/mo)

Option 2: Self-Employed permit (max 5 yrs, min. € 1,286 profit/mo)

Option 3: Startup visa [1 yr]

After 1 year: apply for option 1 or 2.

Optional & conditional: 30% Ruling (max 5yrs, min €3,525 - € 4,638/mo)

Citizenship  
(Visa no longer  
needed)