

Global Immigration alert

December 2025

Netherlands

New salary requirements for highly skilled workers effective 1 January 2026

Executive summary

On 18 December 2025, the Dutch Ministry of Social Affairs and Employment announced revised salary requirements for knowledge migrants (i.e., highly skilled workers) who seek to work in the Netherlands. The revised thresholds will go into effect on 1 January 2026.

Key developments

The following monthly gross salary thresholds (which exclude the statutory 8% holiday allowance) will apply to:

- Highly skilled migrants/Intra-Corporate Transferees:
 - Employees above the age of 30: EUR 5,942
 - Employees below the age of 30: EUR 4,357
 - Reduced salary threshold: EUR 3,122
- EU Blue Card holders:
 - Employees of all ages: EUR 5,942
 - Reduced salary threshold: EUR 4,754

Reduced salary thresholds will apply to recent graduates from Dutch or recognized foreign institutions who apply within three years of graduation, as well as individuals who previously held a search-year permit in the Netherlands.

The new salary requirements will apply to:

- Applications submitted to the IND (i.e., the Dutch immigration authorities) on or after 1 January 2026 by individuals who seek residence authorization for stays of 90 days or more
- Applications submitted to the UWV (i.e., the Dutch labor authorities) by individuals who do not seek residence authorization, and who intend to stay in the Netherlands

for less than 90 days and will begin work on or after 1 January 2026, regardless of when the application was submitted

Impact on employers

Employers may consider the new salary requirements when hiring impacted individuals and update their internal policies as required to ensure compliance.

Key steps

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



Shape the future
with confidence

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

© 2025 Ernst & Young LLP.
All Rights Reserved.

EYG no. 010461-25Gbl

2101-3682263
ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

ey.com

Natasha Doerga-Misier
Partner - People Advisory Services, Global Immigration
Tel: +31 88 40 78307
Email: natasha.doerga-misier@nl.ey.com

Charlotte de Heer
Manager - People Advisory Services, Global Immigration
Tel: +31 6 21252163
Email: charlotte.de.heer@ey.com

Ben Willis
Partner - EY Global Immigration Competency Lead
Tel: +44 20 7951 9589
Email: ben.willis@uk.ey.com