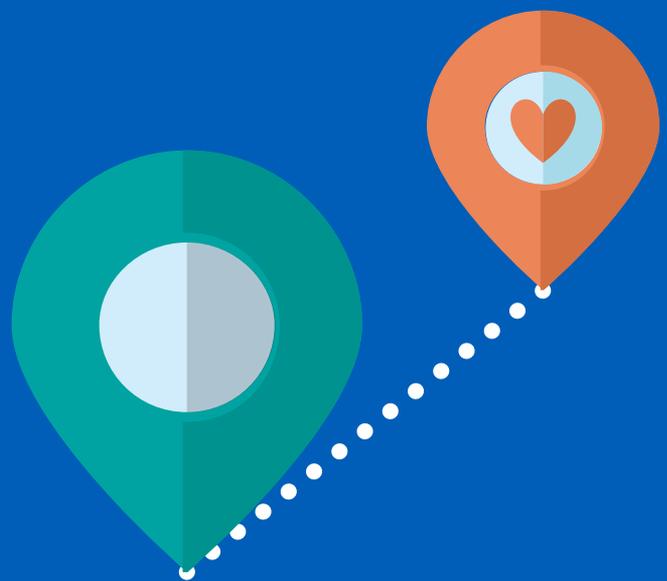




Location attractiveness

Post-Brexit – A Deep dive into Brussels



June 2017



Brussels

Deep dive city information



Introduction to Brussels

Key areas shown on map by Young professionals and Professionals with families:

-  Young professionals
-  Professionals with families
-  Financial hub/district

Brussels, the capital of the European Union, sits at the heart of Europe. The city's European District hosts some of the most important European institutions.

The Financial District is located close to the city centre.



Brussels is not just the capital of Europe, it is the cosmopolitan beating heart of Europe. It is home to an important financial centre, the European Union headquarters, and easily accessible from across Europe.

- It houses the headquarters of the clearing house, Euroclear, and in the area around Brussels, the worldwide headquarters of SWIFT. Other financial players, such as Bank of New York Mellon, have their European Headquarters in Brussels. Belgium has a long track record and state-of-the-art knowhow regarding payment services, cybersecurity, and financial infrastructure.
- The European Union has its main base of operation in Brussels. The European District is located on the east side of the city. There are about 210 foreign embassies and consulates located in Brussels, taking advantage of the proximity of the European Institutions. Additionally, NATO has its Headquarters in Brussels, where it houses the political and administrative centre of the Alliance and hosts over 5000 meetings every year. This combination makes Brussels the second largest lobby location in the world after Washington D.C. and creates a multicultural city welcoming more than 160 different nationalities.
- It's central location in Europe ensures that the main European decision centres are only a couple of hours away by plane or train.
- Brussels is the home to the European or EMEA headquarters for many international companies. Creating a community of international schools and expatriates. While French and Dutch are the main languages, English is also commonly spoken.
- Cost of living remains very affordable compared to other big European cities, and residents have excellent education, and healthcare options.
- The special Belgian expatriate income tax regime offers an attractive taxation system for expatriates.



NATO Headquarters, Brussels



European Commission, Brussels

Renting in Brussels

Key facts and trends

Rental housing market overview

Rental market in Brussels

- Renting versus buying in Belgium: Belgians have a strong preference for home ownership. Belgians are said to be ‘born with a brick in the stomach’. 7 out of 10 Belgians are homeowners.
- In Brussels, the balance between home ownership and renting is fairly even with around 50% of the overall population owning their homes.
- Average rental in Brussels for a 2 bedroom apartment is €1,150, over € 2,000 less than the average cost for a 2-bedroom apartment in London.
- 18% of the tenants in Brussels come from abroad. Families with children make up 39% of the houses in Brussels. 44% of the tenants in Brussels live alone. The average age of tenants in Brussels is 45 years. 50% of the tenants are between 25 and 44 years old.
- Young Professionals tend to prefer living close to the city centre, giving them easy access to the many cultural events and extracurricular activities.
- Professionals with families prefer living in the area of international schools and the green belt around Brussels.

Future trends

Research shows that the population of Brussels will increase by 12.5% by 2030. This means that Brussels will need approximately 40.000 additional housing units by 2030.

Rental prices in Brussels have been increasing modestly. The average rent increased by 2.7% per year on average, which exceeds the average annual increase of the health index (1.9%).

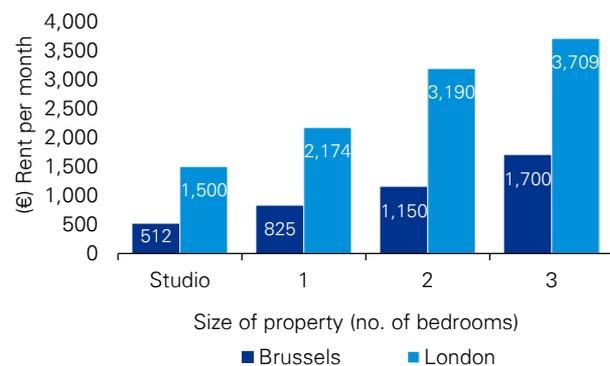


“In general, everything is cheaper in Brussels, especially rent, which means we are lucky to live in accommodations we would never be able to afford back home”

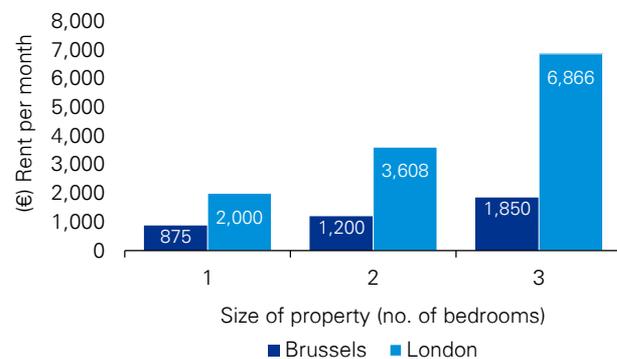
Sources: Observatiecentrum van de huurprijzen, enquête 2015
Housing in Brussels: diagnosis and challenges.
Immovlan.be: Les prix du marché immobilier à Bruxelles
<http://interviews.blogexpat.com/blog/2016/08/29/from-london-to-brussels-la-petite-rose-a-bruxelles>



Average monthly rent by size in areas preferred by Young Professionals^(a)



Average monthly rent by size in areas preferred by Professionals with families^(b)



Note: (a) London prices were compared against Shoreditch for Young Professionals; and Kensington for areas Professionals with Families typically rent in.
The next page provides further information around the areas of Brussels preferred by Young Professionals and those preferred by Professionals with families.

Good to know – facts on renting

- A rental agreement must be a formal written contract. Verbal agreements are no longer legal.
- Each rental agreement has to be registered with the local registry office within two months of the start of the lease. This is an obligation for the landlord and is free of charge.
- The standard rental agreement in Belgium is a nine-year contract. However, it is possible to end the contract with a notice period of 3 months.
- Some properties will be let for a shorter duration, and these might come furnished.
- Also convenient are the wide range of aparthotels offering a qualitative intermediate solution, while looking for permanent accommodation.
- Properties in Brussels are typically rented unfurnished, but generally do include an equipped kitchen. Some may come furnished.
- The property must be returned in the state described in the detailed property description, which is typically required at the start of the contract. The inventory must be completed and registered with the local registry office (together with the rental agreement).
- Both houses and apartments will be available on the rental market, with a majority of apartments in the city centre.
- Conditions for rent increases are typically included in the rental contract. Rental prices in Belgium can be increased annually in line with the cost of living index.
- Utilities are usually the responsibility of the renter and are paid separately. In addition, there are often fees owed to the housing association (e.g. maintenance of the elevator, cleaning of common areas). Rent can be advertised as either utilities not included or utilities included.
- Requesting a security deposit is common practice and is generally the equivalent of two months rent. The deposit should be placed on a blocked account.
- It is mandatory to buy a home insurance policy.
- Although it is not an official requirement, the landlord may ask the prospective tenant to provide proof of employment, bank statements and conduct credit checks.

The charts on the right indicate some publicly available information on rental prices by property size. We have focused on the areas most popular with young professionals, as well as professionals with families.

Sources: www.expatsinbrussels.com
www.expatica.com
www.woneninbrussel.com
www.bestat.economie.fgov.be



Young professional

Areas:

Brussels city centre, Ixelles and Etterbeek

Average flat rental prices by flat size:

- 60 – 90 m²: €825 per month
- 80 – 140 m²: €1,150 per month
- 125 – 180 m²: €1,700 per month
- 150 – 210 m²: €2,300 per month



Professional with family

Areas:

Uccle, Auderghem, Woluwe Saint-Pierre and Woluwe Saint-Lambert

Average house rental prices by size:

- Flat 100 – 180 m²: €1,850 per month
- Flat 150 – 200 m²: €2,300 per month
- House 120 – 200 m²: €2,050 per month
- House 150 – 230 m²: €2,500 per month

Real Estate References to get started

<http://www.immoweb.be/en/>

<https://www.realo.be/en>



English-speaking real-estate agents are common.”

Buying in Brussels

Key facts and trends

Housing market overview

- Increase in house prices, decrease in apartment prices for Brussels: In 2016 prices for houses in Belgium increased by 2.1% and apartments became 5.2% more expensive. However, in Brussels prices for houses increased by 2.9% and apartments became 0.6% less expensive. Data of the first month of 2017 show a stabilisation or even a slight decrease in housing prices, it is too early to confirm whether this trend will continue.
- Low property prices compared to other European cities: Brussels runs counter to most other major European capitals, as prices for house are rather low. Moreover, the housing prices in Brussels have remained stable for a long time. This makes Brussels one of the most competitive capital cities for buying property in Europe.
- High Quality of life: Brussels ranked 27 out of 231 cities for quality of life in 2017, beating a lot of major European capitals.
- Relatively Low Cost of living: Brussels has a relatively low cost of living compared to other European capitals. In 2016, Brussels ranked 86 on the worldwide cost of living ranking.
- Green Areas: 18.8% of Brussels consists of public green spaces, part of over 8000 hectares of green space in the city.

Future trends

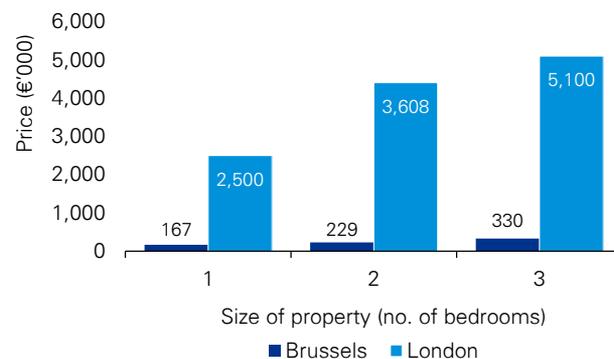
As the population of Brussels is predicted to increase by 12.5% by 2030, this will likely lead to an increase in property prices.



Average house price by size in areas preferred by Young Professionals^(a)



Average house price by size in areas preferred by Professionals with families^(a)



Note: (a) London prices were compared against Shoreditch for Young Professionals; and Kensington for areas Professionals with Families typically buy in. Brussels prices apply to Brussels in general and not to specific areas within Brussels. The next page provides further information around the areas of Brussels preferred by Young Professionals and by Professionals with families.

Sources: www.investinbrussels.be
www.imercer.com
www.notaris.be/www.notaire.be
www.worldcitiescultureforum.com
<http://be.brussels/culture-tourism-leisure/parks-and-green-space>

Good to know – facts on buying

- Belgian house prices are relatively low compared to neighbouring countries and other European capital cities. However, there are additional costs which should be taken into account. Such as registration fees amounting to a maximum 12.5% of the purchase price in Brussels.
- There are no foreign ownership restrictions in acquiring property in Belgium.
- Buying property in Belgium takes place in two steps: when vendor and buyer agree on the price, a provisional sales agreement ‘compromis’ is signed, a couple of months later the official deed will be issued by a notary.
- Buyers are legally required to use a notary. There are fixed state-determined costs for the services of a notary, as well as transaction costs. Notary costs are subject to 21% VAT.
- A deposit of usually 10% of the sales price is made and placed on a blocked account until the notarized deed is issued.
- A capital gains tax of 33% applies to capital gains realised on the sale of property owned for less than 5 years. A capital gains tax of 16,5% applies to capital gains realised on any property owned between 5 and 8 years.
- Mortgages typically have a 20 year duration.
- Belgian mortgages can have a fixed or a variable rate. Rates are currently quite low but slowly rising.

To the right you will see some publicly available information on property prices by property size. We have focused on the areas most popular with working professionals, either: Young professionals, or Professionals with families.



Young Professional reside

Areas:

Brussels city centre, Ixelles and Etterbeek

Average house prices by size:

- 0 – 99 m²: €449,583 – 536,667
- 100 – 299 m²: €527,194 – 589,889



Professionals with families reside

Areas:

Uccle, Auderghem, Woluwe Saint-Pierre and Woluwe Saint-Lambert

Average house prices by house size:

- 0 – 99 m²: €318,196 – 370,500
- 100 – 299m²: €469,757 – 475,000



“Brussels is a lively, international city, which means there is never a shortage of things to see and do. We get to meet lots of different people with interesting backgrounds”

Sources: www.notaris.be/www.notaire.be
www.bestat.economie.fgov.be: Statistique des ventes de maisons ordinaires, villas et appartements/Statistiek van de verkopen van gewone woonhuizen, villa's en appartementen.
www.justlanded.com
www.expatsinbrussels.be
<http://www.standaard.be/berekenen/huizenprijzen>

Getting around Brussels

Transport and infrastructure

Brussels Capital Region, including the City of Brussels, has around 1.2 million inhabitants. Brussels boasts a comprehensive public transport system. Almost all public transport within Brussels is run by the state company (STIB-MIVB). The STIB-MIVB provides you with real-time information via a mobile app. Belgian state run railway company (SNCB-NMBS) offers a wide range of regular train connections, allowing an easy travel all around Belgium.

Metro

- The Brussels metro is fairly simple. The metro service is reliable and journey times are short. It is certainly a convenient and fast way of commuting within the city.
- The metro system consists of four lines.

Trams and buses

- The Brussels tram system consists of 19 routes, whereas the bus system consists of 50 routes.

Noctis

- Noctis is a special transport system for Friday and Saturday nights. It consists of 11 bus lines.
- Noctis is free for people who already have a STIB/MIVB subscription.



Public transport fares

- In Brussels, a single ticket for the metro, tram and bus costs €2.10.
- Single all-day ticket costs €7.50, and a 72h ticket in Brussels costs €18.00
- A monthly season ticket costs €49

€2.1
Single journey
in Brussels

~€3.0
Single journey
in London

Bicycles

- Brussels is taking a lot of initiatives to be a bike-friendly city. The City of Brussels takes cyclists into account systematically. Bicycle paths, cycle strips, sieves in front of traffic lights and limited one-way streets were set up.
- Self-service bicycles known as “Villo” are available in the city center. There are 180 stations and 2,500 bicycles in Brussels.

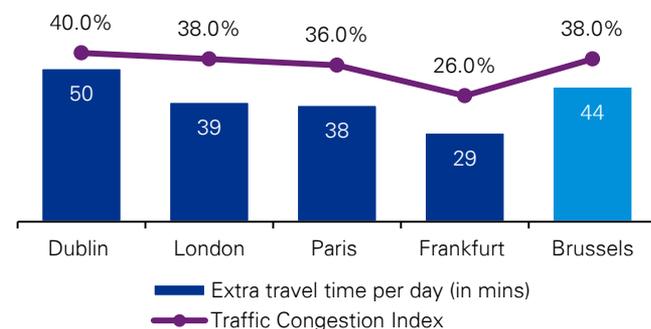
Private taxi and ridesharing services

- Private taxis are easily available throughout the city and can be found on the road. There are 654 taxi stands in Brussels and 1.271 taxi's.
- “Collecto” is a collective taxi or “shared taxi” service available in Brussels. This service is provided by taxis that group up to four passengers that are traveling in the same direction. There are over 200 departure points, located close to metro and tram stations.

Traffic congestion

Brussels has relatively high congestion level:

- Out of the four locations reviewed, Brussels has a traffic congestion index of **38%** indicating relatively high traffic congestion.
- The extra travel time per day during peak hours compared to non-rush hour is reported to be **44** minutes.
- Globally, the city is ranked **37** out of **189** large cities based on congestion levels (with the first ranked location experiencing the worst congestion levels and the last-ranked location being least congested).



Sources: www.mivb.be
www.belgianrail.be
www.bruxelles.be/www.brussel.be
www.bruxellesmobilite.irisnet.be

International travel

Air travel

There are four airports in Belgium. The national airport is located in Brussels. The other three are located in Antwerp, Ostend and Charleroi. Since Belgium is a rather small country, all of these three airports can be reached within 50 to 90 minutes from Brussels.

4
Airports

-  Brussels National Airport
- Brussels South Charleroi Airport
- Ostend-Bruges International Airport
- Antwerp International Airport

Airports

- Brussels National Airport has 221,054 commercial flights on a yearly basis, serving 23,400,000 passengers.
- Brussels National Airport serves around 208 destinations, 143 in Europe.



Train travel

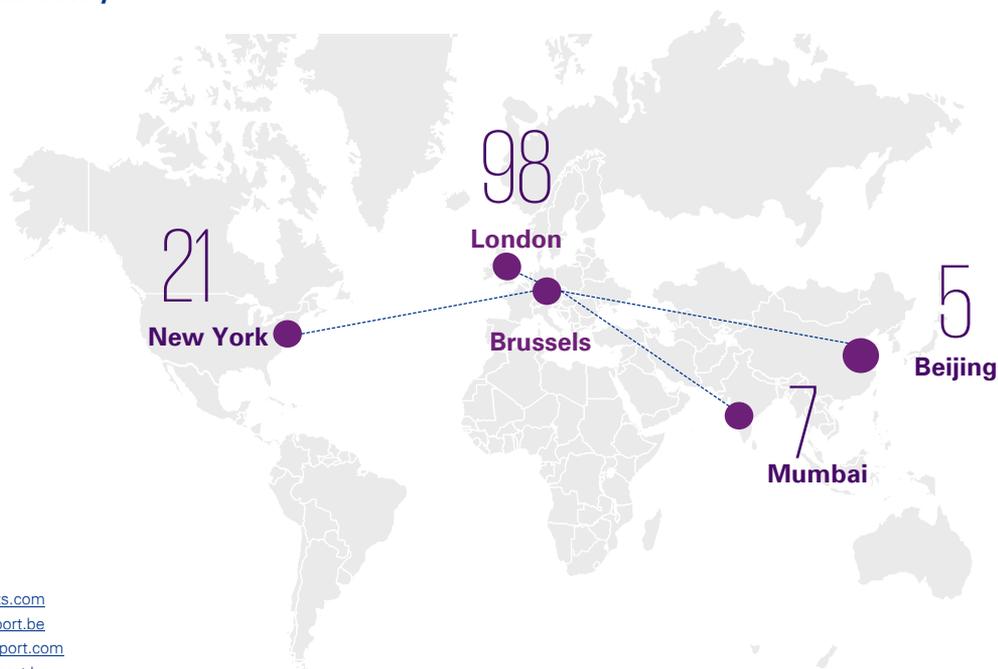
- The Eurostar runs nine times a day from Brussels to London. This high-speed train brings you to the London City Centre in only two hours.
- The Thalys takes you from Brussels to Paris in only 1h30min and to Amsterdam in 1h50min.
- Both the Eurostar and the Thalys travel from the Brussels South railway station, which is located in the centre of Brussels, easily accessible by metro, tram and bus.

Flights per day – Mon-Fri Flights per day – Sat-Sun

London	14	London	14
New York	3	New York	3
Mumbai	1	Mumbai	1
Beijing	1	Beijing	1

Weekly flight connectivity

Non-stop flights



Sources: www.googleflights.com
www.brusselsairport.be
www.charleroi-airport.com
www.antwerp-airport.be
<http://www.ost.aero/>
www.eurostar.com
www.thalys.com

Education in Brussels

Schools

In Belgium education is compulsory from the age of 6 until the age of 18. In general children will be taught in primary school until the age of 12. Afterwards they start in secondary school, which offers a variety of different study fields.

There are three types of educational institutions: community education, education run by public institutions and free private (often Catholic) schools.

- Community schools come under the authority of the relevant ministry of education and must be neutral, that is respecting the religious, philosophical or ideological convictions of all parents and pupils
- Publicly run schools are subsidised and are organised by provinces and municipalities
- Privately run schools are also subsidised. These include Catholic schools, as well as Jewish, Protestant, Islamic and Orthodox schools.

According to OECD studies, Belgium has a high qualitative education system. The Belgian state education is free from 2.5 years until 18.

Free pre-primary school facilities are provided for children who are 2.5 years old. Where places are limited, priority is given to mothers working full-time. These pre-schools are often attached to a primary school. Attendance is not compulsory but it is very popular (it is clearly cheaper than other childcare alternatives, for example) and more than 90 percent of children in this age bracket attend. By the age of five, 99 percent of children are in school.

The average school day starts around 8.30 a.m (varying from school to school) and ends around 4.00 p.m. On Wednesday school finishes at noon.

Education in Brussels is offered both in Dutch and French, as they are both national languages. Parents can also choose to have their children educated at home.

The table below provides an overview of the primary and secondary state education in Belgium.

Education type	School type	Age	UK Equivalent/Comment
Primary	Primary school	6 – 12 years old	— Primary school equivalent.
Secondary	“ASO”	12 – 18 years old	— General secondary education lasts 6 years and prepares students for higher education at college or university. — In their first year, students can opt for Latin, Greek or modern education. Further specialization is possible as from the third year, in which students can also choose mathematics, modern languages, economics or science as a main study field.
	“TSO”	14 – 18 years old	— Technical secondary education prepares students either for continued education or gives direct access to the job market. — Study fields are: mechanics, electricity, car repair, trade, construction, nutrition, patient care, etc.
	“KSO”	14 – 18 years old	— Students who are artistically-inclined can, as an alternative, opt for artistic secondary education as of the first year. — Study fields are: music, dancing and performance, among others.
	“BSO”	12 – 19 years old	— In professional secondary education students have a lot of practice courses instead of theoretic classes. — Most study fields are seven years instead of six years.

Sources: <http://www.docu.vlaamserand.be/ned/webpage.asp?Webpagelid=1034>
<http://enseignement.be/>
<http://www.oecd.org/education/education-at-a-glance-19991487.htm>

Higher education in Brussels

With 5 universities, more than 25 colleges, and tuition fees of less than EUR 1,000 per academic year, Brussels is an attractive location for foreign students. One of the major assets is the variety of languages: courses are offered in Dutch, French and English, making higher education very accessible for international students.

International Schools

More than 20 international schools can be found in the Brussels area. The most popular ones being:

1. International School of Brussels
2. British School of Brussels
3. Montessori House Brussels
4. European School of Brussels
5. Lycée Français Jean Monnet
6. Scandinavian School of Brussels
7. Japanese School of Brussels
8. British Junior Academy
9. BEPS International School Brussels
10. St Johns International School
11. Brussels American School

International schools are often located in one of the green communes south of the city centre.

School Fees

School fees will vary by grade and, depending on the school, can range from between €5,800 and €22,000 per child. International schools are quite expensive compared to Belgian state education, which is (almost) free.

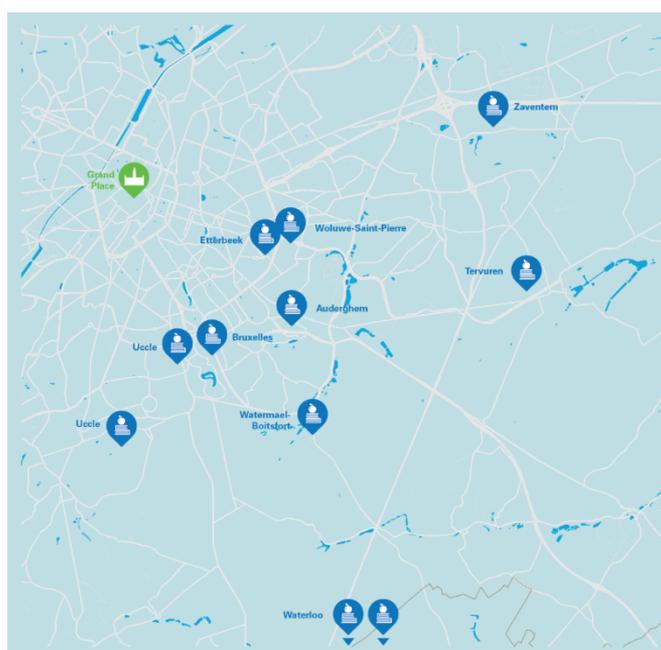
Space availability and class size

The typical class size is around 20-25 students. Due to the popularity of the international schools, there may be a waiting list.

Most of the international schools offer extra-curricular activities as well, such as sports, arts, language training, etc.

Travelling to school

Many schools offer their own bus services, which is frequently used by students. Public transportation is widely used, while younger children are often driven to school by their parents.



Sources: <http://www.expatsexchange.com/ctryguide/4421/4/Belgium/Expat-Belgium-International-Schools-in-Brussels>
<http://www.easyexpat.com/nl/guides/belgie/brussel/onderwijs/internationale-scholen.htm>
<https://www.internations.org/brussels-expats/guide/living-in-brussels-15366/childcare-and-education-in-brussels-3>
<http://www.oecd.org/education/education-at-a-glance-19991487.htm>

Finding childcare in Brussels

Childcare

Child care is commonly used in Brussels, as it is quite affordable in Belgium.

Day-care (crèches)

- Public day-care is the most popular in Brussels due to the fact that many day-care centres open before 7.30 a.m and close around 6 p.m. Parents can easily combine day-care with their work schedule.
- Day-care centres organise childcare for children from 3 months to 3 years old.
- The costs of childcare vary, but most day-care centres take into account family size and joint income range. Prices can vary between €1.50 and €30.00 per day.
- Places in day-care centres are in demand, so it is advised to register as soon as possible. Many parents register a few months before their child is born.
- Tuesday and Thursday are the most popular days to bring children to day-care in Belgium.
- Day-care centres are organized and controlled by Kind & Gezin for the Dutch-speaking community and by L'Office de la Naissance et de L'Enfance (ONE) for the French-speaking community.

Kindergarten

- In most Belgian primary schools kindergarten is included in the school system. As from the age of 2.5 parents can register their children for kindergarten. This is until the age of six when required school attendance begins.
- Many schools offer pre-school and after-school care at affordable prices.
- In Belgium 98% of all 4-year old children are enrolled in pre-primary school education programmes.



“The childcare is first class. Belgium is paradise for working mothers.”



“Day-care fills up literally nine months plus in advance so you must look and sign up as soon as you are expecting.”

Day-care families

- Many parents opt for day-care families as an alternative form of childcare. Day-care families organise childcare in their own house, with a smaller group of children.
- Day-care families have a more personal approach but are often less flexible (closing earlier) than day-care centres.

Child allowance

- In Belgium almost every child (until the age of 18) is entitled to child allowance, which is mostly paid to the mother.
- The amount varies depending on age and needs of each child. Basic child allowance amounts to approximately €100 per month. The net amount increases for the second and third child.

Income tax benefits

- When making use of registered child care, parents can benefit from an income tax reduction for child care. This tax benefit is also available for pre- or after-school care and certain holiday activities for children up to 12 years old.
- If you have dependent children younger than three years, an alternative is to claim the tax-exempted amount of €580.00 per child. Both benefits cannot however be combined.

Sources: <https://www.brussels.be/artdet.cfm/7821/Guide-to-finding-childcare-in-Brussels>
<http://brussel.famifed.be/nl/gezinnen/kinderbijlagen-en-toeslagen/basiskinderbijslag>

Local leisure and cultural attractions

Brussels is well known as being the capital of Europe and hub of European institutions, but you will discover that Brussels has much more to offer, with it's beautiful picturesque buildings, thriving cultural activities, and, of course, delicious Brussels waffles. Brussels is also near to other cities that are worth visiting, such as Gent, Bruges, Antwerp, Liège and Mons, to name a few.

Restaurants and nightlife

A trip to Brussels is always a real treat for your taste buds. There are over 4,000 different restaurants in Brussels, 21 of them have Michelin stars, with gastronomic influences from all over the world.

In terms of food, Belgium is best known for it's chocolate, which can be found in all kinds of sizes and shapes. Traditional Belgian dishes are for example mussels with fries, steak tartare, endives with ham and cheese, "stoemp" etc.

Most bars offer an extensive selection of Belgian beers, one of Belgium's the most important export products.



"The local food was fantastic, we tried somewhere new every night. There was lots of variety, local delicacies and food for even the most fussy eaters!"

Green spaces

- Brussels boasts many historic parks, public gardens and forests around the city. All together, Brussels contains 28m² of green space per inhabitant.
- Next to Frankfurt, Brussels is one of the greenest cities with a total green area of more than 8,000 ha.
- Ter Kamerenbos (Bois de la Cambre) and Zoniënwoud are popular green spots for jogging, hiking and other leisure activities..

Leisure activities and facilities

- Various sport venues can be found in the capital city, including the Koning Boudewijn Stadion (Stade Roi Baudouin) where home games of the national soccer team and several athletic events are organized.
- The Brussels (half) marathon and 20 km of Brussels are popular running events that cross the city centre.
- The green belt surrounding Brussels offers many beautiful golf courses.

Frankfurt



Paris



Dublin

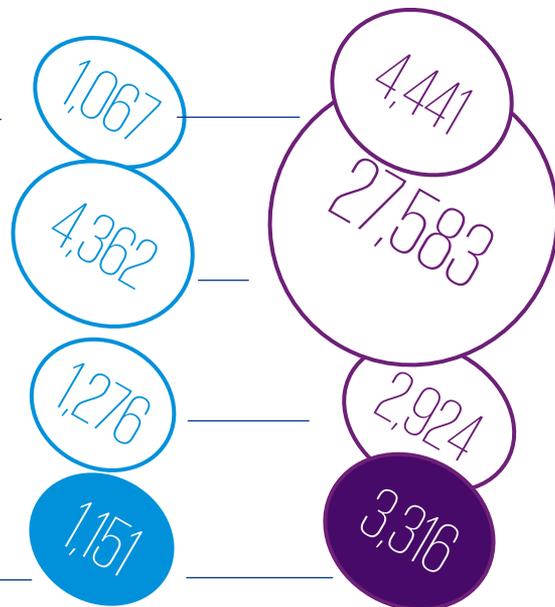


Brussels



Bars

Restaurants



Sources: <http://www.brussel.be/artdet.cfm/4109>
<https://www.yelp.com>
<http://www.belgium-tourism.be/?page=brussels>
<http://www.brussel museums.be/fr/musee-liste.php>

Shops

Shopping streets that are best known in Brussels are the Louizalaan (Avenue Louise), where the most upscale fashion retailers are located, and the Dansaertstraat (Rue Dansaert), with its lively design scene. High-end couture lovers will also be charmed by the Waterloolaan (Boulevard de Waterloo). The Grote Zavel is worth a visit as well, featuring stylish boutiques and offbeat flea markets.

Most shops are open between 10:00 a.m. and 6:00 p.m. and are closed on Sunday.

Art and museums

Brussels has more than 100 museums exhibiting modern art, painting, archaeology and historic events. Examples are the Magritte museum (dedicated to painter René Magritte) and Jubelparkmuseum (historic museum). In Bozar (centre for fine arts) expositions, performances and events are organised regularly. Many museums are located near the Royal Palace, on what's called the Kunstberg (Monts des Arts) also known as "museum hill".

The city has a lot to offer to music lovers as well, with the Jazz Marathon during May, the Couleur Café festival at the end of June, various operas and recitals organised in Opera De Munt (La Monnaie) and the museum for musical instruments (MIM). The concert hall Ancienne Belgique welcomes a diverse variety of pop and alternative artists.

The most beautiful gothic façades can be found on the Grote Markt, displaying several light shows on the historic buildings in the evening. Every two years a flower carpet covers the square.

+100 Museums in Brussels



Grote Markt – Grande Place



Magritte Museum



Jubelpark museum – Musée Cinquantenaire

Bozar

Local religion and cultural considerations

Christianity, more particularly Catholicism, is the largest religion in Belgium: about 60% of the population identifies itself as Christian. Since Brussels is a multicultural city, other religions, such as Islam, Judaism and Buddhism are practised as well.

Freedom of religion and thought is one of the fundamental rights protected by the Belgian constitution.

Sources: <http://www.brussel.be/artdet.cfm/4201>
<http://www.brusselmuseums.be/>
<http://www.brusselslife.be/>

Typical package components

We have asked our experts in the field of global mobility to provide insights on the typical components of a total compensation package in Brussels. Below is a summary of the key findings.

Employees on expatriate/secondment contracts

- Housing: Support in finding suitable housing, covering the cost of temporary accommodation. Sometimes a housing allowance is offered or the companies directly pay the rent.
- Tax: Belgium has an attractive tax regime for foreign individuals working in Belgium, offering significant benefits and decreasing the tax cost of employing these individuals in Belgium, provided certain conditions are met. Up to an amount of EUR 11,250 (or EUR 29,750 under specific circumstances), expatriate allowances are considered tax-free, as well as remuneration relating to days worked outside of Belgium (so-called foreign travel exclusion).
- Tax assistance: in most packages, assistance with the application for the special expatriate income tax status and individual income tax compliance is included
- Education: Often companies cover the school fees of their employees' children between 6 and 18 years old, as this is considered tax-free under the special expatriate tax regime.
- Relocation costs are in many cases picked-up by the company and are considered tax-free as a result of the special expatriate tax regime.
- Most companies reimburse one trip per year to the home country for the family, which often meets the conditions of being tax-free under the special expatriate tax regime.

Employees relocating to Belgium permanently

- In most cases a less extensive package is foreseen, with relocation and tax assistance in the first one or two years.

Standard package components on local contract

- In Belgium the gross annual salary is generally paid out in 13.92 instalments, i.e.:
 - 12 months gross salary;
 - 13th month salary (paid out in December of current year);
 - 0,92 vacation pay (paid out in May or June, depending on employer's policy).
- Vacation pay is related to the previous income year (x-1), which means that, when starting to work during x-1, the vacation pay paid out in x will be pro-rated based on the effective start date in Belgium during x-1.
- Bonus schemes depending on performance are frequently applied in addition to the gross salary.
- A typical benefit, offered by companies is a company car, including fuel card as part of their remuneration package.
- Other commonly used benefits in kind are mobile phones, internet and/or laptop.
- Most companies have a company pension plan, called "group insurance" to build up second pillar pension rights for their employees.
- Employees are often offered meal vouchers (or a daily meal allowance) per working days to cover lunch expenses.
- Depending on function level, companies often disburse a representation allowance to employees. The allowance is considered a cost proper to the employer and thus not taxable, if it covers a reimbursement of a real cost to the employee, which should be borne by the employer.
- More and more companies are setting up a flexible reward plan, enabling employees to create, to a certain extent, an individualised remuneration package.

Source: KPMG Global Mobility Services

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