



Overview: Working in the Netherlands

You can bring a foreign worker to the Netherlands as a labor migrant or highly skilled migrant. In general, you will require a work permit (TWV) if you bring a foreign employee to the Netherlands, unless they are a national of the European Union (EU) or European Economic Area (EEA). A TWV is required pursuant to the Labour Act for Aliens (WAV). You can submit an application for the TWV to the Centre for Work and Income (CWI). Visas are valid for one year (renewable up to five years), and the process can take anywhere from two weeks to six months.

Labor Migrant

- The foreign national earns at least the social assistance standard.
- Work permit (TWV) for the employee, issued by the CWI. The Immigration and Naturalisation Service (Immigratie- en Naturalisatiedienst/IND) will, in principle, take a decision relative to a request for advice preceding the actual application for provisional residence permit (MVV) within four weeks after the TWV has been issued. The IND will decide on an application for a residence permit within six months.
- The employee will work as an employee and proves this by means of an employment contract.
- The amount of the employee's income must be equal to or higher than the social assistance standard.

Highly Skilled Migrant

- The employee must have a gross annual income of at least € 47,565 or € 34,881, if he or she is under 30. This income criterion does not apply for workers being employed in the Netherlands for the purpose of undertaking scientific research or for medical doctors training to be specialists. The income for these categories of employees must be equivalent to or higher than the applicable social assistance benefit level.
- Sign a declaration on the admission of highly skilled migrants and that you have been admitted to the highly skilled migrant program by the IND:
 - In this declaration, you assume a number of responsibilities for the employee (for instance that the application as submitted is complete). You will also act as the employee's financial guarantor, which means that the costs of the employee's stay will not be the responsibility of the Dutch authorities. Assumption of these responsibilities enables the IND to deal with the application for a highly skilled migrant's stay via an accelerated procedure.
- The employee proves employment status by means of an employment contract.

VISANOW can help you secure the necessary work permit, residence permit, entry visa (MVV) for the Netherlands based on the categories above.

Please Note:

This document is to be used purely as a general guide. For individual cases and specific questions, please contact VISANOW.