



Recruitment incentives

A series of measures have been introduced to help the employer reduce staffing costs. The majority of these measures are issued by the **Federal government** and imply a lowering of the compulsory social contribution, limited in the time, upon hiring specific categories of workers.

First recruitment

The reduction « target group first recruitment », is designed for the first, second and third hired worker. It is meant exclusively for employers who recruit staff for the first time.

Over a period of twenty trimesters following the recruitment of one, two or three employees, the employer can benefit from this reduction for a given period of time.

- The reduction for the first recruitment amounts to 1.000 € during 5 trimesters and to 400 € during the next 8 trimesters.
- The reduction for the second recruitment is 400 € during 13 trimesters whilst
- the third recruitment allows a reduction of 400 € during 9 trimesters.

The employer opts for the employee of his choice and equally for the trimesters where the reduction applies. Doing so, he will gain the most by identifying and retaining the trimesters for which the contribution is the highest.

The worker on the other hand, is free of any compliance scheme.

Long-term unemployment

This reduction « target group long-term unemployment» includes the « *Plan Activa* », social insertion economy and professional transition programs. This measure is designed for employers who recruit long term unemployed, an unemployment beneficiary or any beneficiary of social or financial integration schemes.

According to the age and the length of the unemployment period of the worker at the moment of the recruitment, the employer can benefit from a reduction of 1.000 € or 400 €, for a number of trimesters.

Young recruits

The reduction « target group young recruits » as such comprises two parts:

- A fixed reduction of 1.000 € per trimester is granted per apprentice or intern up to the 4th trimester of the year during which the recruit turns 18.
- A fixed reduction of 1.000 € for the trimester under which recruitment occurs and the next 7 consecutive trimesters. The trimesters thereafter give right to a further reduction of 400 € for **the total length of occupation of the young unskilled worker under a first employment scheme.**

The reduction is suspended as from the end of the trimester of the year during which the young recruit turns 26.

The **Brussels-Capital Region** has its own scheme of grants for recruitment such as:

Royal Decree 123

This Decree foresees a reduction, limited in the time, of the total salary cost (salary + social contribution) when recruiting unemployment beneficiaries for a given project under the economic expansion scheme (such as R&D projects).

Under certain conditions, this reduction can reach up to 90% of the total salary cost of the employee.

The Brussels Regional Employment Agency

The Brussels Region Employment Agency (ORBEM) has set up a service dedicated to assisting enterprises in the management of human resources.

The service proposes assistance in all matters relating to human resources (assistance in profiling and recruitment, follow up of your job offers, information on grants and subsidies for recruitment).

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