

WHY INVEST IN HOLLAND?

Work and Residence Permits



Introduction

Netherlands Foreign Investment Agency (NFIA)

The NFIA (Netherlands Foreign Investment Agency) is an operational unit of the Dutch Ministry of Economic Affairs. The NFIA helps and advises foreign companies on the establishment, rolling out and/or expansion of their international activities in the Netherlands. The NFIA was established more than 35 years ago, and has since then supported thousands of companies from all over the world in the establishment or expansion of their international activities in the Netherlands. Besides its headquarters in The Hague, the NFIA has its own offices in the United Kingdom, Turkey, North America, Asia, the Middle East and Brazil. Additionally, the NFIA works together with Dutch embassies, consulates-general, and other organizations representing the Dutch government abroad, as well as with a broad network of domestic partners.

Please be sure to stay in touch with your NFIA representative in order to keep up to date with any changes in the information which may occur over time and to visit your regional NFIA website for the latest news on business and investment opportunities in the Netherlands (all NFIA website addresses can be found on www.nfia.nl).

The information contained in these fact sheets has been compiled with great care by the Netherlands Foreign Investment Agency and is accurate to the best of its knowledge at the time of compilation. However, this document is provided for informational purposes only and no rights can be derived from it. Compiled on 23 Apr 2015.

WHY INVEST IN HOLLAND?

Table of contents

• Introduction	2
• The Single Permit	3
◦ A single procedure	3
◦ Work permit stays	3
◦ Additional document	3
◦ How to submit an application	3
• The Admission and Residence Procedure (TEV)	4
◦ Who needs a Regular Provisional Residence Permit (MVV)?	4
◦ Before arriving in the Netherlands	4
◦ After arriving in the Netherlands	4
◦ Where to apply and what it costs	4
◦ Applying for admission and residence as a highly skilled migrant	4
◦ Applying for admission and residence as a labor migrant	4
◦ Family members of labor migrants and highly skilled migrants	5
• The highly skilled migrant permit	6
◦ The definition of a highly skilled migrant	6
◦ Students	6
◦ What should the employer do?	6
◦ Where to file the application for recognition?	7
◦ Legal obligations of the sponsor	7
◦ Family members of highly skilled migrants	7
◦ Short stay scheme for highly skilled migrants	7
◦ Advantages of the simplified procedure	8
◦ Criteria for the application	8
◦ How to apply	8
◦ Questions	8
• Work permit	9
◦ The work permit requirement for labor migrants	9
◦ When is a work permit required?	9
◦ When is a work permit not required?	9
◦ Legalization of documents	10
◦ General requirements	10
◦ Internal transfer procedure: employees of an international group of companies	10
◦ Starting, changing or expanding business activities	10
◦ Internal transfer procedure: work permits for partners	10
◦ Trainees of an international group	10
◦ Trainees and students on work internships	11
◦ Where to apply and what it costs	11
• EU Blue Card	12
• Foreign Start-ups	13
◦ Conditions	13
◦ Assessment	13
◦ Where to apply?	13
◦ More information	13
• Foreign investor	14
◦ How to qualify?	14
▪ Financial requirements	14
▪ Investment plan	14
▪ Business plan	14
• Working as a self-employed person	15
◦ The point rating system	15
◦ Required information for the application of a residence permit as a self-employed person	15
◦ American entrepreneurs	15
• Business visa	17
◦ Nationals that do not need a short stay visa	17
◦ The Schengen visa	17
◦ The business visa and working in the Netherlands	17

◦ How to apply for a business visa and what it costs	17
• Admission policy for highly educated persons	19
◦ Family members	19
• Expat center procedure	20
◦ Service fee	20
• Developments and future policy	23
◦ Starting Innovative Foreign Companies Wanting to Locate in the Netherlands Can Soon Apply for Startup Visa	23

Introduction

If a foreign national from outside the EU/EEA is coming to the Netherlands to work for a period of more than three months, he can apply for a residence permit for one of the three following reasons:

1. working as a highly skilled migrant;
2. working as a labor migrant;
3. working as a self-employed person.

If a highly educated foreign national from outside the EU/EEA is coming to the Netherlands to find a job, he can apply for a residence permit for one year to search for a job.

The applicant's family members can apply for a residence permit for:

- family reunification with the highly skilled migrant;
- family reunification with the labor migrant or self-employed person;
- family reunification with a highly educated foreign national.

Depending on the nationality of the applicant, he will have to apply for an authorization for temporary stay (MVV) prior to his or her departure for the Netherlands.

If a foreign national from outside the EU/EEA is coming to the Netherlands to work for a period of less than three months, he may have to apply for a business visa and/or work permit.

If a national of the EU/EEA is coming to the Netherlands to work, to study, to stay as a non-worker, or to stay as a family member, he does not need a visa or MVV to enter the Netherlands. Also he does not need a work permit or a residence permit to stay in the Netherlands.

As of January 2014 EU/EEA citizens who reside (and work) in the Netherlands no longer need a registration sticker from the Immigration authorities (IND) in their passports.

Though all due care was taken in compiling these texts, certain information may nevertheless be inaccurate or outdated. The Netherlands Foreign Investment Agency is not liable for the consequences of any activities undertaken on the basis of these texts.

The Single Permit

The Single Permit was introduced on 1 April, 2014, in the Netherlands. The Single Permit, also called GVVA (Gecombineerde Vergunning Verblijf en Arbeid), is a license that gives foreign nationals from outside the EU, Liechtenstein, Norway, Iceland and Switzerland the right to stay in the Netherlands and to work for a period longer than three months.

A single procedure

A single permit is a combination of a residence permit and a work permit. From 1 April 2014, a foreign national who wants to come to the Netherlands to work for more than three months (or his or her employer), only needs to start a single procedure. The conditions under which a foreign national may come to the Netherlands for work and residence purposes remain unchanged. For instance, a foreign national may only work in the Netherlands if there is no labor supply from the Netherlands and the EU available for the work. It will also be assessed if the foreign national is employed under the correct terms and conditions of employment.

The UWV (Netherlands Employees Insurance Agency) will give the IND (Netherlands Immigration and Naturalization Service) advice on these points. The IND will be responsible for the single permit and the issue thereof. The period within which the IND makes a decision will remain the same: no more than 3 months.

Work permit stays

The GVVA applies to the majority of labor migrants from outside the EU and the abovementioned countries. However, a few categories of foreign nationals have been exempt from the single permit and should still apply for separate work permits:

- employees within an international group of companies;
- trainees;
- seasonal laborers;
- students on work placement;
- au pairs;
- asylum seekers;
- employees from Croatia.

The current system with a UWV work permit and an IND residence permit will continue to apply to them. Furthermore nothing will change for highly skilled migrants, as they already require only a residence permit at present.

Additional document

The GVVA is a residence permit that includes an additional document. This additional document, which is issued to the foreign national simultaneously with his or her residence document, specifies at which employer, in which function, and under which conditions the foreign national is allowed to perform the work. If these conditions are not met, the Dutch Inspectorate SZW may impose a penalty on the employer.

How to submit an application

To apply for the Single Permit, please fill in the ['Application for a residence permit to work as an employee \(form 7044\)'](#) on the IND website (Dutch only).

For more information on the single permit, please see the [Single Permit Fact Sheet](#) on the IND website.

Source: www.ind.nl

Though all due care was taken in compiling these texts, certain information may nevertheless be inaccurate or outdated. The Netherlands Foreign Investment Agency is not liable for the consequences of any activities undertaken on the basis of these texts.

The Admission and Residence Procedure (TEV)

Who needs a Regular Provisional Residence Permit (MVV)?

To be allowed to enter the Netherlands for a stay of more than three months, foreign nationals (in addition to a residence permit) usually need a Regular Provisional Residence Permit (MVV). An MVV is a special entry visa. Nationals from the following countries do not require an MVV to enter the Netherlands:

- EU and EEA member states
- Australia
- Canada
- Japan
- New Zealand
- South Korea
- Switzerland
- United States of America

Pursuant to Modern Migration Policy, as of 1 June 2013, instead of two procedures (application for an MVV and an application for a residence permit), sponsors and foreign nationals will be able to use only one procedure, the Admission and Residence Procedure (TEV). Only one assessment is made to determine whether the foreign national satisfies the requirements for a residence permit in the Netherlands. In case of a positive decision, the foreign national can collect the MVV and enter the Netherlands. The residence document will be ready for collection after entry into the Netherlands. The statutory decision term of the application for Admission and Residence (TEV) is three months.

Before arriving in the Netherlands

You will need to gather certain documents and submit them together with your application for TEV. The conditions and the documents depend on the reason why you want to apply for a residence permit in the Netherlands. For more information on the required documents, see link to the [English website](#) of the Dutch government.

In case of a positive decision in the TEV application, the foreign national can collect his MVV at the Embassy abroad and travel to the Netherlands.

After arriving in the Netherlands

Upon arrival, the foreign national can collect his residence permit at one of the nine IND offices in the Netherlands. If the residence card is not ready yet, the foreign national will receive a sticker in his passport. With this sticker he can prove that he is legally resident in the Netherlands and may work here. Some useful Information on requirements after arrival in the Netherlands, can be found in the [attachment](#).

Where to apply and what it costs

The TEV applications for highly skilled migrants and labor migrants must be sent to:

Immigratie- en Naturalisatiedienst
Postbus 245
7600 AE Almelo

For the current application fees, see the information in the [attachment](#).

Applying for admission and residence as a highly skilled migrant

For an employer who wants to employ a foreign highly skilled migrant, recognized sponsorship is obliged. The employer can start the procedure for Admission and Residence (TEV) with the IND while the migrant is still abroad. After the MVV has been issued, the highly skilled migrant can enter the Netherlands and collect his residence permit. The appropriate application form can be downloaded from the [IND website \(www.ind.nl\)](http://www.ind.nl). The intention of the IND is to make a decision on an MVV application for a foreign national to work as an employee in the Netherlands within two to four weeks.

Applying for admission and residence as a labor migrant

Employers of labor migrants can (but are not obliged to) become a recognized sponsor. This has certain advantages with regards to the duration of the procedure and documents to be submitted.

The employer can also still apply for the work permit at the UWV and simultaneously apply for Admission and Residence at the IND.

Family members of labor migrants and highly skilled migrants

The spouse or partner and minor children of the highly skilled migrant or labor migrant can apply for Admission and Residence at the same time as the main applicant. See relevant form on the [IND website](#): Application Admission and Residence for family members of highly skilled migrant or labor migrants.

Though all due care was taken in compiling these texts, certain information may nevertheless be inaccurate or outdated. The Netherlands Foreign Investment Agency is not liable for the consequences of any activities undertaken on the basis of these texts.

The highly skilled migrant permit

The definition of a highly skilled migrant

A highly skilled migrant or knowledge migrant (in Dutch "kenniswerker") is any foreign employee who is:

- coming to the Netherlands to work as an employee;
- earns at least € 4,189.00 (excluding holiday allowances) gross per month; or
- earns at least € 3,071.00 (excluding holiday allowances) gross per month, if younger than thirty years old.

These salary amounts are applicable for 2015. The sums are index-linked every year.

Fixed allowances for housing and a company car may be added to the employee's base salary in order to comply with the above mentioned salary criteria, but only if these allowances are agreed in writing and paid in monthly installments.

Please note that the application can be denied if the salary is not competitive within the applicable industry or sector.

This income requirement does not apply to scientific researchers and physicians in training to become specialists, or people working for educational or research institutions.

Employers wishing to employ highly skilled migrants are no longer required to also apply for work permits for those employees. They will only have to submit an application for Admission and Residence for the employee and his family at the Immigration and Naturalization Service (IND). The application procedure will last approximately two to three weeks.

A residence permit for highly skilled migrants will be granted for the duration of the intended employment, for a maximum of five years.

Professional soccer players, or ministers or teachers of religion are not eligible for a residency as highly skilled migrants.

The income requirement that applies to highly skilled migrants will be reviewed annually as of 1 January, on the basis of the most recent index figure for negotiated salaries, as published by Statistics Netherlands (CBS). The average yearly increase of the salary criteria has been 2.6% over the past three years. Whenever a highly skilled migrant submits an application for the extension of his residence permit or switches employers, the IND will use the most recently indexed salary criteria. So if a highly skilled migrant files an application for the extension of his residence permit 3 years after being admitted for the first time, he must take into account that the salary criteria applicable to him has increased by almost 8%.

If a highly skilled migrant, younger than thirty years old continues to work with the same employer after turning thirty, the lower wage criterion which applied when he filled his application, will remain applicable. If this highly skilled migrant files an application for an extension and continues to work for the same employer, the most recently indexed salary criteria for the category up to thirty will be applicable. If however this employee switches employers after turning thirty, the most recently indexed for the category older than thirty will be applicable.

Students

Undergraduate foreign students are not considered to be highly skilled migrants. In general, foreign students will be granted residence permits for the duration of their study.

After graduation from a Dutch college of advanced education or University, a foreign student will be granted a one-year period in which he may find employment as a highly skilled migrant. If the foreign student finds a job within this year, the salary criterion eligible for the highly skilled migrant residence permit is € 2,201.00 (excluding holiday allowances) gross per month.

If the graduate switches employers or extends his residence permit, the reduced salary criterion will remain applicable. The IND will, however, also check as to whether the reduced salary criterion has been indexed. If so, the graduate will have to meet the salary criterion for graduates that was current on the date on which the change of employer was reported to the IND.

What should the employer do?

In order to obtain residency as a highly skilled migrant, an important prerequisite is that the applicant's employer in the Netherlands **must be recognized as a sponsor** by the IND. As of 1 June 2013 only recognized sponsors can

submit applications for highly skilled migrants. Employers can become a recognized sponsor in two ways:

1. By operation of law. This only applies to companies who were admitted under the highly skilled migrant scheme before 1 June 2013 and have submitted at least one residence application that has been granted in the past year.
2. Upon application. The application form can be downloaded from the [IND website \(www.ind.nl\)](http://www.ind.nl)

Note:

- Do not forget to include proof of the company's registration in the Netherlands with the Chamber of Commerce, and a declaration issued by the tax authorities, the so-called "Verklaring Betalingsgedrag Belastingdienst" (Statement of Payment History from the IRS) with the application form. Alternatively, if you are a start-up subsidiary of a foreign company and recently registered in the Netherlands and the NFIA has been involved in the decision to locate the intended business activity in the Netherlands, a declaration to that effect from the NFIA, a so-called "Verklaring van Bekendheid" (Statement of Acquaintance) can be obtained.
- The application fee for recognition amounts to € 5,116
- The IND will work to make a decision on the application for recognition within four weeks from the date of its receipt, provided the application is correct and complete. The decision will be made within 3 months in any case.

Where to file the application for recognition?

The signed form must be sent, with all other required documents, to:

Immigratie- en Naturalisatiedienst
c/o Klantdirectie Regulier Economisch
Postbus 245
7600 AE ALMELO

tel: +31 88 043 04 60
email: arbeid@ind.minjus.nl

After approval the application form for the Admission and Residence Procedure (TEV) can be downloaded from the [IND website \(www.ind.nl\)](http://www.ind.nl).

The IND's decision on the TEV permit application is, in principle, made within two weeks.

Legal obligations of the sponsor

All sponsors have to fulfill a number of legal obligations, including:

- a duty to inform (report relevant changes relevant to the right of residence of the highly skilled migrant's
- administration duty (obligation to include certain relevant information about the employee such as employment contract and salary slips in his administrative records)
- a duty of care (sponsors of highly skilled migrants must ensure careful recruitment and selection of highly skilled migrants

Please also see the [IND brochure](#) "Recognition as Sponsor" on the IND website for more detailed information about the legal obligations that companies and institutions have as sponsors.

Family members of highly skilled migrants

The spouse or partner, and minor children, of the highly skilled migrant can apply for the Admission and Residence Procedure at the same time as the main applicant.

Upon obtaining a residence permit, the spouse or partner of a highly skilled migrant may work for any employer in the Netherlands without having to have a work permit.

Short stay scheme for highly skilled migrants

All employers that have been approved as recognized sponsors may participate in the short stay scheme for highly skilled migrants who will work in the Netherlands for up to 90 days. Such employment may include, for example, working on short-term projects or providing training or consultation services.

Prior to the introduction of this scheme, individuals arriving in the Netherlands on a visa were not allowed to work. This was problematic for international employees in the country to work on a short-term project or to provide

training as they still had to go through full (highly skilled) migrant procedures. The scheme means that an application for a work permit is still required, but that the process for individuals who qualify as highly skilled migrants is shortened significantly

Advantages of the simplified procedure

- The UWV (Dutch employment agency) will issue the work permit within 2 weeks instead of 5 weeks.
- Labor market testing is not necessary.
- Reporting on the validity of the vacancy is not necessary.
- Less paperwork.

Criteria for the application

The salary threshold is based on the highly skilled migrant scheme for migrants (pro rata).* The employer is obliged to provide proof of salary payment and is also obliged to prove that this salary will be paid by them in the Netherlands or, in case of outsourcing, by the employer abroad.

How to apply

- The international employee applies for a visa at the Dutch embassy in their country of residence.
- The employer of the international employee applies for a work permit at the UWV. The application form and information on necessary documentation can be found on the [UWV website](#) (Dutch only).
- If the application is approved, the UWV will inform the employer and the international employee can collect his or her visa.

Questions

For questions concerning the procedure or completing the form, please contact the UWV by phoning +31 (0)79 750 2903.

* Note: The gross monthly income of highly skilled migrants must be at least:

< 30 years of age: € 3,071.00 (excluding holiday allowances)

> 30 years of age: € 4,189.00 (excluding holiday allowances) (2015 rate).

Though all due care was taken in compiling these texts, certain information may nevertheless be inaccurate or outdated. The Netherlands Foreign Investment Agency is not liable for the consequences of any activities undertaken on the basis of these texts.

Work permit

The work permit requirement for labor migrants

A labor migrant is an employee from outside the EEA (The European Economic Area, which includes all European Union members, Liechtenstein, Norway and Iceland) or from Switzerland and Japan who comes to the Netherlands:

- to work as an employee
- who earns at least the social assistance standard; and
- needs to submit a work permit in order to get an MVV and/or residence permit for working as a labor migrant.

NOTE:

On 24 December 2014 the Dutch High Administrative Court ruled that Japanese nationals are allowed to work in the Netherlands without the need for their employer to possess a work permit. The work permit exemption is based upon the Dutch Japanese Treaty of Trade of 1913, with a clause on the 'most favored nation treatment'. On 19 February 2015 the Ministry of Social Affairs and Employment has confirmed that, effective immediately, a work permit will no longer be required for Japanese nationals. The relevant legislation will be amended accordingly.

Effects:

- For Japanese nationals it is no longer required that their employers apply for a residence permit to work as a highly skilled migrant or an intra company transfer work permit, both with conditions like salary threshold, diploma's and world wide turnover of the global group.
- Japanese nationals wishing to work in the Netherlands will still need to obtain a residence permit if their stay is longer than 3 months.

When is a work permit required?

In principle, every employer who intends to employ a labor migrant will need a work permit for that employee. The definition of employer in this respect is very broad, and may lead to the obligation to apply for a work permit even if no employment contract exists under the Dutch Civil Code exists. If an employer hires a foreign national from a subcontractor or a temporary employment agency, he is still responsible for adhering to the work permit procedures. However, if the subcontractor or temporary employment agency already holds a work permit in the labor migrant's name for the work concerned, the employer need not to apply for an additional work permit.

A work permit will, in general, also be required if the employee concerned is, and remains, employed by the company in his home country, even in the event that the employee will work temporarily in the Netherlands. There are exceptions to this general rule, however (see below: When is a work permit not required?).

The work permit is only valid for a specific employer and for a specific employee. Change of employer or replacement of an employee means that a new work permit has to be obtained. Work permits will be issued for one year. For specific categories a work permit can be issued for a maximum period of 3 years.

When is a work permit not required?

A work permit is not required in the case that:

1. a labor migrant performs occasional work, consisting of:
 - installing or repairing machinery supplied by the person's employer, which is established outside the Netherlands
 - installing or adapting software supplied by the employer, which is established outside the Netherlands, or instructing local employees in the use of this software;
 - preparing, installing, holding or dismantling of an exhibition, or a stand within a larger exhibition or trade fair;
 - for the purpose of attending a (in-house company) training in the Netherlands, provided that the training is limited to: observation, to become familiar with the company, and receiving instructions under the guidance of a trainer.

for a maximum period of 12 consecutive weeks within an overall time frame of 36 weeks.

2. a labor migrant performing occasional work consisting of holding business meetings or concluding

agreements
for a maximum period of 4 weeks within a time frame of 13 weeks.

3. a labor migrant who is holding a residence permit stating that he is free to accept employment (i.e., a labor migrant who has had a work permit and residence permit to work as a labor migrant for an uninterrupted period of five years).

Legalization of documents

Official documents, such as birth and marriage certificates issued in foreign countries, have to be legalized. For information on the legalization of documents, see link to website of the [Dutch government](#).

General requirements

A work permit will, in general, only be granted if there are no candidates present on the labor market who can fill the vacancy and if the employer can demonstrate that he has not been able to fill the vacancy through recruitment in the Netherlands or Europe. This means that the employer must have reported the job vacancy to the UWV WERKbedrijf and the [European Employment Services \(EURES\)](#) at least five weeks before applying for a work permit. In addition the employer must be able to prove that he has made sufficient other efforts to recruit personnel in the Netherlands and in Europe, by placing several advertisements in papers, magazines, on the Internet, and with job agencies, and by providing reports on all European candidates responding and the reasons why they did not qualify.

Internal transfer procedure: employees of an international group of companies

A work permit may be issued without all the strict requirements which normally apply (see above regarding making efforts to recruit personnel) in case of a transfer within an international group of companies. A corporation will be considered as an international group of companies if the total turnover of the whole group is at least € 50 million per year. The intra-company transfer rule is applicable to labor migrants who occupy a top-level managerial position and earn a salary of at least 4,189.00 (excluding holiday allowances) gross per month. Please note that housing and/or car allowance will not to be included by UWV.

Please also note that the salary criteria of 4,189.00 does not apply to labor migrants who occupy a position for which the transfer of knowledge is clearly important (because of their specific knowledge and experience), and who have a university or college degree. However, in that case the work permit may only be issued for a maximum period of one year and cannot be extended afterwards.

Although the labor migrant concerned may be hired specifically for a position in the Netherlands, it is required that he is already employed with the group of companies at the time of the application for the work permit in order to qualify for the intra-company transfer rule. There is however no minimum required employment duration with the group of companies mentioned in the intra-company transfer rule.

Starting, changing or expanding business activities

A work permit may also be issued without the strict requirements which normally apply in the case that a company is starting, changing or expanding business activities in the Netherlands. To qualify for the simplified work permit process, a business plan must be submitted, which must be prepared by an authorized expert, and must clearly show that the activities of the business are viable enough. An authorized expert may be a registered accountant (RA or AA).

Internal transfer procedure: work permits for partners

If the labor migrant employed by an international group of companies has been granted a work permit concerning a transfer within that international group of companies, the employer of his partner or spouse can also be granted a work permit without the general strict requirements. In that situation, there are no specific requirements or restrictions with regard to the kind of work, salary, or other employment conditions. However, the intended employer of the partner/spouse is still required to apply for a work permit. The work permit for the partner/spouse will be granted for the same period as the work permit of the labor migrant.

Trainees of an international group

Finally, the intra-company transfer rule is also applicable to labor migrants who perform work as trainees within the company but only if:

- the trainee has an university degree;
- a trainee program is submitted, proving the necessity to work in the Netherlands;
- gross salary per month is at least € 2,968.00 (excl. holiday allowances)
- the period of employment as a trainee will be for a maximum of three years.

Trainees and students on work internships

A company may also employ so-called trainees ("praktikanten") or students on a work internship ("stagiaires"). A trainee is a labor migrant who comes to the Netherlands (for a maximum period of 24 weeks) to gain work experience for his future job in his country of origin. A student on a work internship is a foreign national who for a limited period (a maximum of one year) works in the Netherlands for a company as part of his training/education in his country of origin.

The employer must apply for a work permit for the trainee or student concerned, but the work permit may be also issued without all the strict requirements which normally apply (see above regarding making efforts to recruit personnel), but only if:

the trainee

- has already had an adequate professional training;
- submits an agreement between a company established abroad and a company established in the Netherlands, stating the trainee will gain work experience by means of training in the Dutch company.

the student on a work internship

- has already had an adequate professional training in his country of origin;
- can submit a document from his educational institution stating that the internship is a necessary part of his education;
- receives an intern allowance of at least 50% of the applicable minimum wage.

Where to apply and what it costs

Immigratie- en Naturalisatiedienst
 Postbus 245
 7600 AE Almelo
 Tel: +31 88 043 04 30

UWV
 WERKbedrijf AJD/TWV
 Scheveningseweg 54
 2517 KW Den Haag
 Tel: +31 79 750 29 03

For the current application fees for the Single Permit (via IND), see the information in the [attachment](#).

For the work permit no fees will be charged

Though all due care was taken in compiling these texts, certain information may nevertheless be inaccurate or outdated. The Netherlands Foreign Investment Agency is not liable for the consequences of any activities undertaken on the basis of these texts.

EU Blue Card

The EU Blue Card is a work and residence permit for highly skilled migrants from outside the EU. With this residence card and procedure, the 24 participating EU member states want to attract more qualified workers from outside the EU/EER and Switzerland. With the Blue Card, qualified work migrants can work and live in an EU country more easily. The Blue Card does not replace national residence permits, such as the existing national highly skilled immigration schemes. These schemes will continue to exist.

In order to apply for an EU Blue Card, highly educated non-Europeans need a work contract in which they earn at least one and a half times the national average in that Member State. Once they are in possession of the card, they have the same social security rights as employees in that country. Card holders can also apply those rights to family members. The card is valid for up to four years, and can be extended. After a year and a half, the highly skilled worker can go to work in another EU country. The Blue Card will not be introduced in Great Britain, Ireland and Denmark.

To be eligible in the Netherlands the foreign national must:

- earn at least a monthly gross salary of 5,300.64 (including holiday allowances) Euro;
- have successfully completed a higher education program of at least three years. The diploma must be validated by the Dutch office for Evaluation of Foreign Credentials (IDW).

These criteria are stricter than the criteria for the Dutch highly skilled migrant residence permit.

Family reunification with the EU Blue Card holder is allowed for spouses, (same sex) registered partners, and minor children. These family members have no restrictions as regards access to the Dutch labour market.

More information can be found on the website of the Immigration authorities (IND): www.IND.nl.

Though all due care was taken in compiling these texts, certain information may nevertheless be inaccurate or outdated. The Netherlands Foreign Investment Agency is not liable for the consequences of any activities undertaken on the basis of these texts.

Foreign Start-ups

As of 1 January 2015, it is possible for ambitious entrepreneurs from outside of the European Union to apply for a temporary residence permit to start an innovative business in the Netherlands. Under this residence permit 'scheme for start-ups', international entrepreneurs launching their business in the Netherlands can receive a residence permit for a period of one year. Within that year, the start-up is allowed to develop its innovative product or service. A prerequisite is that the start-up must be guided by an experienced mentor or facilitator who is based in the Netherlands.

Through the scheme, the Dutch government wants to remove barriers and give ambitious entrepreneurs a wide scope for development. This arrangement is not only beneficial for the entrepreneur, but also creates a solid foundation for job creation and economic growth in the Netherlands.

After one year, the start-up entrepreneur may have the duration of their residence permit extended on the basis of the Dutch government's self-employment scheme. In this regard, the start-up entrepreneur must meet the standard requirements applicable to the self-employment scheme. To be eligible for the temporary one-year permit, the start-up will have to meet certain conditions.

Conditions

The main conditions are

- An innovative product or service (involvement of new technology for production);
- Collaboration with a reliable and experienced facilitator;
- The starting entrepreneur has a business plan, including phased development from concept to innovative business;
- The starting entrepreneur and the facilitator are registered at the Dutch Chamber of Commerce (KvK);
- The entrepreneur has sufficient financial means to be able to reside and live in the Netherlands.

Assessment

To assess the application, the Dutch Immigration and Naturalization Service (IND) will consult the Netherlands Enterprise Agency (RVO.nl), which is part of the Dutch Ministry of Economic Affairs. They will give advice in regards to the facilitator, the innovativeness of the idea, and the business plan. A positive advice is needed to obtain a residence permit.

Where to apply?

To apply for a residence permit, you need to be sponsored by an experienced facilitator. Your application can be submitted to the Immigration and Naturalization Service (IND) (see address below). The costs to process your application are € 307.

Immigratie- en Naturalisatiedienst
T.a.v. Klantdirectie Regulier Economisch
Postbus 245
7600 AE ALMELO
Tel: +31 88 0430 430

More information

- Information on the residence permit and the application for start-ups can be found on the [website of IND](#) and on the [website of the Netherlands Enterprise Agency \(RVO.nl\)](#).
- For an overview of the self-employment requirements, see the information on the [website of IND](#).
- For information on StartupDelta, an initiative of Dutch entrepreneurs and governmental agencies to help start-ups, see the [website of StartupDelta](#).

Though all due care was taken in compiling these texts, certain information may nevertheless be inaccurate or outdated. The Netherlands Foreign Investment Agency is not liable for the consequences of any activities undertaken on the basis of these texts.

Foreign investor

If a wealthy foreign national has capital of at least € 1,250,000 and wants to invest this amount in the Dutch economy, he or she can, under specific conditions, apply for a residence permit as a foreign investor. The foreign investor will have to submit an investment and business plan to the Netherlands Immigration and Naturalization Service (IND). IND will seek advice from the Netherlands Enterprise Agency, a division of the Dutch Ministry of Economic Affairs. This division will assess if the investment has added value to the Dutch economy. For this assessment, a point rating system will be used. As a foreign investor residence permit holder, you are allowed to work in the Netherlands. The residence permit will initially be issued for a maximum period of 1 year with the possibility of extension.

How to qualify?

To qualify for a residence permit under the category 'wealthy foreigner', the foreign investor has to meet the following conditions:

Financial requirements

- An amount of at least € 1,250.000 has to be invested in a company located in the NL;
- The investment has to be judged to have added value to the Dutch economy;
- The amount to be invested has not been gained through illegitimate means;
- The amount has to be deposited into a bank account in a Dutch bank or an EU bank with a branch in the NL that is under supervision of the DNB (De Nederlandsche Bank).

Investment plan

Minimal requirements for the investment plan:

- Data enterprise (name, size, management, innovative characteristics, product, market, 3 year forecast after investment);
- Investment time period;
- Purpose and amount of the investment;
- Expected effects of the investment (creation of labor, innovation);
- Terms of investment by the investor;
- Agreement/signature by the investor and enterprise.

Business plan

A good business plan is based on a clear business strategy. That means that the management has a mid-term (three-year) picture of the future. A valid business plan contains at least the following items:

- Background of the entrepreneur / management (competences, education, experience);
- Description of product/service (characteristics, applications, market demand, unique selling points);
- Market analysis (research, potential customers, competitors, entrance barriers, collaboration, risks (i.e. permits, environmental requirements)), marketing;
- Price policy (clear description of pricing);
- Organization (company structure, resources, knowledge and skills, necessary capacity in relation to product or service);
- Financing (balance sheet, three-year forecast of profit and loss account, turnover, liquidity).

For [application form](#) and [more information](#) on how to apply for this permit, please see the website of IND.

Though all due care was taken in compiling these texts, certain information may nevertheless be inaccurate or outdated. The Netherlands Foreign Investment Agency is not liable for the consequences of any activities undertaken on the basis of these texts.

Working as a self-employed person

A foreign national who wants to work in the Netherlands as a self-employed person will have to satisfy certain conditions. There are general conditions (such as a valid passport, health insurance, and having sufficient means of support), as well as conditions that specifically apply to his stay as a self-employed person in the Netherlands.

The most important conditions applicable to the specific situation as a self-employed person are:

- a) One must satisfy the conditions for running a certain type of company. Sometimes a special permit will be needed for this.
- b) The business has to be a "new business". A business is new by definition when it enters the market for the first time and is registered in the commercial register of the Chamber of Commerce.
- c) The business activity serves essential Dutch economic interest and must be of innovative value.

In order to determine whether or not the foreign entrepreneur satisfies the condition mentioned under c, the IND, which handles the applications for an MVV (if applicable) and residence permit, will consult with the Ministry of Economic Affairs. As of 4 January, 2008, the Ministry of Economic Affairs will apply a point rating to determine whether foreign independent entrepreneurs contributes essentially to the Dutch economy.

The point rating system

The foreign entrepreneur can earn points in three disciplines:

1. education, economic position and activities until now
2. the foundation of ideas and activities in the business plan
3. positive contribution to the Netherlands in the shape of innovation (in products, process, market and activity), employment and investments.

For those three disciplines, the entrepreneur can gain a maximum of 300 points in total. For a positive result, the applicant in principle needs to get a score of at least 30 points per discipline (in total 90 points). Within a discipline, a weak sub-discipline can be compensated by stronger sub-disciplines so that one can gain the required minimum of 30 points per discipline. If the entrepreneur scores less than 30 points for discipline 3, he will get a positive response if he scores at least 45 points for the other two disciplines. To determine the score, the foreign entrepreneur must provide documents to substantiate his qualities and capacities.

Required information for the application of a residence permit as a self-employed person

If a residence permit or MVV for the purpose of being self-employed is requested, the application should contain at least the following information:

- an extract from the commercial register of the Chamber of Commerce (except if entry in the Trade Register is not (yet) possible or is not required);
- recent certified financial accounts;
- references concerning the business, information about the business and any products, the innovative character of the business or any products, and/or contracts with Dutch companies;
- a business plan;
- a financial forecast, which is prepared by a recognized trust office/depository;
- references for, and the diplomas of, the entrepreneur.

As all applications are handled by the IND, please contact the IND at 088-0430 430 for more information on the above mentioned procedures.

American entrepreneurs

Different admission conditions apply for American citizens, however. This is based on the Treaty on Friendship, Trade and Shipping between the Kingdom of the Netherlands and the United States of America, hereafter called the Friendship Treaty (for more information on the Friendship Treaty see [appendix 4](#)). The purpose of this Treaty is to facilitate trade between both parties. In accordance with this Treaty, American citizens are entitled to reside in the Netherlands in order to trade, or to start or run a company in which they have invested a considerable amount of money. The entrepreneur must be active in one of the legal Dutch company entities, such as a one-man business, a partnership, or a limited corporation. The Friendship Treaty is not applicable to persons considered professionals, such as lawyers or doctors.

The given explanations for the term "considerable capital" depends on the type of company but is at least 4,500 Euro (in the case of a one-man business and in the case of a limited liability company) and at least 11,250 Euro in

case of a public corporation. Furthermore, the entrepreneur must be able to prove that this is his own capital. Finally, the capital must be maintained at a certain level; this means that the capital must never fall under the minimum required for that form of enterprise.

The application for a residence permit based on the Friendship Treaty should contain at least the following information:

- a valid passport;
- recent financial figures, and preferably a forecast or financial prognosis with regards to the company, which have been audited by a competent external expert;
- proof that the company is registered with the Trade Register, with a description of the company or the subsidiaries operating within the company;
- proof that the entrepreneur has invested considerable capital in his enterprise (see above for exact amounts);
- adequate insurance against medical expenses.

Though all due care was taken in compiling these texts, certain information may nevertheless be inaccurate or outdated. The Netherlands Foreign Investment Agency is not liable for the consequences of any activities undertaken on the basis of these texts.

Business visa

In general, foreign nationals who wish to visit the Netherlands briefly, and not longer than three months - as a tourist, to visit family or to conduct business - need a short-stay Schengen visa (either tourist or business) to enter the Netherlands and other EU member states. Upon obtaining a visa, they can stay in the Netherlands for up to three months.

To stay for an uninterrupted period of more than three months, foreign nationals will generally require a regular provisional residence permit (MVV) and/or a residence permit (upon arriving in the Netherlands). See also factsheet: Admission and Residence Procedure.

Nationals that do not need a short stay visa

Nationals from the European Economic Area (EEA) and Switzerland, as well as other countries such as the US, Canada, Japan, and Australia, do not require a visa to enter the Netherlands and other EU member states. They can stay in the Netherlands, without having to apply for an MVV and/or residence permit, for a maximum period of 90 days in total within a 180-days period. For a complete list of nationalities which are currently exempted from the short-stay visa obligation check brochure "Short stay visa for the Netherlands" (in English)) on the [IND website](#).

The Schengen visa

A Schengen visa is valid for the following countries: Austria, Belgium, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Norway, Poland, Portugal, Slovenia, Slovakia, Spain, and Sweden. A Schengen visa is issued by an embassy or consulate of one of the above countries, and allows the holder to travel freely in Schengen countries - unless otherwise stated on the visa - while the visa is valid.

If a foreign national intends to visit only one Schengen country, he must apply for a visa at the embassy or consulate of that country. If the foreign national intends to visit several Schengen countries, he must apply for a visa at the embassy or consulate of the country which is his main destination (i.e. where he will spend the longest period of time). If the foreign national intends to visit several Schengen countries but does not have a main destination, he must apply for a visa at the embassy or consulate of the country which is his first point of entry.

Both single-entrance and multiple-entrance visas are obtainable. A single-entrance visa can be issued for time periods from one day up to a maximum of ninety days. The holder can enter the Schengen area only once. The holder of a multiple-entrance visa may enter and leave the Schengen area an unlimited number of times during the visa's validity of a maximum of twelve months. However, The holder may not stay longer than 90 days within the first 180 days period, and 90 days within the second 180-days period in the Schengen area. In between these periods, the holder has to leave the Schengen area for a period of 180 days.

The business visa and working in the Netherlands

If a foreign national wants to work in the Netherlands, his intended employer must have a work permit for him, even if the employee only wants to work for a short period of time. A work permit is not needed, however, when the foreign national maintains his principal place of residence outside the Netherlands, and will occasionally (for a maximum of four weeks) work in the Netherlands exclusively in order to hold business meetings and to enter into agreements (see also in fact sheet "Work permit", the paragraph entitled "Incidental work for a short period").

How to apply for a business visa and what it costs

A foreign national can apply for a business visa at a Dutch embassy or consulate. When submitting the application, the following information will generally have to be submitted:

- a passport - containing a blank visa page - valid for at least three months after the visa will expire;
- evidence to support the purpose of his visit, such as proof of an established or intended business relationship (e.g. an invitation letter from a company in the Netherlands or Schengen area);
- evidence of sufficient means of support to cover the costs for one's stay, his onward journey, and/or his journey home (e.g. salary statements, recent bank statements, traveller's checks, etc.);
- proof of a reservation for the return journey;
- documents which make it clear that the applicant intends to return to his country of origin or of continuous residence (such as an employment contract, employer's statement or a return ticket);
- two passport photographs.

The fee for a visa is usually paid in local currency. Additional costs related to the visa application, such as fax costs,

may be charged. The costs for a visa application are currently:

- 60 Euro for a maximum of 90 days

Though all due care was taken in compiling these texts, certain information may nevertheless be inaccurate or outdated. The Netherlands Foreign Investment Agency is not liable for the consequences of any activities undertaken on the basis of these texts.

Admission policy for highly educated persons

Highly educated foreign nationals who have attended an institute of higher education, and who have obtained at least a Master's degree, can obtain a residence permit with a maximum term of one year (orientation year) in the Netherlands in order to find a job as a highly skilled migrant, or to start an innovative company. The highly educated person can make use of this scheme for up to three years after his or her graduation.

The highly educated foreign national can obtain a residence permit if he or she:

- has completed a Master's degree at a recognized institution for higher education, or has received his/her Ph.D. from a Dutch institution, or has completed a course at a university listed in the top 150 in rank, as published in the [Times Higher Education World University Rankings](#), the [QS World University Ranking](#) or the [Academic Ranking of World Universities](#) by Shanghai Jiao Tong University;
- has graduated less than three years ago;
- has obtained a written evaluation of his/her degree from The Netherlands Organization for International Cooperation in Higher Education (NUFFIC);
- has not yet had a residence permit as an undergraduate foreign student (see factsheet: The highly skilled migrant permit; Students);
- has scored at least 35 points in the point system.

The highly educated person will qualify for a residence permit if he scores at least 35 out of 40 points, in the following three categories:

- education (a Master's Degree will allow the foreign national to obtain 25 points and a Ph.D. 30 points);
- age (5 points are awarded if the foreign national is between 21 and 40);
- performance indicators for success in the Netherlands (5 points are awarded if the highly educated person has previously worked or studied in the Netherlands, speaks Dutch or English, or has obtained his diploma in a country that is party to the Bologna Declaration).

During the one-year period of the residence permit, the highly educated person can search for a job as a highly-skilled migrant. If he or she finds a job within this year, the salary criteria to be eligible for the highly skilled migrant residence permit amounts to € 2,377.08 gross (including holiday allowances) per month. Alternatively, the highly educated person may start an innovative company in the Netherlands within the orientation year. He or she may then request conversion of the residence permit into a residence permit for work as a self-employed person (see factsheet: Working as a self-employed person).

The highly-educated person can apply for an MVV at the Dutch embassy or consulate in his or her home country of residence. See for procedures, as well as for documents to submit, the website of IND.

If the highly educated person switches employers or extends his residence permit, the reduced salary criterion will remain applicable. The IND will, however, also check whether the reduced salary criterion has been indexed. If so, the highly educated person will have to meet the salary criterion for graduates that was current on the date on which the change of employer was reported to the IND.

Family members

Highly educated persons who wish to make use of this scheme will not be assessed on their means. If the highly educated person wishes to bring family members to the Netherlands as well, the regular requirements regarding family reunification (including sufficient means) will apply.

Though all due care was taken in compiling these texts, certain information may nevertheless be inaccurate or outdated. The Netherlands Foreign Investment Agency is not liable for the consequences of any activities undertaken on the basis of these texts.

Expatriation center procedure

The Expatriation Center is an initiative of the Municipalities of Amsterdam (including Amstelveen, Almere and Haarlemmermeer, Hilversum, and Velsen), The Hague, Rotterdam and Eindhoven. In collaboration with these municipalities, the IND has developed a special admission procedure for highly skilled migrants who take up residence in these cities. By using this procedure, the employer who has been admitted to the highly skilled migrant procedure can initiate residence proceedings for a highly skilled migrant and accompanying family members while they are still abroad. This involves merging the current MVV procedure and standard residence permit procedure into one single procedure. The employer files the application with the IND office for labor and highly skilled migrants. After receiving the application, the IND will contact the employer to make an appointment for the highly skilled migrant to visit the Expatriation Center within a period of two weeks. In this two-week period the IND will make a decision on the application. When he goes to the appointment at the Expatriation Center, the highly skilled migrant will immediately receive his residence card, and will be able to register with the Municipality.

Service fee

As of 1 April 2013 companies filing visa and residence permit applications for highly skilled migrants via the Expatriation Center Amsterdam, will have to pay a 'service fee' to the Expatriation Center of 210 Euro for the highly skilled migrant, 105 Euro for the spouse / partner, and for a child, 50 Euro. Newly established companies will be excluded from payment for the services of the Expatriation Center during the first year, or for the first 10 employees.

For contact addresses of Expatriation Centers in Amsterdam, Rotterdam, The Hague, Eindhoven, Tilburg, Leiden, Maastricht, Nijmegen, Twente, Groningen, Utrecht and Wageningen, see below.

Expatriationcenter Amsterdam Area
World Trade Center Amsterdam, F-Tower, 2nd floor
Strawinskylaan 39, 1077 XW Amsterdam
Tel: 020-254 79 99
Fax: 020-673 97 83
Website: iamsterdam.com/expatcenter
E-mail: welcome@expatcenter.iamsterdam.com

Expatriationdesk Rotterdam
Coolingsingel 195-197
3012 AG Rotterdam
Tel: +31 10 790 01 90
Tel: +31 10 790 01 91
Website: www.rotterdam.nl/expatdesk
E-mail: expatdesk@rotterdampartners.nl

The Hague International Centre
City Hall (Atrium), Spui 70
P.O.Box 12600
2500 DJ Den Haag
Tel: 070-353 50 43
Website: www.thehague.com
E-mail: internationalcentre@denhaag.nl

Expatriation Center Brabant-Eindhoven
Kennedyplein 200, 5611 ZT Eindhoven
Tel: 040-238 67 77
Website: www.expatcenterbrabant.com
E-mail: eindhoven@expatcenterbrabant.com

Expatriation Center Brabant-Tilburg
Nieuwlandstraat 34, 5038 SN Tilburg
Tel: 040-238 67 77
Website: www.expatcenterbrabant.com
E-mail: tilburg@expatcenterbrabant.com

Expat Centre Leiden
Stationsweg 41, 2312 AT Leiden
Tel: 071-516 60 05
Website: www.expatscentreleiden.nl
E-mail: welcome@expatscentreleiden.nl

Holland Expat Center South Maastricht Region
Gemeente Maastricht
Mosae Forum 10
6211 DW Maastricht
Postbus 1992
6201 BZ Maastricht
Tel: 043-350 50 10
Website: www.expatguideholland.com/region/maastricht
E-mail: international@maastricht.nl

Expatdesk Nijmegen
Stadswinkel (city counter)
Mariënborg 75
P.O. Box 9105
6500 HG Nijmegen
Tel: 024-329 90 00
Website: <http://english.nijmegen.nl/municipality>
E-mail: expat@nijmegen.nl

Expat Center Twente
World Trade Center
Prins Bernhardplantsoen 300
7551 HT Hengelo
Tel: 074-291 56 04
Fax: 074-250 03 17
Website: www.wtctwente.eu
E-mail: info@expatcentertwente.com

International Welcome Center North
Gedempte Zuiderdiep 98
9711 HL Groningen
The Netherlands P.O. Box 7081
9701 JB Groningen
Tel: 050 367 7197
Website: www.iwcn.nl
E-mail: info@iwcn.nl

Expat Center Utrecht
Stadsplateau 1
3521 AZ Utrecht
P.O. Box 16200
3500 CE Utrecht
Tel: 030 - 286 00 00
Website: www.utrecht.nl/english/expatcenter
E-mail: expatcenterutrecht@utrecht.nl

Expatcenter Food Valley Wageningen

Nexus Building
Akkermaalsebos 14
6708 WB Wageningen
P.O Box 9101
6700 HB Wageningen
Tel: 0317 48 26 09
Website: www.expatscenterfoodvalley.com
E-mail: info@expatscenterfoodvalley.com

Though all due care was taken in compiling these texts, certain information may nevertheless be inaccurate or outdated. The Netherlands Foreign Investment Agency is not liable for the consequences of any activities undertaken on the basis of these texts.

Developments and future policy

Starting Innovative Foreign Companies Wanting to Locate in the Netherlands Can Soon Apply for Startup Visa

The Dutch Ministry of Economic Affairs recently announced plans for a startup visa for starting innovative foreign companies that are looking to locate in the Netherlands.

This startup visa is part of the 'Ambitious Entrepreneurship' Action Plan released by Minister of Economic Affairs, Mr. Henk Kamp. The action plan contains over 30 concrete proposals to make it easier for startups and growing businesses to do business successfully and grow rapidly in the Netherlands.

"Ambitious entrepreneurs are a source of innovation and new jobs. Their contribution to our economic growth is invaluable. With this plan we give them space to do business and we remove barriers," said Minister of Economic Affairs Henk Kamp.

"With this startup visa, the Netherlands will be more attractive for foreign startups and growing businesses. This is important because these startups can contribute to a high quality, innovative, and challenging investment climate in the Netherlands," Minister Kamp added.

As part of the action plan, regular funding and alternative forms of financing will be better tailored to the needs of new and growing businesses. For example, 75 million Euro will become available for early stage financing. There will also be better information about funding so that entrepreneurs become more aware of the existing opportunities.

It is expected that the Start-Up Visa will be rolled out in January 2015.

Source: Netherlands Ministry of Economic Affairs

Though all due care was taken in compiling these texts, certain information may nevertheless be inaccurate or outdated. The Netherlands Foreign Investment Agency is not liable for the consequences of any activities undertaken on the basis of these texts.

NFIA worldwide



NFIA Europe

The Hague | London

NFIA North America

Washington DC | New York | Boston | Chicago | Atlanta | San Francisco

NFIA China

Shanghai | Beijing | Guangzhou | Chongqing

NFIA Taiwan

NFIA Korea

NFIA India

New Delhi | Mumbai

NFIA Singapore

NFIA Malaysia

NFIA Middle East & Turkey

Dubai | Tel Aviv | Istanbul

NFIA Brazil

