



samen sterk voor werk

Work in Flanders

FINDING JOB OPPORTUNITIES IN BELGIUM: FLANDERS

A vertical advertisement featuring a woman with blonde hair wearing futuristic, transparent glasses. The glasses display various data visualizations: a bar chart on the left, a world map on the right, and a hexagonal molecular structure in the center. The woman is holding the sides of the glasses with her hands. The background is dark gray.

Flanders
State of
the Art

Work in Flanders.be

Visit workinlanders.be and find vacancies and information about working and living in Flanders, Belgium.
Drop your CV and get in contact with **EURES in Flanders**.

The logo for VDAB, consisting of the letters "VDAB" in a bold, white, sans-serif font with horizontal lines above and below the letters. Below the logo is the slogan "samen sterk voor werk" in a smaller, white, sans-serif font. The entire logo and slogan are set against a solid blue background.

VDAB
samen sterk voor werk



workinlanders.be



Welcome



samen sterk voor werk





Welcome!



Flanders

WHAT? WHERE?

- Belgium = **1** federal state
- **3** communities: Flanders, Wallonia and Brussels
- **3** regions: Dutch-speaking, French-speaking and German-speaking)
- **4** language areas: Dutch, French, German, Dutch/French in the capital
- **3** official languages: French, Dutch & German (degree, education, recognition!)





Labourmarket

PUBLIC EMPLOYMENT SERVICES...

VDAB: for Flanders, official language: **Dutch**.

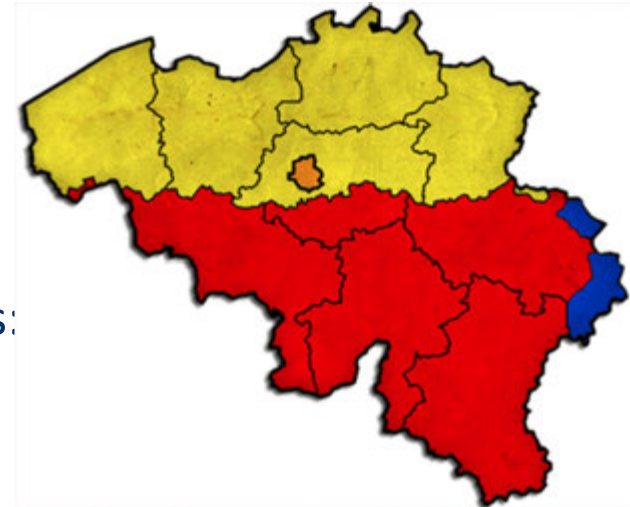
ACTIRIS: Brussels-Capital Region: **Dutch** and **French**

Le FOREM: for the Walloon Region: **French**

ADG: for the German Community: **German**

English facilitated portal to browse jobs for Flanders:

www.workinlanders.be



Welcome!

VDAB
samen sterk voor werk

Flanders

KEY FACTS & FIGURES...

- Official language: **DUTCH**
- Population: 6,350,765 (Flemish Region only, 1 January 2012)
- Density: 470/km² (1,200/sq mi)
- Area: 13,522 km² (5,221 sq mi)
- Currency: Euro (€)
- Time zone: Winter: CET (UTC+1), summer: CEST (UTC+2)
- <http://www.flanders.be/en>
- <http://www.fansofflanders.be/>

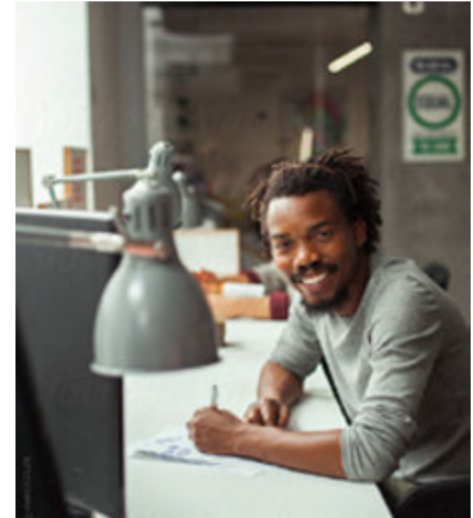
Labourmarket

MOST WANTED



TOP 10 ENGINEERING AND IT

Software engineer
Helpdesk support engineer
Engineer electro mechanics
Construction engineer
Project manager IT
Business analyst
IT analyst - developer
Engineer mechanics
Engineer electronics
Engineer chemistry





Labourmarket

OPPORTUNITIES AT THIS MOMENT

<http://www.workinlanders.be>

JOB OFFERS

OUR SELECTION OF VACANCIES



The screenshot shows the website interface for 'workinlanders.be'. At the top right, there are navigation links: Home, Job Offers (highlighted), Upload your CV, Events, and Contact. Below the navigation is a breadcrumb trail: Home > Node. The main heading is 'Job Offers In Flanders'. Underneath, there is a sub-section 'Vacancies On Work In Flanders' with a brief description: 'You can browse our selection of vacancies in the field of IT engineering, health care and others.' It also provides information for non-residents: 'If you currently do not reside in Belgium, you can upload your CV here. Europass offers assistance in drawing up your CV.' A section titled 'Vacancies on the VDAB website' mentions that users can use the official VDAB website if they understand Dutch. A bulleted list provides further details:

- On vlab.be you will find thousands of job offers.
- You can publish your CV on vlab.be for employers to read it and contact you. You can publish your CV by yourself on the website. Attention: if you have no national number in Belgium, you can only publish your CV through 'Dossiermanager' (and not through 'your application space').
- You can also create a CV on eures.europa.eu, where Belgian employers can easily contact you with suitable vacancies. Would you like personal assistance in your search for a job? A consultant can offer you guidance.

 To the right of the text is an image of a welder wearing a protective mask. On the far right, there is a vertical menu with categories:

- Flanders
 - Facts on Flanders & Belgium
 - Working in Flanders
 - Public Employment Services
 - Job offers in Flanders
 - Sector recruitments
 - Registration as a jobseeker
 - While living in a neighbouring country
 - Europass
- Living in Flanders
 - Moving to Flanders
 - Learning the language
 - Citizenship & Work Permits
 - Social security
 - Housing
 - Transport
 - Taxes

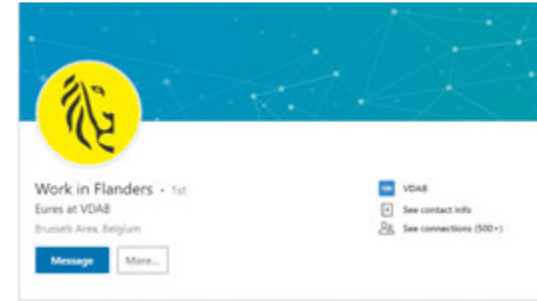
 At the bottom of the page, there is a section for 'Other Job Sites' and the EURES logo.



Labourmarket

WHERE CAN YOU FIND JOBS?

- Various jobsites: monster, jobat, stepstone, vacature.com
- Social media: LinkedIn, Facebook
- google companies, hitwords, interests
- newspapers and media
- VDAB & Eures



Labourmarket

TIPS & TRICKS

- **update** your LinkedIn profile! Facebook access control!
- **connect** to groups and interests
- be **visible** (findable) but **careful**: Google yourself!
- **spontaneous** applications are still popular!
- **Modern** Cv / infographic CV / (youtube) video --- **don't overdo**, target and add competences first
- **Individualize** through competences, knowledge, affinity and interests
- **investigate** companies
- **use** what is demanded in descriptions



Life & leisure

COSTS & EXPENSES

- No “housing-shortage”, wide range of more or less affordable accommodation (studio - apartment --- 350 - 1250/mth)
- public transport in Flanders 2€ (sms)/ 60 minutes (10 rides = 15€)
- Going out for / taking out dinner is pricy, “trendy” food is expensive, foreign establishments offer wide choice affordable alternatives (fusion vs authentic)
- prices for food (market) are comparable to Southern countries, good prices and quality in various ‘white’ products
- “Upcycling” = popular (various 2ndhand opportunities)
- Small country = everything in the neighbourhood
- Various areas have influence on costs of living

Life & leisure

COSTS & EXPENSES

- Health Fund contribution = annual
- Healthcare works with repayment system
- Provincial taxes (inhabitants)
- Insurances (for ex car, house, family, pension...)
- Water/electricity/internet/tv...
- School: maximum invoice for kids and teenagers, studying at 18+ implies subscription fees
- Leisure entrances & fees (sports & culture) new: free activities (yoga in a local park, summer festivals, concerts, ...)

ex. movies: app. 9,80€



Formalities

RECOGNITION OF QUALIFICATIONS

- no automatic EU-wide recognition of academic diplomas
- comparing degrees \Leftrightarrow recognition of professional qualifications
- costs of translation
- registration/administration/acknowledgement \Rightarrow REGIONAL
- Flanders : Naric Flanders <http://naricvlaanderen.be/en/naric-vlaanderen>

Salary

LAW & REGULATIONS



In the private sector, salaries are not fixed by law, but are generally agreed in a Collective Labour Agreement (CLA).

Almost all wages and scales are agreed upon in Belgium



Salary

GROSS/NET

The **gross salary** = agreed between the employee and the employer. Set out in the employment **contract**. Sum, earned **before deductions**:

- 13,07% Social Security
- Income tax. This is the part of your personal taxation deducted "at source" each month from your salary. The amount of this deduction depends on your taxable gross salary (the gross salary mentioned in the the employment contract minus the social contributions), the composition of your family and other rules.
- other permitted deductions

Salary

GROSS/NET

Income Tax:

Tax rates vary by tax brackets from from 25% up to 50 %

Belgian tax rates for 2019 (tax year 2018):

Up to EUR 12,990	
EUR 12,990 – EUR 22,290	40 %
EUR 22,290 – EUR 39,660	45 %
EUR 39,660+:	



Formalities

SOCIAL SECURITY & TAXATION

Taxation


<http://financien.belgium.be/en>



Formalities

SOCIAL SECURITY & TAXATION



 Socialsecurity.be

Formalities

SOCIAL SECURITY & TAXATION

Make sure to contact your **local** eures adviser **BEFORE**
moving to Belgium



www.eures.europa.eu

social security:

family allowances, pension, health insurance,
unemployment



Work in Flanders

home to your new career

VDAB

samen sterk voor werk

Who are we?

Work in Flanders is the international labour mobility service from the Flemish Public Employment Service (VDAB), looking out for potential employees abroad to help our innovative economy flourish and work out the shortages that this exciting Northern region of Belgium is undergoing.

www.workinlanders.be

www.vdab.be

Mission

We provide tailor made international services for Flemish employers in need of professional staff.

We focus on durable job mobility, where skilled professionals from other EEA countries are motivated to apply on our job offers.

Vision

- Concentric labour market model and approach
- Creative matchmaking solutions
- Win-win situations with strong moral vision
- Branding an attractive and innovative Flanders
- From startup and small scale businesses up to large companies and multinationals, with opportunities based in Flanders
- “One’s need could be another one’s dream career”

Jobs

- **IT and Engineering:**
 - Software engineers (e.g. embedded software)
 - Electrical engineers
 - Micro electronics
 - IT analyst developer (JAVA, C#/.net, c++, python, Full stack (web)developers,...)
 - Project managers IT and/or Communication
 - Mechanical engineers
 - civil and nautic engineers
 - Automation engineers
 - Technical designers

Thank you



samen sterk voor werk