



Global Employer Services Individual tax

Royal Decree on practicalities of wage tax exemption for employee education published

Legislation enacted on 20 December 2020 and published on 30 December 2020 introduced a new partial exemption from remitting wage withholding taxes as from 1 January 2021 to support employee education in Belgium. The incentive is designed to reduce the total cost of training programs offered by private employers to their workforce in addition to the mandatory education program (see our previous [alert](#) dated 15 January 2021).

The partial wage withholding tax exemption amounts to 11.75% of the ordinary monthly remuneration (capped at EUR 3,500 for full-time employees) for the month in which the additional education takes place. Where the education program takes place over two (or more) consecutive months, the exemption is based on the remuneration for the month in which the program ends.

A Royal Decree ([Dutch](#) | [French](#)) published on 18 March 2021 sets out the formalities with which employers must comply to apply the exemption.

In line with other partial wage tax exemptions, employers need to file **two separate withholding tax returns**. The second return must contain specific entries, including the negative amount equal to 11.75% of the ordinary monthly remuneration and the code “64.”

In addition, the employer will have to keep a **designated list**, available to the tax authorities, including for each employee:

- Name;
- Belgian national number;
- Details of the education program followed;

- Dates on which the additional education took place;
- Gross ordinary monthly remuneration; and
- Amount of wage tax withheld, together with a detailed calculation of the amount.

Deloitte's payroll incentives team can guide you through the necessary steps to ensure smooth and appropriate implementation.

Contacts

If you have any questions concerning the items in this alert, please contact your usual tax consultant at our Deloitte office in Belgium or:

- Frédéricq Jacquet, fjacquet@deloitte.com, + 32 2 600 65 29
- Liesbeth Rogiers, lrogiers@deloitte.com, +32 2 600 69 55
- Elien Lauwers, elilauwers@deloitte.com, + 32 2 301 82 43

For general inquiries, please contact:

bedeloittetax@deloitte.com, + 32 2 600 60 00

Be sure to visit us at our website: <http://www.deloitte.com/be/tax>

[Deloitte Academy](#)

[Tax Tools and Publications](#)

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as "Deloitte Global") does not provide services to clients. Please see www.deloitte.com/about for a more detailed description of DTTL and its member firms.

Deloitte provides audit, tax & legal, consulting, and financial advisory services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 150 countries and territories, Deloitte brings world-class capabilities and high-quality service to clients, delivering the insights they need to address their most complex business challenges. Deloitte's more than 330,000 professionals are committed to becoming the standard of excellence.

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited, its member firms, or their related entities (collectively, the "Deloitte Network") is, by means of this communication, rendering professional advice or services. No entity in the Deloitte network shall be responsible for any loss whatsoever sustained by any person who relies on this communication.

© 2021 Deloitte Belgium

[Subscribe](#) | [Unsubscribe](#)