

The real employer cost of a 60k euro hire in Belgium

A 60,000 euro salary offer in Belgium is a 79,800 euro decision. Here is where the 1.33x multiple comes from, before a single laptop.

Published 2026-06-24 · A Mue guide

A 60,000 euro salary offer in Belgium is not a 60,000 euro decision. It is a 79,800 euro one.

Where the gap comes from

- Gross base salary: 60,000 euro.
- Employer social security (NSSO, about 25%): 15,000 euro.
- Statutory double holiday pay (about 8%): 4,800 euro.
- Real annual cost: 79,800 euro.

That is 1.33x the headline number, or about 6,650 euro a month. And it still leaves out the 13th month (common by sector agreement), recruitment fees, equipment, software seats, and the management hours a new hire needs early on.

What a 13th month adds

In many sectors a 13th month (the end-of-year premium set by collective agreement) is not optional, so it belongs in the budget from day one. It is roughly one extra month of gross, about 5,000 euro on a 60,000 salary. The same employer social security lands on top of it, so it costs you closer to 6,250 euro.

Add that and the all-in moves from about 79,800 euro to about 86,000 euro a year, roughly 1.43x the headline salary. Whether it applies is set by your sector and the joint committee the role falls under, so check that before you make the offer, not after.

The lesson for a first hire

Budget the multiple, not the salary. The country sets a big part of the price. The same 60k in Germany lands lighter, in France heavier once a collective 13th month applies.

Frequently asked questions

What does a 60,000 euro hire really cost in Belgium?

About 79,800 euro a year, roughly 1.33x the salary. On top of the 60,000 euro gross sit employer social security (NSSO, about 25%, around 15,000 euro) and statutory double holiday pay (about 8%, around 4,800 euro), before the 13th month, recruitment, equipment and software seats.

Why is the Belgian employer cost about 1.33x the salary?

Because employer-side social security (about 25%) and statutory double holiday pay (about 8%) are added on top of gross pay by law. That alone takes a 60,000 euro salary to about 79,800 euro, before any extras like a sector 13th month.

How much does a 13th month add to the employer cost?

A 13th month is roughly one extra month of gross, about 5,000 euro on a 60,000 salary, and the same employer social security (about 25%) lands on top, so it costs the employer closer to 6,250 euro. That moves the all-in from about 79,800 euro to about 86,000 euro a year, roughly 1.43x the salary. Whether it applies is set by your sector and joint committee, so confirm it before making the offer.

Calculate your real cost per country

Free, no signup: agent.mue.app/tools/real-cost-of-hiring-belgium-eu-guide

agent.mue.app/articles/real-employer-cost-of-a-60k-belgian-hire

