



Information for employers

Rise in minimum wage

As of the 1st of July 2024, the legal minimum wage will rise by 11.4% on Bonaire, 12.6% on St. Eustatius and 5.8% on Saba.

From that date, the legal minimum wage for persons aged 21 years and older will be:

Legal minimum wage (USD)	Per hour		Per month*		Per year	
	January	July	January	July	January	July
Bonaire	9,06	10,10	1.570,40	1.750,67	18.844,80	21.008,04
St. Eustatius	8,97	10,10	1.554,80	1.750,67	18.657,60	21.008,04
Saba	9,54	10,10	1.653,60	1.750,67	19.843,20	21.008,04

*For a 40-hour work week. The monthly amount has been calculated using the formula (hourly amount*40*13 weeks)/3.

As of the 1st of July 2024 the legal minimum hourly wage for younger persons is:

Legal minimum wage (USD per hour)	20 years (90%)	19 years (85%)	18 years (75%)	17/16 years (65%)
Hourly wage CN	9,09	8,58	7,57	6,56

Reduction of employer's premiums

To partially meet employers' costs of the increase in the legal minimum wage, the premiums payable by employers as a percentage of gross wage costs are reduced.

As of the 1st of January 2024, the premiums that employers are paying via the Belastingdienst CN are reduced from 13.4% to 11.9%.

Employer's premiums	2023	2024
Healthcare insurance	11.7%	11.7%
Health insurance (ZV)	1.3%	0.1%
Accident insurance (OV)	0.3%	0.1%
Severance	0.1%	0%
Totaal	13.4%	11.9%

As of the 1st of January 2025, the employer's premiums will be reduced further to 10.3%. What this premium reduction will mean for a business depends on the number of employees and the level of their salaries.

Tax free allowance

The tax-free allowance in 2024 is USD 20,424 (2023: USD 17,352). For older employees, this amount is increased by the senior citizens' discount, which in 2024 is USD 1,577 (2023: USD 1,470).