



Information for employers

Rise in minimum wage

As of the 1st of January 2025, the legal minimum wage will rise by 2.5% on Bonaire, 3.1% on St. Eustatius and 2.0% 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
Bonaire	\$10.35	\$1,794.00	\$21,528.00
St. Eustatius	\$10.41	\$1,804.40	\$21,652.80
Saba	\$10.30	\$1,785.33	\$21,423.96

*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 January 2025 the legal minimum hourly wage for younger persons is:

Statutory Minimum Wage (USD) for Young People	20 years (90%)	19 years (85%)	18 years (75%)	17/16 years (65%)
Bonaire	\$9.32	\$8.80	\$7.76	\$6.73
St. Eustatius	\$9.37	\$8.85	\$7.81	\$6.77
Saba	\$9.27	\$8.76	\$7.73	\$6.70

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 2025, the premiums that employers are paying via the Belastingdienst CN are reduced from 11.9% to 10.3%.

Employer's premiums	2024	2025
Healthcare insurance	11.7%	9.3%
Health insurance (ZV)	0.1%	0.7%
Accident insurance (OV)	0.1%	0.2%
Severance	0.0%	0.1%
Totaal	11.9%	10.3%

Tax free allowance

The tax-free allowance in 2025 is **USD 21,373** (2024: USD 20,424) pursuant to Section 24 of the Income Tax (BES) Act. For older persons, this amount is increased by the so-called senior citizens tax credit, which amounts to **USD 1,616** in 2025 (2024: USD 1,577).