

Contents

- 4 This Guide
- 6 **Country Profile**
 - Map
 - Country
 - Climate
 - Population
 - History
 - Religion
 - Language
 - Currency
 - National Holidays
- 15 **Visa Requirements**
- 21 **An International Career in Amsterdam**
- 25 **To Start With ...**
- 31 **What will I earn?**
- 35 **Taxation Matters**
- 41 **Being Dutch**
- 43 **Management Culture**
- 43 **Organisational Structure**
 - Hierarchy
 - Strategy
- 44 **Decision Making Process**
 - Meetings
 - Negotiations
 - Decisions
- 47 **Conception of Time**
 - Time Perception
 - Appointments
- 48 **Business Behaviour**
 - Meeting & Greeting
 - Dress Code
 - Wining & Dining
 - Use of Business Cards
- 52 **An International Career in Amsterdam**
- 55 **Labour Mobility ABC**
- 62 **Self-assessment tests**
- 64 **Questions to ask yourself**

- 67 **Important Sectors**
- 70 Top 5 of the largest companies in The Netherlands
- 71 **Main Routes to Employment**
- 75 Key facts: Dutch graduate labour market
- 77 **General Advice on Job Hunting**
Strong Employability Skills
The Application Letter
The Curriculum Vitae
The Application Procedure
Online Recruitment
Apprenticeships
Sample CV
- 85 **An International Career in Amsterdam**
- 89 **Checklist for an International Move**
- 96 **Test: Successful Expat Qualities**
- 99 **More Information**
Useful Addresses
Internet Sites
Further Reading
Expertise in Labour
Mobility
Career Consult
Looking for Work in ... Guides
- 111 **Quiz on The Netherlands**
- 118 About the Author
- 119 Acknowledgements

This Guide

Working abroad sounds like an adventure to many people.

However, without thorough preparation, starting with a successful application, it is bound to fail. Therefore, Expertise in Labour Mobility (ELM) has prepared a set of country guides describing the main routes to employment in over 40 countries. Are you interested to work in Australia, France or Japan? Has your partner accepted a job in Hungary, Switzerland, or the United Arab Emirates?

Are you looking for an internship possibility in the UK, Singapore or the United States of America? The Looking for work in... guides from ELM will help you with accurate information and practical tips on working cultures and differences in job hunting in over 40 countries.

As an extra addition to the series - following many requests - ELM introduced a new guide: Looking for work in International Organisations which explains how to successfully look for work in for instance the institutes of the European Commission, UN institutions and NGO's.

This guide contains information on The Netherlands. The guide will help you to prepare yourself for the Dutch labour market and the management differences that you will encounter in The Netherlands. It tells you how to apply for a job in The Netherlands and the cultural differences that you will come across when looking for work in The Netherlands. Do not underestimate those national differences, because

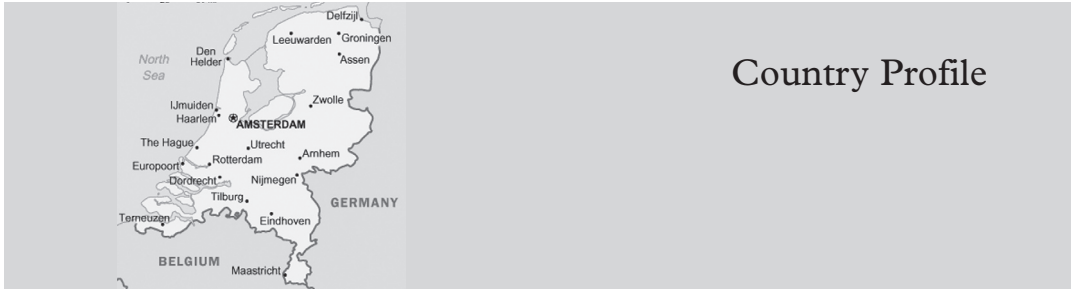
what is common in one country might be very unusual in another country. To find a job abroad you need to be aware that national differences manifest themselves not just in different languages, but also in different recruitment practices and distinct working habits. Thus, looking for work in another country involves more than writing your CV in another language.

However, no matter the country in which you are looking for work, the key focus of your CV is to persuade the employer to invite you for a job interview. Accordingly, your CV should be regarded as a marketing tool, adapted to the market in which you intend to use it. The information in this guide, together with the sample CV, will help you to adapt your application for the Dutch job market. However, make sure your application remains a reflection of your personality, because working abroad is one thing, but having a job that does not suit you will definitely cause homesickness!

A handwritten signature in black ink, appearing to read 'Nannette Ripmeester', with a horizontal line underneath it.

Nannette Ripmeester, MA
Managing Director Expertise in
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Country Profile

Country

The Netherlands is a small (41,526 square km and 25,803 square mi) Western European country, of which is often said that unlike the rest of the world it was not created by God, but by the Dutch themselves.

This is true, at least partly. In the past large pieces of land were reclaimed and taken from the sea and this process still continues.

The Netherlands is surrounded by dikes and dunes to stop the water.

The lowest point is 6.7 meters under sea level and the highest 321 meters above sea level. The Netherlands is for a large part situated under sea level, and this also happens to be the most populous part of the country.

The varied urban and rural landscape is an artificial product, designed to offer space to one of the most crowded nations of Europe.

The Netherlands is situated between Belgium, Germany and the

North Sea. On the north of the country several small islands are situated. The country had 16,715,999 inhabitants in July 2009. The Netherlands consists of 12 provinces, each with their own legislature. The capital of The Netherlands is Amsterdam (743,079 inhabitants in 2007), other main cities are Rotterdam (588,697 inhabitants in 2007), The Hague (475,959 inhabitants in 2007) and Utrecht (280,949 inhabitants in 2007). Between these cities a large built-up area is situated, called the Randstad.

Climate

The Netherlands has a temperate maritime climate with cool winters and mild summers.

Population

Approximately 95 percent of the inhabitants of The Netherlands are Dutch. Minority groups are mainly Moroccans, Indonesian and Surinam people. Other minority groups are the Turks and people from the Dutch Antilles.

History

The Netherlands' early history is linked with Belgium and Luxembourg; the three were known as the 'Low Countries' until the 16th century when the present-day Netherlands' boundaries were roughly drawn. Originally the land was inhabited by tribal groups such as the Batavi and the Frisii. In the late 16th century,

the region's northern provinces, inhabited by recent converts to Protestantism, united to fight the Catholic Spanish rulers. Philip II of Spain sent the cruel inquisition to enforce Catholicism and war broke out in 1568. The revolt of The Netherlands was led by Prince William of Orange, nicknamed William the Silent for his refusal to enter into religious arguments. After 80 years of conflict Holland and its allied provinces expelled the Spaniards in 1648 and Holland became synonymous with the independent country.

Amsterdam became the European stage in what was the province of Holland's most glorified period: the Golden Age from about 1580 to about 1740, after which the British began dominating the world's seas. The era's wealth was generated by the Dutch East Indies Company which sent ships to the Far East in search of spices and other exotic goods, while colonising the Cape of Good Hope, Indonesia, Surinam, the Antilles and New Amsterdam (today's New York) and establishing trading posts throughout Asia. But it didn't last. In 1795 the French invaded The Netherlands and Napoleon appointed his younger brother Louis as king. When the largely unpopular French occupation came to an end, the United Kingdom of The Netherlands - incorporating Belgium and Luxembourg was born. The first king, King William I of Orange was crowned in 1814, and the House of Orange rules to this day. In 1830, the Belgians rebelled and became independent; Luxembourg did the same soon after. The Netherlands was able to stay neutral through World War I but could not exercise the same privilege in World War II. The

Germans invaded on May 10, 1940, bombing most of Rotterdam four days after the invasion. Although a sound Dutch resistance movement formed, only a small minority of the country's substantial Jewish population survived the war. In 1949, despite military attempts to hold on to Indonesia, the colony won independence. Surinam followed with a peaceful handover of sovereignty in 1975. The Antilles, off the coast of Venezuela, are still a colony, but are largely self-ruled.

The Netherlands is a big supporter of the European Union, and further integration has largely been taken for granted by most Dutch people, until the Dutch 'no' ('nee') on 1 June 2005 to the proposed European constitution, just days after another founding EU member (i.e. France on 29 May 2005) had rejected the constitutional treaty.

The economic ascent of The Netherlands continued in 2000. The 2001 budget presented by the government in September was the first since 1950 to show a surplus. In the same year, November 2000, the parliament voted to allow physicians to end the lives of seriously ill patients who have asked to die. The Netherlands thus became the first country to legalize mercy killing and doctor-assisted suicide. In December the government gave final approval to laws that allow same-sex couples to marry and to adopt children. The year 2002 was an eventful one in The Netherlands. On February 2 Crown Prince Willem-Alexander married Argentine Máxima

Zorreguieta. On April 10 The Netherlands Institute for War Documentation published its report following five years of research into the massacre that took place in Srebrenica, Bosnia, in July 1995, when more than 7,000 Islamic men and boys were murdered while the area was under the protection of a Dutch battalion of the UN Protection Force.

On May 6, The Netherlands was shocked by the political murder of Pim Fortuyn, a political newcomer who disapproved strongly of the vigilant and consensus-oriented Dutch political culture.

The Netherlands went to the polls on January the 22nd, 2003, to elect a new parliament. With nearly 80% of eligible voters participating, the Labour Party (PvdA) made the most dramatic gains, increasing from 23 to 42 seats (out of 150).

The US-led war in Iraq highlighted dissent among the Dutch, as well as concern for the responses of the country's Islamic residents and citizens. A lively debate continued in The Netherlands about the value, meaning, and appropriate methods of integration of foreign residents and citizens of foreign descent.

In 2004, the year that marked the 40th anniversary of the arrival of the first Turkish migrant workers, The Netherlands continued to struggle with issues of diversity and integration.

The Netherlands played a significant international role during the year 2004. In January former foreign minister Jaap de Hoop Scheffer became NATO secretary-general.

The Dutch royal family experienced a turbulent year. Princess