

Working in the Netherlands

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THE DUTCH EMPLOYMENT MARKET

The Netherlands is known for its tulips and windmills but is far more diverse and pluralistic than you might expect. It offers international job seekers endless possibilities and has plenty to offer foreign students as well. Even during the worldwide economic crisis, the country still had a relatively low unemployment rate, as it is a comparatively large economic player, with its two international mainports and its longstanding tradition as a nation of trade. It also has a strong educational system and great internship arrangements. Below you will find information on the labor market of this small country with its international and impressively diverse job market.

THE DUTCH WORKFORCE

The Dutch unemployment rate is one of the lowest in the EU and is considered moderately low on a worldwide scale, which is quite remarkable given the recent worldwide economic downturn and its effect on the Dutch market, which historically relies on international trade. At the end of 2017, the total labor force rose to approximately 8.7 million, with an unemployment rate of 4.4% in December – a considerable improvement over the 5.4% rate in December 2016. Although at the moment not many sectors are looking to fill vacancies, there are still opportunities in the commerce, health care and manufacturing sectors for those wishing to find a job in this country, which we can see further on in this chapter.

Part-time employment in the Netherlands is rather high; reports state that part-time employment constitutes nearly two-thirds of the total Dutch labor force. Accordingly, almost 32% of total job vacancies are posted for part-time employment. Gender difference in employment participation is quite high; approximately 77% of Dutch women work fewer than 35 hours a week, while only 28% of Dutch males hold part-time positions (The World Bank, 2015).

Though most people work directly for an employer, a considerable and growing number are self-employed; according to the Dutch Bureau of Statistics CBS, in 2017 almost 1.4 million persons claimed self-employment (referred to as *Zelfstandige Zonder Personeel*, or *zzp-ers*), which is approximately 16.1% of the labor force. Compared to other European countries, this level of self-employment is quite high, particularly among younger people. The development of self-employment remains hard to predict, however, and is always prone to fluctuation – though, at least for the Dutch market, it appears to be quite stable. The amount of flexible contacts also continues to grow, especially among young people. In 2017,

45% of the ‘flex-work’ population was between the ages of 15-25. If you compare this to those aged 26 and older, where approximately 12% has a flexible work contract, this would appear to either be pointing towards a trend among the younger work population to focus more on a life/work balance or else simply towards a streamlining of business over recent years in order to cope with the financial crisis.

The education level of those working in the Netherlands has been rising steadily over the past decade: one in every three high school graduates continues their education at a research university or a university of applied sciences (you can read more about the distinction between these two in chapter 9).

Though traditionally the Netherlands was a country in which employees worked for the same employer their whole life, this changed dramatically during the ‘90s when, due to the flourishing economy, the age of job-hopping arrived. This development came to a severe halt with arrival of the economic crisis, as a consequence of which competition for jobs increased considerably and employees tended to stay put.

On the bright side though, the Dutch labor market seems to have recuperated and the outlook for the employment sector is rather positive. Figures for 2016 and 2017 show a clear downturn in unemployment, while labor participation has gone up. Youth unemployment in the Netherlands has also gone down and is currently below EU average, signifying that more young professionals have been able to find employment after completing their education than their peers in other Member States. Overall, the number of job vacancies has significantly increased across many sectors compared to previous years, which will be discussed in the next section.

SECTORS

The commercial services sector remains the largest employer in the Netherlands, and has been for several years, closely followed by the health care and manufacturing industries. The number of vacancies has increased over the past years, and in 2016 and 2017 there was a significant increase in jobs openings in the trade, transport, financial services and information technology sectors (and some analysts say that that the trade sector may show further improvement over the coming years). Currently, science & engineering is the only sector showing a constant and steadily increasing need for international and capable workers in areas such as water management, green and renewable energy, as well as logistics.

EMANCIPATION?

The Netherlands is viewed by those abroad as an ‘emancipated’ country, where women share an equal standing with men. To a large degree this is true; in fact, many expats comment on how the Dutch women are the ones ‘who wear the pants at home’ – to use a Dutch expression. However, the workforce does not reflect this emancipation, particularly not in the full-time and/or highest paid job sectors. The cause for this can presumably be found in the fact that, aside from there being relatively little government support for child care, Dutch social values dictate that women spend more time with their children. Although Dutch society is egalitarian by nature, on average the more traditional role definition still holds true; men work full-time, women part-time, and the women play a greater part in the raising of the children. Based on a study conducted by the Central Bureau for Statistics, more women (especially with a higher education) expect that their career opportunities will be negatively affected once they have children. Fifty-eight percent of working women who do not (yet) have children say that they expect motherhood to harm their career. Men, interestingly, agree that becoming a parent has a more significant effect on women’s career paths compared to theirs. This being said, in reality the percentage of households in which the man is the sole earner and the woman does not work at all is only 20%. One could argue that it is the ‘glass ceiling’ that keeps the women in the Dutch labor market from progressing up the career ladder, yet, the ‘sticky floor’ may be of importance here too.

Nonetheless, the number of women in employment increased from 52% in 1997 to 63% in 2012 and currently exceeds 70%. Seventy-five percent of these women work part-time, only 19% of employed mothers work over 35 hours a week, and less than 10% of women in the Netherlands work full-time. A further aim of the Dutch government – to have 65% of the women working at least 12 hours a week – is yet to be met, though the numbers have clearly continued to rise while this issue remains on the political agenda.

Consequently, to the dismay of expat women, few women are in the business’s top echelons or among the top earners. Only approximately 20,000 full-time working mothers held management positions in 2014, compared to more than 130,000 full-time working fathers (CBS, 2015 – new data on this is as yet unavailable). Perhaps crucially, an increasing number of young women receive temporary or flexible contracts compared to their male peers. Whether this is through choice, other factors, or a combination of those or other issues is hard to determine. Yet, lately, there has been a steady increase among the number of women on management boards. The Dutch Women’s Board Index shows that, in 2017, 18.8% of all directors were female (126 women among a total of 669 directors). Among those women, the majority occupied non-executive managerial positions, which is 23.1% of the number of board members in the Supervisory or Executive Boards studied. The percentage of women in Boards of Directors has steadily increased from 10.4 in 2012 to 18.8 in 2017, whereby 12 companies reached the European quota of 40% in 2016. A law, enacted in 2012, mandated that Dutch companies fill 30% of their executive positions with women by January 2016. However, on that date, no company that publicly traded on the Dutch stock exchange had reached that target. There is currently a proposal to extend the target date to January 2019. Notably, women are far better represented in the non-profit sector than they are in the business sector, which has been to their advantage, as the number of jobs available in health

care, education and the public sector, though feeling the pinch at the moment, are likely to keep growing over the years to come.

All in all, nonetheless, it can be said that Dutch women – reflective of the country’s overall population average – generally enjoy a high standard of living and material satisfaction. As well as highlighting the very equitable distribution of wealth found in the Netherlands, this points to the general acknowledgement that these women – with their flexible attitude towards work – are an integral part of the country’s solid financial structure.

DUTCH EMPLOYMENT LAW

As many of you will not have moved to the Netherlands on an expat contract governed by your home country laws, the rules that apply to those employed directly by a Dutch employer can be of great importance to you. Even expatriates, whose contract explicitly states that a foreign law applies to the employment relationship, will find that they are subject to mandatory rules of Dutch employment law and/or Dutch rules of public order by means of binding allocation rules of international private law. For this reason, we include an overview of the main issues contained in this law:

PROBATION PERIOD

TYPE OF CONTRACT	MAXIMUM DURATION OF PROBATION
Contract for less than 6 months	no probation period
Contract between 6 months and for 2 years	1 month
2-year or permanent contract	2 months

For any temporary employment contract with a total duration of less than six months, a probation period is no longer permitted.

CHAIN CONTRACTS

An employment contract for a fixed period of time ends automatically by operation of law (*van rechtswege*) on the agreed end date. This only applies to a contract of a maximum of six months. For every other length of contract, the employer is required to specify a month in advance what will happen on the official end date. If you enter into a series of more than three consecutive fixed-term contracts with the same employer (a ‘chain’ of contracts), the fourth employment contract is deemed to be a contract for an indefinite period of time, even if it is explicitly stated that it is a fixed-term contract. However, if there are more than six months between two of these contracts, this ‘chain’ is considered to have been ‘broken’ and the counting starts anew. Also if you have had a series of temporary contracts with the same employer that amount to a total of two years, then, if you are offered a new contract within six months of the last contract, this will be deemed a contract for an indefinite period of time.

MINIMUM/MAXIMUM DURATION CONTRACT

If you work on call and you are not certain about the number of hours that you are working on a weekly or on a monthly basis, your employer can offer you a min/max contract (with a minimum as well as a maximum number of hours – do note that the minimum number of hours per call is three) or a ‘nul-uren con-

tract', which offers greater flexibility, but does not have the minimum number of hours as a prerequisite and can only be offered for a maximum of six months.

TERMINATING AN EMPLOYMENT CONTRACT

There are two options for an employer who wishes to terminate an employment contract, depending on the reason for the termination. If the work relationship is damaged, the employer can only terminate the employment contract via the sub-district sector of the District Court (or Cantonal Court). In case of economic reasons or in case of illness of the employee, the employment contract can be terminated via the *uwv*. For employees who have been employed for a minimum of two years, a so-called transition compensation is due. See below. (See more on dismissal on page 71.)

NOTICE PERIOD

When terminating an employment contract, an employer must apply the following notice periods (these do not apply when the employment contract is dissolved by the courts):

LENGTH OF EMPLOYMENT PERIOD	NOTICE PERIOD
0 – 5 years	1 calendar months
5 – 10 years	2 calendar months
10 – 15 years	3 calendar months
> 15 years	4 calendar months

The above notice periods apply to contracts for an indefinite period of time. In the case of other contract forms, such as a temporary employment contract, the employer must notify the employee one month in advance of his intentions – if the contract is for six months or more. For 'temp' contracts with a duration of less than six months, termination is/can be with immediate effect.

For an employee, the notice period is always one month, unless – either in the employment contract or in a separate written agreement – the employer and the employee agree upon a different notice period. Whereby it should be noted that any personally agreed-upon notice period for the employee is doubled for the employer (i.e. if an employee agrees to a two-month notice period at the beginning of their contract, the employer must agree to give four months' termination notice to said employee). Collective agreements can provide for different (and even equal) notice periods to be observed.

SEVERANCE PAYMENT

Severance payment can be granted either as a lump sum (known as a 'golden handshake'), or as a periodically paid supplement to the unemployment benefit (for more on this benefit, see page 76) or lower wages in the next job. In the case of collective dismissals or highly paid individuals, the payment is usually in the form of a lump sum. The taxation of the lump sum cannot be deferred, instead it is taxed at a rate that takes into account the total amount earned during that year. There has been much upheaval about the severance payment of some highly-paid senior managers, causing the Dutch government to rethink the dismissal process in the Netherlands. Nonetheless, no changes have been made as yet and

a commission has been asked to advise on the issues at stake.

These past years, a number of changes have been introduced, making it possible to take into account the labor market perspective of the dismissed employee, the employee's behavior, and the financial situation of employee and employer. Also, short-term contracts are better covered by the new model; employers owe compensation if they terminate a permanent contract or a temporary contract that lasted more than 24 months.

Regardless of the termination route (*uwv* or District Court/Cantonal Court), a severance payment (*transitievergoeding*) must be paid by the employer, to a maximum of € 79,000. This payment is calculated as follows: 1/3 of their monthly salary is granted to employees for every year of employment if they were employed for a period shorter than 10 years in total, or 1/2 of their monthly salary for every year of employment that exceeds the ten years. For more information, you can consult www.ontslag-krijgen.nl ('being fired').

WORKING THROUGH AN EMPLOYMENT AGENCY

The Netherlands, where the first temporary employment agencies started over 30 years ago, was also one of the first countries where these agencies were very successful. They still remain important players on the labor market, and currently the top agencies are: Randstad Groep NL, USG People, Manpower Group, Adecco Group and Timing Uitzendteam.

There are two main Temporary Workers unions; the *ABU* and *NBBU*. These unions are governed by their own collective labor agreement (*cao*), in which various regulations are given on (but not limited to), such subjects as:

- statutory number of vacation days
- holiday allowance
- national holidays
- salary statement specifications
- working overtime
- illness/sick pay
- the 'Phase system' and 'Chain system'.

Not all employment agencies have joined a Union for Temporary Workers, as membership is not obligatory. Nonetheless, all employment agencies must conform to the legally binding aspects of the *ABU* Collective Agreement for Temporary Employees 2017-2019. Only a few agencies are exempt from this *cao* (e.g. those who are a member of the *NBBU*). For more specific information, see the English website of the *ABU*, www.abu.nl.

FOREIGN TEMPS

(Some provisions of) the Collective Agreement for Temporary Employees (*ABU* Collective Agreement) apply/applies to all employment agencies, thus also to (foreign) employment agencies that place employees on the Dutch labor market from abroad. Keep in mind that nationals of the European Economic Area (*EEA*) can move to the Netherlands for work and enjoy the same conditions as Dutch nationals in areas such as access to housing, wages and social security – among others.

MULTILINGUAL JOBS

When looking for employment in the Netherlands whereby you can work in your native language, you can either register with



various specialized employment agencies (a listing of these can be found at the end of this chapter) or you can apply directly with companies where the business language is your native language. The job market for foreign staff encompasses a wide spectrum of professions including, but not limited to: administration, secretarial, IT, finance, marketing, support staff, sales, logistics, middle and senior management, etc.

After the UK, Germany and France, most 'multilingual' jobs are to be found in international call and shared service centers located in the Netherlands. There are over 150 of these multilingual service centers in the country, most of which are located in the Randstad region (the triangle between, and including, Utrecht, Rotterdam, The Hague, and Amsterdam). However, you will find more and more pan-European centers in Maastricht, Arnhem and other cities, particularly near the border. Within these organizations, English is usually the business language.

Most Dutch people speak more than one foreign language to some extent (usually the Dutch rate their own language skills a lot higher than they actually should!), yet the international centers and companies have a preference for native speakers. Please do read the paragraph on *Protection Labor Market*, further on, however.

LANGUAGE

It is still pretty common for foreigners to live and work in the Netherlands for years without learning the language, however, we cannot emphasize enough the importance of learning Dutch; this will not only be beneficial within the work place but also during your day-to-day endeavors in the Netherlands. Far too many foreigners make no effort to learn even the basics, but the Dutch always

appreciate and respect those who make an effort to learn their language. Dutch is not the easiest language to learn, and it can be very difficult for those who live in the Randstad to find the opportunity to practice their Dutch language skills, as the helpful Dutch will almost invariably switch to English once they detect an accent. But, please persevere; the effort will pay off in the end, especially for those who plan on staying in the Netherlands for a longer period of time. The good thing about learning Dutch is that the Dutch do not have a problem with other people's grammatical mistakes – they still get the point you are trying to make. Do ask them to correct you though; otherwise you will keep making the same mistakes!

PROTECTION LABOR MARKET

When applying for a work permit, beware of the stringent legal protection of the Dutch labor market, making it difficult for non-EU/EEA/Swiss nationals to receive such a permit (you can read more about this on page 116). If the job you are applying for meets the criteria for the so-called Highly Skilled Migrant Program, do note that the IND provides your prospective employer with a simplified application procedure, as the aim is to attract talent to the Netherlands and retain it here. Certain salary requirements apply – you can read more about this on page 117. For EU/EEA and Swiss nationals, freedom of movement applies, in keeping with the Freedom of Labor Act (*Wet Arbeid Vreemdelingen*, or *WAV*). This means that they do not need a work permit to work here. It also means that, when seeking to fill a job opening, employers in the Netherlands must prioritize not only Dutch applicants over foreign applicants, but also EU/EEA/Swiss applicants over non-EU/EEA/Swiss applicants. However, these privileges do not yet extend

to citizens of Croatia, who will still need to wait until July 2018, before they gain freedom of movement. Being a native speaker of a particular language will no longer automatically qualify you, if the Dutch authorities are of the opinion that your prospective employer should be able to find a Dutch/EU/EEA/Swiss employee who can also speak your language.

Please also note that when faced with the choice, the employer, who will be the one applying for your work permit, might well choose an employee who does not need a work permit over you (if you do need one) – as the application process is a time-consuming one. This may seem unfair – yet is something you should realistically take into account. With any luck, the new regulations, aimed at simplifying and shortening this procedure, will succeed in leveling this aspect of the playing field.

SALARIES

In general, you may be surprised at the salaries in the Netherlands compared to those in your country of origin. Salaries are always commensurate with the general cost of living and pay parity is generally only reached at very senior management levels. However, you will find that, in fact, the net wages are comparable as most expenses and some allowances are tax-exempt.

Furthermore, a statutory holiday allowance (minimum of 8% of a gross annual salary), usually paid in the month of May, is awarded to each individual pro-rated to the number of months worked.

(COMPULSORY) HEALTH INSURANCE

All residents of the Netherlands working and paying taxes in the Netherlands must arrange private health care insurance (there is sometimes the option of participating in a collective insurance arranged by the employer). This form of private insurance is known as *Zorgverzekering* (or 'care insurance'); for more information on insurances, see page 128).

HOW TO FIND A JOB

The Dutch economy keeps growing steadily. Since 2015, this has been the same for the employment market, and the prognosis for the 2018/2019 labor market remains positive, though you should keep in mind that yet the number of job seekers remains high, so there is much competition from other candidates.

Despite the possible language barrier, the Dutch employment market offers foreigners plenty of career opportunities. There is a growing demand for professionals and starting graduates in a number of industries and functional areas, such as: health care, engineering, ICT, Internet / social media, high-tech, real estate, technical positions, logistics, customer services, legal and tax professionals, interim managers, education, science, and non-industrial positions.

It is for this reason that the Dutch government has introduced the concept of knowledge migrants – a tax measure created to make working here attractive for high-earning professionals recruited abroad, as well as highly-educated graduates from abroad who are searching for a first employment position in the Netherlands. You can read more about this on page 127 and 134. Having said this, the following sectors are still struggling and not hiring many new employees: banking, the government, NGOs, and non-profit organizations.

The unemployment rate was 4.2% at the start of this year, which is 0.9% lower than last year, while currently the length of the average job search is about two to four months. As mentioned earlier, however, you can expect a lot of competition from other candidates; it is not unusual for more than 100 candidates to apply for a specific / popular vacancy!

Because the Dutch economy is very internationally-oriented, the ability to speak English – fluently – is an important requirement when looking for a good job. However, this is primarily the case for commercial companies and less so for certain sectors, such as the health sector, non-profit organizations, NGOs, and governmental organizations. Remember also that it is not easy to find a part-time job of fewer than 30 hours a week (particularly if you don't speak Dutch).

THE FIRST STEP

There are four ways to find a job:

- through ads on the Internet (both on jobsites and on the websites of the employers) and in the printed press
- through employment and recruitment agencies
- by means of an open application
- by networking.

In principle, you should try all four and not limit yourself to one of these.

Furthermore, in the Netherlands, only half of the vacancies are published in the media/Internet or offered through agencies. This means that more than 50% of the vacancies are part of what we call the 'hidden job market', and are only visible to insiders. That is why it is very important that you approach employers directly (with an open application) and that you quickly start working on building your own network.

JOBSITES

The most relevant jobsites are:

- www.linkedin.com
- www.monsterboard.nl (in Dutch)
- www.intermediair.nl (in Dutch)
- www.iamexpat.nl/career/jobs-netherlands
- www.stepstone.nl (in Dutch and English)
- www.expatica.com (in English)
- www.togetherabroad.nl (in English)
- www.oneworld.nl (in Dutch)
- www.jobbird.com (in Dutch)
- www.nationalevacaturebank.nl (in Dutch)
- www.fd.nl (in Dutch).

NEWSPAPERS

The best newspapers for jobs are the Saturday editions of the national and regional newspapers, for commercial and administrative/clerical jobs, and the free news-tabloid *Metro*.

EMPLOYMENT AND RECRUITMENT AGENCIES

For those who do not have sufficient (job-specific) work experience, *uitzendbureaus* (employment or temp agencies) are a good first step, but be clear about the type of job you do and do not want. If you have more than three years' (specific) work experience, then you should also approach the specialized recruitment agencies, but ask in advance whether or not a command of

the Dutch language is a requirement.

In certain industries, there are still a lot of job seekers, and the employment agencies are getting a lot of calls from a lot of candidates. Consequently, these agencies are *only* interested in candidates who fit the profiles for the vacancies they have. Keep this in mind when composing your cv: they will want to see it first, before deciding whether or not to meet you in person. Beware that agencies are normally not interested in candidates who need a work permit to work in the Netherlands. If you need a work permit, your best chance is through contacting companies directly and not through an agency (you can read more about when you need a work permit and the complicated legal rules around obtaining one on page 116).

OPEN APPLICATIONS

Open applications are also a good way of finding a job, though possibly not the quickest. Especially small and medium-sized organizations appreciate the attention they receive and the willingness to take the initiative that you thus demonstrate. You should of course orient yourself on the organizational structure, the department and the positions. Do not be vague about what you want and what you have to offer. Furthermore, it is always advisable to address a specific person in your application, preferably the manager of the department for which you want to work or the human resource manager who is responsible for recruitment.

NETWORKING

Networking can also help you find a suitable job, and, in this tough employment market, it is often the only successful method. It is

important to follow a certain strategy in doing this. To start with, you should make an overview of your network (on paper) and consciously set about expanding upon it. The most important thing to keep in mind is that you should clearly and concisely communicate what you are looking for and what you have to offer to every person you meet. Good networkers know when, and how, to come to the point. Find out whether there is an organization of professionals within your line of work in the Netherlands that you can join and make sure to use social media such as LinkedIn or Facebook to expand upon your network. Especially LinkedIn has become embedded in Dutch culture and is used by many Dutch professionals, recruiters and employers.

TIPS FOR WRITING YOUR RESUME

First of all: a resume is called a ‘curriculum vitae’ (or cv) in Europe. In the Netherlands, employers prefer a concise cv (one or two pages, preferably with a photo) that has been tailor-made for the position within the organization. Always start with your work experience, unless you have just graduated and do not yet have any work experience – and list your achievements. Arrange your experience in reverse chronological order, starting with the most recent experience. Pay special attention to the job titles of the positions you held: is the job title the same in the Netherlands as in the country you are from? Do not forget to have your diplomas evaluated by the IDW (www.idw.nl, see the end of the chapter) so that your employer knows what the comparable Dutch diploma is. Also make clear if you have lived/worked/studied in more than one country, as today’s employers are often specifically looking for employees who have international experience. Last but not least,

MAKING MOBILITY WORK

LET'S TALK ABOUT EMPLOYABILITY, TODAY.

WE'VE BEEN HELPING PEOPLE AND ORGANISATIONS PLAN THEIR GLOBAL FUTURE FOR OVER 25 YEARS.

CAN WE HELP YOU?

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INDIVIDUALS
We help you achieve your career objectives through our international career guidance & counselling services
- 

BUSINESSES
Our workshops & corporate solutions will help you build strong global and efficient teams
- 

UNIVERSITIES
We provide a wide range of career-related services that train your students' employability skills



EXPERTISE IN LABOUR MOBILITY