

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 job seekers from across the world 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 continues to drop, 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 2018, the total labor force rose to approximately 9.1 million, with an unemployment rate of 4.1% in December – a considerable improvement over the 4.4% rate in December 2017. Moreover, in November 2018 the unemployment rate had decreased to 3.5% and for the first time, making it lower than just before the economic crisis in 2008. Although at the moment not many sectors are looking to fill vacancies, there are still opportunities in the trade, 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 it constitutes nearly more than 46% of the total Dutch labor force. Though 8.4% of these part-time employees have indicated that they would like to work more, this desire to work more is – in fact – a decreasing trend. Accordingly, almost 30% of total job vacancies are posted for part-time employment. Gender difference in employment participation is quite high; of the 1.5 million people who work 28 to 35 hours a week, around two-thirds are women and one-third are men.

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 2018, 1.1 million persons claimed self-employment (referred to as *Zelfstandige Zonder Personeel*, or *ZZP-ers*), which is approximately 12.1% of the labor force – if you add to this the number of people working both in employment for themselves, the numbers are even higher. The greatest increase in self-employment has been in construction, ICT and communica-

tions. Compared to other European countries, this level of self-employment is quite high, particularly among younger people. Though, at least for the Dutch market, the development of self-employment appears to be quite stable, it remains hard to predict, however, and is always prone to fluctuation. The amount of flexible contacts also continues to grow, especially among young people. In 2018, there were more than 3 million ‘flex-workers’ in the Netherlands, 45.2% of whom were between the ages of 15-25. If you compare this to those aged 26-45, where approximately 20% has a flexible work contract, some say 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 – however, in reality, most of these ‘flex-workers’ are simply (high school) students, earning a little money on the side.

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). Moreover, according to a report by NUFFIC, 25% of the international students who studied in the Netherlands still live and work in the country five years after graduating.

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. Nonetheless, the tendency to stay with one employer for life appears to remain a thing of the past.

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 2017 and 2018 indicate a general downturn in unemployment, while labor participation has gone up. Youth unemployment in the Netherlands has also gone down (6.6%) and is currently below EU average (14.9%), signifying that more young professionals have been able to find employment after completing their education than their peers in other the 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 2017 and 2018 there was a significant increase in jobs openings in the trade, business support, health care, education and information technology sectors. 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. Also the temp sector is showing a sizeable growth, while the hotel and restaurant sectors, as well as recreational parks are currently in dire need of personnel.

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. Indeed, over 40% of working women either reduce their working hours or stop working altogether after the birth of their first child. 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.

Despite this all, the number of women in employment increased from 52% in 1997 to 63% in 2012 and currently exceeds 80% among women aged 25-45. 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 2018, 18.7% of all directors were female (129 women among a total of 691 directors). Among these women, the majority occupied non-executive managerial positions, which is 25.1% 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 18.7 in 2018, whereby 13 companies reached the European quota of 40% in 2018. In total, nine companies are in compliance with the Dutch 30% gender target in the executive board, which is exactly as in 2017, and 30 companies are in compliance with the quota of 30% for the supervisory board, also the same as in 2017. 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, whereby we will go international some of them in more detail further on in this chapter.

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

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 contract’, 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 working 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 72.)

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 fewer 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 the employee and the 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 € 81,000. 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, and 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 Nederland, *usg* People, Adecco Group, Manpower Group and Timing Uitzendteam.

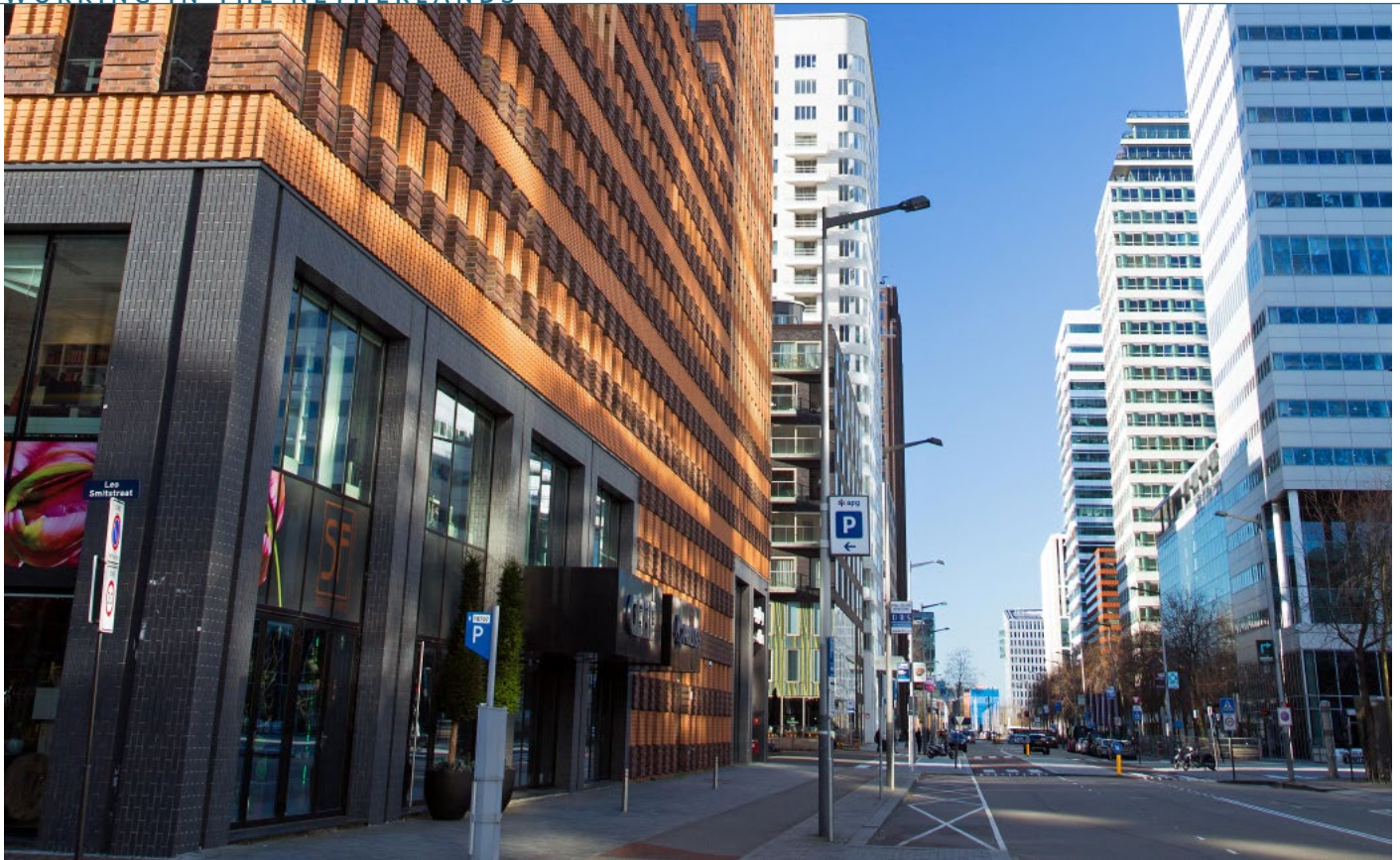
There are two main Temporary Workers unions; the *ABU* and *NBBU*. These unions are governed by their own collective labor agreement (*CAO*), in which various regulations are given on (but not limited to), such subjects as:

- 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 (valid till May 31 of this year – at the time of going to press, the new Agreement was still under negotiation). 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 118). 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 120. 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. Since July 2018, these privileges also extend to citizens of Croatia. 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 132).

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 2019/2020 labor market remains positive, though there are some signs of economic stagnation and 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 137 and 226. 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 3.6% at the start of this year, which is 0.6% 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-tabloids.