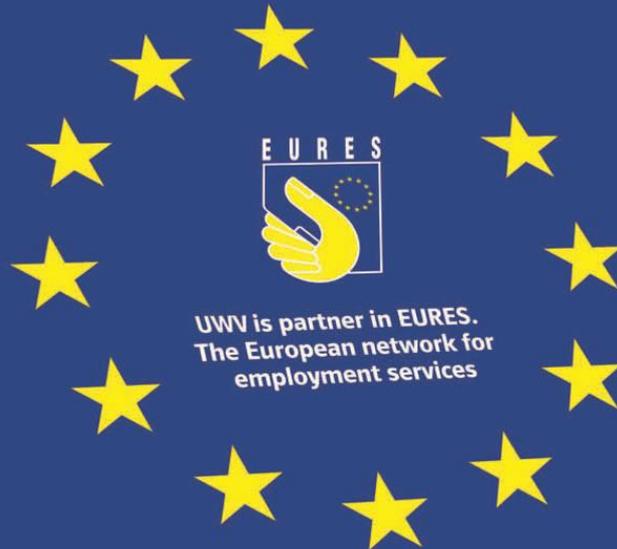


**FROM EUROPE**



UWV is partner in EURES.  
The European network for  
employment services

**TO THE  
NETHERLANDS**



**uwv**

werken aan perspectief

# THE NETHERLANDS



**Herman van Lith**  
**EURES adviser**



# THIS PRESENTATION



- Something about
  - The country, the labour market
  - Looking for jobs
  - Wages, social security, tax etc.
- How to cope with “The Dutchmen”





# The Dutch labour market

- Economical crisis like in the rest of Europe.
- Lowest unemployment rate of Europe. Only Austria does better. But increasing rapidly.
- Current unemployment rate 7,5 % (april 2015)
  - Youth: 16 % age < 25
  - Elderly: 12,3% age >55 ;
  - 50% unskilled

# Expected demand and supply of labour in NL (educational level)



- Unskilled & Lower vocational Level : **no shortages**  
except for agricultural workers (seasonal jobs)
- Vocational level
  - Welders & CNC operators
  - Transport ( although shortages not evident)

\* Based on figures of the PES departement of Labourmarket information:



# Expected demand and supply of labour in NL (educational level)



## ■ Bachelor/Master level

- Mechanical Engineering, mechatronics  
(growing demand combination of commercial and technical skills)
- ICT design, Java designers
- Dentists
  
- Public administration : **Surplus** highly educated in economics, management, policy
  - No growth, replacement needed, effects of budget cuts

\* Based on figures of the PES departement of Labourmarket information:



# HOW TO FIND A JOB?

- Personal intermediary
- Public Employment Service = **UWV WERKBEDRIJF**
  - >
  - [www.werk.nl](http://www.werk.nl)
- Temporary Work Agencies
- Personal contacts
- Newspapers > Volkskrant/ Telegraaf
- Internet
- Speculative applications → common and successful

**START LEARNING DUTCH,  
KNOWLEDGE OF GERMAN OR ENGLISH IS A MUST!**



# werk.nl

Over werk

Home

Uitkering

Vacatures

Solliciteren

Ontslag

Werkmap

EURES - Werken en werven in Europa



[Deutsch](#) [Français](#) [Español](#) [Polski](#)  
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## Working in the Netherlands

Looking for a job in the Netherlands? Applying for benefits? You can arrange this via [werk.nl](#). Find out all you need to know before you set off.

[Read more...](#)

## Werken en werven in Europa

Europa biedt volop kansen voor werk. He...  
Op deze website vindt u naast vacatures

## Werken en werk zoeken in Europa

Op [werk.nl](#) leest u wat u moet weten en regelen als u in Europa gaat werken. En hoe UWV u helpt bij het vinden van een baan in Europa.

[Lees meer...](#)

# TEMPORARY WORK AGENCIES

## “Uitzendbureau”



- Widespread in the Netherlands
- Often first step in a new permanent job
- Special Legislation
- How to register?
  - CV
  - BSN number
  - Bank account
  - Job seekers don't pay, employers do



# LABOUR CONDITIONS



- CAO Collective Labour Agreement
  - For different sectors of industry
  - Result of negotiations Unions & Employers
  - Applicable to all workers in the sector or company
  - Temporary work agencies follow this agreement
- Individual agreement



# HOLIDAYS



- 4 x number of work days a week
- 2 weeks in a row, rest upon agreement
- Only 6 bank holidays
- 8% of the annual salary extra,
  - paid in May



# WAGES, TAXES

- Legal minimum wage, revised first of January and first of July each year
- Depending on age
  - 23 and older legal minimum wage
  - Monthly       €1.500
  - Weekly        € 335,
  - 15-22 years old: lower percentage

## *Indication of net wages*

- 23 and older    € 1225,-
- Income tax and social contributions
  - Between 34 and 52%, depending on income
  - If worked < 1 year, partly refund possible



# Most important benefits

- WW (Unemployment insurance)
  - Apply via Werk.nl
  
- Sickness Benefits
- Health Insurance
- Social welfare
- Old age pension (1,75 % p.a)
- Child allowance

# What to do when arriving in the Netherlands



- Health insurance (obligatory)
- Find accommodation (Rents are high)
- Register at the municipality
- Apply for BSN (Civil Service Number) or SoFinumber
- Staying > 3 months: residence permit required; report to IND (Immigration and naturalisation services)



# How to cope with: 'The Dutchmen'



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# 'The Dutchmen'

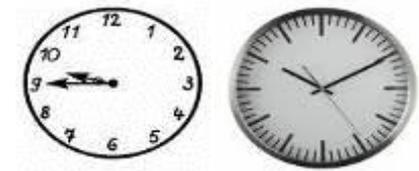
- Rudeness or “being open and direct”?
- Dutch always seem to “know better”
- Very individual, except ...



# 'The Dutchmen'



- Every hour is planned, work as well as free time
- Being in time is very important
- Agreed is agreed
- Flexible working and mobile
- No lifetime jobs



# USEFULL WEBSITES



- [www.werk.nl](http://www.werk.nl) (information on working in the Netherlands)
- [www.eures.europa.eu](http://www.eures.europa.eu) (living & working info)
- [www.expatcenterbrabant.com](http://www.expatcenterbrabant.com)
- [www.ind.nl](http://www.ind.nl) (residence permits)
- [www.DigiD.nl](http://www.DigiD.nl) (What is DigiD? In English)
- [www.belastingdienst.nl](http://www.belastingdienst.nl) taxes
- [www.cvz.nl](http://www.cvz.nl) health insurance
- [www.newtoholland.nl](http://www.newtoholland.nl) (general information)
- [www.uwv.nl](http://www.uwv.nl)



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# QUESTIONS?

