

How is temporary employment arranged under Dutch rules? .....	1
What rules apply to temps in the Netherlands? .....	2
How much are temps paid in the Netherlands? .....	2
What about health insurance? .....	2
What about housing? .....	2
Useful information: .....	2
Temporary employment agencies.....	3
Temporary employment agencies for speakers of other languages.....	3
General temporary employment agencies .....	3
Disclaimer .....	3

## Flexible employment in the Netherlands?

Many working people in the Netherlands do not have a permanent employment contract and/or work part-time. In that respect the Netherlands is different from many other European countries. Around 700,000 people work as temps in the Netherlands. There are three main reasons for workers to take on a temping job: increasing their income, gaining a foothold in the Dutch labour market and getting to know an employer or a sector.

### How is temporary employment arranged under Dutch rules?

Temps conclude a temporary employment contract with an employment agency. The employment agency is therefore the formal employer. The employment agency supplies the temp to a client where the temp will be working. The client is in charge of the temps (management and supervision). The longer the temp works for the employment agency, the more job security rights he or she acquires. In this process multiple phases can be identified. These phases are laid down in the collective labour agreement (CLA) for Temporary Employees.

There is a special dismissal regime that applies to temps. This regime may well be different from what you are used to in your own country. Labour law is different in each European country. The specific dismissal regime for temps is laid down in the CLA for Temporary Employees. Before working as a temp in the Netherlands it is important to read this CLA carefully so that you are aware of the rights and obligations of the temp and the employment agency.

### **What rules apply to temps in the Netherlands?**

If you work in the Netherlands you will be given a written employment contract in your own language. Make sure that you know what is in your contract and ask for a translation before you start working for a company. The conditions of the agreement are laid down in the employment contract. This should also indicate whether the CLA for Temporary Employees applies to you or not. If this is not clear, you should ask the employer.

### **How much are temps paid in the Netherlands?**

Temps are paid in accordance with the terms of their own employment contract, but at least the amount laid down in the CLA for Temporary Employees. If you work for an employment agency the agency will give you a copy of this CLA for Temporary Employees or refer you to a digital copy. You should carefully read the employment contract and the CLA for Temporary Employees before signing it or starting work. That way you will know where you stand and will be aware of the rights and obligations of the temp and the employment agency. You will usually receive a salary in line with the 'temporary employment pay' (Dutch: 'inleenbeloning'). This stipulates that the temps receive the same pay as comparable employees of the client. Precisely how the temporary employment pay system works is set out in the CLA for Temporary Employees.

### **What about health insurance?**

Everybody who works in the Netherlands must take out health insurance with an insurance company. You must also pay the health insurance premium yourself. You must take out this insurance for yourself even if you will only be working temporarily in the Netherlands. The employment agency is obliged to make you an offer for health insurance, but it is up to you to decide whether to accept it. If you accept this offer, you can authorise your employer to pay the health insurance premium on your behalf. In this case the employer will deduct the premium from your wages. If you do not accept the employer's offer, you will have to take out health insurance elsewhere.

If you leave the employment agency and will not be staying in the Netherlands, you should directly contact your health insurer to give notice that you are leaving the Netherlands.

### **What about housing?**

It is not always easy to find a place to live in the Netherlands. Many employment agencies can help you with this and often provide their own temporary housing for foreign temps. This will usually be in the area where you will be working. Before accepting the employment agency's offer of housing you should ask about the conditions and prices. If you accept the offer, you can authorise the employment agency to deduct the housing costs from your wages. If you have found housing for yourself in the Netherlands, nobody can force you to live somewhere else.

### **Useful information:**

- ✓ There is a collective bargaining agreement for temporary employees. The English version can be found here: [www.abu.nl/english](http://www.abu.nl/english).

- ✓ Everyone living in the Netherlands is required to have healthcare insurance. More information is provided at [government.nl/topics/new-in-the-netherlands](https://www.government.nl/topics/new-in-the-netherlands).
- ✓ How is housing arranged in the Netherlands? Visit [normeringflexwonen.nl](https://normeringflexwonen.nl) and [government.nl/topics/new-in-the-netherlands](https://www.government.nl/topics/new-in-the-netherlands).
- ✓ In the Netherlands there is a quality mark for temporary employment agencies: the SNA (Labour Standards Foundation). Check whether the temporary employment agency you want to work for is a member at [normeringarbeid.nl/en](https://normeringarbeid.nl/en).
- ✓ Would you like to have your diploma evaluated? Visit [nuffic.nl/en](https://nuffic.nl/en) for more information.
- ✓ Want to compare the cost of living in the Netherlands with that of your own country? Visit [numbeo.com/cost-of-living](https://numbeo.com/cost-of-living).

### Temporary employment agencies

You can search for temporary work on the websites of temporary employment agencies. In the Netherlands, some temporary employment agencies intermediate to find temporary work for speakers of other languages.

### Temporary employment agencies for speakers of other languages

[www.undutchables.nl](https://www.undutchables.nl)  
[www.abroad-experience.com](https://www.abroad-experience.com)  
[www.manpower.com](https://www.manpower.com)  
[www.bluelynx.com](https://www.bluelynx.com)  
[www.adamsrecruitment.com](https://www.adamsrecruitment.com)  
[www.eastmen.eu](https://www.eastmen.eu)

### General temporary employment agencies

[www.randstad.nl](https://www.randstad.nl)  
[www.manpower.nl](https://www.manpower.nl)  
[www.adecco.nl](https://www.adecco.nl)  
[www.usgpeople.com](https://www.usgpeople.com)  
[www.timing.nl](https://www.timing.nl)

### Disclaimer

UWV EURES has taken great care in compiling the information in this document but cannot be held responsible for any inaccuracies or incompleteness. References or hyperlinks to other websites are for information purposes only. Since legislative amendments may alter the meaning of stipulations, please consult the sources to which reference is made. 08/2017