



Hire in the Netherlands in 3 easy steps



Gold country

Tulips, clogs, cheese and windmills. And of course, bicycles. These are a few things that probably come to your mind when you think of the Netherlands. But did you know it's also home to one of the most qualified workforces in Europe? Let us show you how to hire employees in the Netherlands in a compliant and cost-effective way.

Onboard talent in the Netherlands 90% faster

If you're considering hiring your next candidate in the Netherlands, you're in the right place. At WorkMotion, we have helped hundreds of businesses onboard their remote hires, and we have achieved excellent expertise in the country. Our tech solutions and team of experts will make this incredibly easy for you.



Accelerated onboarding

Fast-track your talent onboarding while ensuring 100% compliance with local regulations



Expense check

Identify taxable talent expenses easily. No more manual sorting & human errors. Get 100% protection from tax liabilities



Equipment management

Send laptops and other devices to your remote employees in the Netherlands through our platform with just a few clicks



Guidance & payroll management

Receive process support by an experienced team of experts & pay your talent on time and in their local currency

Hire in the Netherlands through an EOR

Easily onboard your remote talent in the Netherlands through our Employer of Record (EOR) solution. Our subsidiaries and network partners make this process fast and 100% compliant.

A quick overview of the Netherlands



Time zone
UTC+1



Paid leave
20 days



Minimum wage
€1934.4 monthly

What makes the Netherlands's talent great?

The Dutch workforce is known for its digital skills, multilingualism and diversity. Working professionals in the Netherlands are technically skilled, highly adaptable and well-trained. They have access to various training programmes for young workers at different career levels.

Workers in the Netherlands as per industry sectors are as follows: service (82%), manufacturing (16%) and agriculture (2%).



Exceptional education system

The Netherlands has a robust network of universities that produce some of the smartest graduates in Europe. In the QS World University Rankings 2023, 11 universities in the Netherlands were ranked within the world's top 250.



A skilled & multilingual workforce

The Netherlands ranks the highest among European countries for digital skills including proficiency in using computers, software and the internet. On the English Proficiency Index, the Dutch are recognised as the best in the world.









Great choice for business expansion

The Netherlands is a great country of choice if you're looking to hire talent and expand your business in a new region. This is due to the stability and transparency of their labour relations. The Netherlands is also ranked highly in terms of competitiveness.

Basic facts

The Netherlands (also known as Holland), is located in northwestern Europe. The kingdom includes its former colonies in the Lesser Antilles: Aruba, Bonaire, Curaçao, Saba, Sint Eustatius, and Sint Maarten. Around 2,500 square miles (6,500 square km) of the country consists of reclaimed land. The Netherlands ranks among the highest in international indices of press and economic freedom, human development, and quality of life as well as happiness.

**Please note that the official currency is the currency of remuneration when employed through WorkMotion in the Netherlands.*

 Capital Amsterdam	 Currency Euro (€, EUR)	 Languages spoken Dutch
 Minimum wage 2023 €1934.4 monthly (21 years and above)	 Population 17.53 million (2022 est.)	 Cost of Living index : \$\$\$\$ (17 of 139 nations)
 Payroll Frequency Monthly	 GDP- real growth rate 5% (2021 est.)	 VAT - standard rate 21%

Statutory Holidays

There are eight public holidays. Bridge days apply for religious holidays to create long weekends.

The national holidays mentioned below are valid for the year 2023.

Date	Holiday Name	Extra Information
January 1	New Year's Day	
April 7	Good Friday	Movable
April 9	Easter Sunday	Movable
April 17-18	Easter Monday	Movable
April 27	Kings Day	
May 18	Ascension Day	Movable
May 28	Whit Sunday	Movable
May 29	Whit Monday	Movable
December 25	Christmas Day	
December 26	Boxing Day	

Contract sharing time

The approximate time for sharing the contract with an employee in the Netherlands is **4 business days** assuming no special requests or changes to our standard employment contract. Any such requests or changes would need to undergo internal and external review, directly leading to a time delay.

Note

This number is subject to change and is only an estimation of the Contract Sharing Time. The estimated Contract Sharing Time begins from the moment that WorkMotion has received all required information from both the client and the employee.

What you need to know

- ✓ A Holiday allowance that is 8% of the employee's gross yearly wage is paid to the employee in the month of May, or at the end of employment (whichever comes first).
- ✓ An employee must receive a permanent contract after three consecutive temporary contracts, or after temporary contracts over a period of three years. A fourth contract (i.e. a third extension), or contract exceeding the three-year mark, will automatically turn into a permanent one.
- ✓ For temporary contracts, the employer-paid contribution to the unemployment benefit plan is 5% higher than on permanent contracts.
- ✓ When the employer instructs the employee to work from home, the employer must ensure that the work can be done from home.

Labour conditions

Working hours

40 hours is the maximum working time per week

12 hours are the maximum working hours per day

08 hours is the maximum no of hours workers under the age of 18 may work

Overtime

60 hours

Overtime hours count towards the statutory maximum hours the employee can work, which is 12 hours per day or 60 hours per week. The law does not state how much extra pay the employee must receive for overtime. Employers can make their own arrangements for this in the terms of employment, or there may be overtime provisions in the CAO.

Probation period

The employer and the employee can agree on including a trial period in their employment contract. The duration of a trial period depends on the duration of the employment contract. However, it may never exceed a two-month period. The same period applies to both the employer and the employee. Also, the probation periods differ as per employment contracts:

Employment Contract	Duration Of Contract	Maximum Trial Period
Fixed-term	6 months to 2 years	1 month
Temporary contracts	6 months to 2 years	1 month
	More than 2 years	2 months
Permanent contracts	Not applicable	2 months

Termination notice period

The length of the notice period for an employer depends on the duration of the employment contract, with a maximum duration of four months.

In case of an indefinite contract, both the employer and employee are obliged to adhere to notice periods ranging between one to four months depending on the employment duration.

Leave / time off

Annual Leave

The minimum number of holiday days in the Netherlands is set at 20. The statutory number of leave hours per year is at least four times the number of weekly working hours. Employees may choose to spend the holidays within six months after the end of the year.

Sick Leave

If an employee is out sick, the employer is obliged to pay at least 70% of their last earned wages for a maximum period of two years. This percentage needs to be stated in the employment contract. During the first year of illness, 70% of the employee's normal wages must be paid. Should this amount be less than the minimum wage, the employer has to supplement the payment up to the minimum wage. During the second year of illness, 70% of the employee's normal wages should be paid. However, the employer is not obliged to supplement the payment up to the minimum wage.



Parental Leave

The government has decided to pay the first nine weeks of parental leave as of August 2022. Parents can take up to 26 weeks' leave. The Employee Insurance Agency (Uitvoeringsinstituut Werknemersverzekeringen, UWV) pays 50% of an employee's daily wages during parental leave, up to 50% of the maximum daily wage. Parents will have to use the nine weeks' paid leave in the first year after the child is born.

Maternity leave

16 weeks

- ✔ **6 weeks** are paid leave before childbirth.
- ✔ **10 weeks** can be taken after childbirth

Pregnant employees are entitled to six weeks of paid pregnancy leave (before the due date) and at least ten weeks maternity leave (after childbirth) from the employer. In some cases, maternity leave can be longer than ten weeks. The employee also has a right to maternity pay. The employer applies for this benefit for the employee.

**If the employee does not fulfill all these requirements, she will be entitled to receive a birth grant.*

Paternity leave

16 weeks

If the partner of an employee gives birth, the employee has a right to one week of partner/paternity leave after the birth. This paid leave can be taken any time in the first four weeks after the birth of the child. During this period of leave, the employer must continue to pay 100% of the employee's salary.

- ✔ **1 week** can be taken after the childbirth



Other Types of Paid Leave

Emergency Leave (Calamiteitenverlof)

Emergency leave is intended for unforeseen personal circumstances for which an employee has to take time off immediately. For instance, to make arrangements for the care of a sick family member or in the event of a death in the family. The employer must always grant a reasonable request for emergency leave. During this period of leave, the employer continues to pay the employee's salary. This lasts for just one day. Short-term care leave starts from the second day.

Short-term Care Leave (Kortdurend zorgverlof)

Short-term care leave can be taken to provide essential care to someone who is ill or otherwise in real need. For this leave, the employee must be the only person who can look after the ill person at that moment in time. During the period of leave, the employer continues to pay 70% of the employee's salary. If this is less than the minimum wage, then the employer pays the minimum wage. The employee is entitled to a maximum of two times the number of hours they work per week, as agreed in the employment contract.

Employees do not have any legal entitlement to unpaid leave. However, it is possible for the CAO to include arrangements relating to unpaid leave.

Unpaid Leave

Long-term Care Leave

If a child, partner, or parent of one of the employees is seriously (i.e. life-threateningly) ill and requires care, they can request long-term care leave. During this period of leave, the employer does not have to continue paying the employee's salary. The employee is entitled to a maximum of six times the number of hours they work per week per 12 months.

Statutory benefits

There are two types of social insurance schemes in the Netherlands:

- ✔ Employee insurance (werknemersverzekeringen) is mandatory for every employee that works in the Netherlands and provides employment-related benefits. Thus, this is applicable to all employees in the Netherlands, in addition to the National Insurance.
- ✔ National insurance (volksverzekeringen) is compulsory for those living in the Netherlands and covers social benefits, so applicable for all residents of the Netherlands.

The following table summarizes the contributions for 2023:

Category	Employer Premium (January 2023)
Basic WAO/WIA premium	<ul style="list-style-type: none">• Large and Medium-Sized Employers: 7.11%• Small Employers: 5.82%
Adequate Pension	15.8%
Unemployment insurance premium*	<ul style="list-style-type: none">• General Unemployment Fund premium (Awf low): 2.64%• Premium General Unemployment Fund (Awf-high): 7.64%
The differentiated premium for the Resumption of Work Fund (Whk)** in 2023 is made up of 3 premium components: <ul style="list-style-type: none">• WGA for permanent employment• WGA for flexible employment contracts• Sickness Benefits Act for flexible employment relationships.	<ul style="list-style-type: none">• WGA<ul style="list-style-type: none">• Average percentage: 0.87%• Average Employer Risk Rate: 0.59%• Sickness Benefits<ul style="list-style-type: none">• Average Percentage: 0.66%• Average Employer Risk Rate: 0.42%
Childcare Allowance	0.5% of gross salary
Employer's Levy Health Insurance Act (ZVW)	6.68% of gross salary

Health Insurance

In the Netherlands, there is no obligation for the employer to provide a healthcare insurance policy. There is, however, a levy on the health insurance Act that is paid by the employer at 6.68%.

Every person who lives or works in the Netherlands is legally obliged to take out standard (basic) health insurance to cover the cost of, for example, consulting a general practitioner, hospital treatment, and prescription medication

Other Insurances

Accident Insurance

In the Netherlands, there are no separate schemes for industrial accidents and occupational diseases. The rules for sick pay in the event of illness and work incapacity benefits apply to all cases of illness or incapacity for work. If an employee becomes ill and is in paid employment, the employer must continue to pay at least 70% of the pay for at least two years.

Unemployment Insurance

The duration of the benefit depends on the number of years worked before becoming unemployed. The amount of the benefit depends on the income earned in the year prior to unemployment. The employee must have been employed at least 26 out of 36 weeks to be eligible. They must be available for work, under 65 years of age, and should not have lost their job due to their fault.

Other Statutory Benefits

Childcare Allowance

According to the Dutch Childcare Act, parents, employers, and the government must jointly bear the costs of formal childcare. The government does so by imposing a childcare levy on all employers. The law assumes that the employers of the two partners together pay a third of the costs. The contributions by the employers and the government are paid out by the tax authorities by means of child care allowances.

The childcare allowance is provided on a per-child basis, whereby an allowance is determined and provided for each child. The amount of the childcare allowance will depend on both the childcare costs and the family's income situation. Each year, the Ministry of Social Affairs and Employment publishes tables for childcare allowance.

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