



# Living and working in the Netherlands

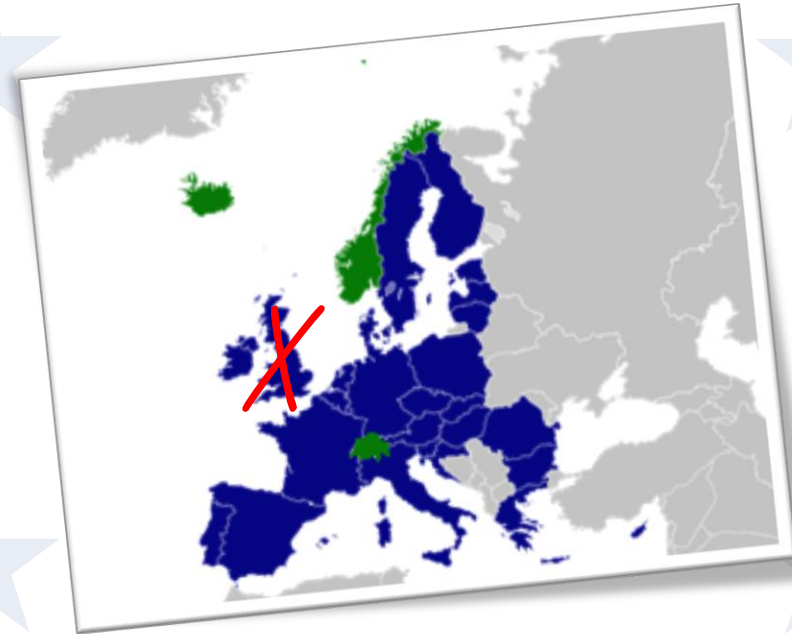
Els Hollander en Evert van der Meijden

April 22th 2020 Lublin

# EURES

## EUROpean Employment Services

- 32<sup>1</sup> countries in the EU/EEA
- Mobility and transparency
- Stimulate freedom of movement
- Advice and information
- More than 1000 EURES advisers employed with:
  - Public employment services (PES)
  - Trade unions, employers organizations, Chambers of Commerce and some private entities
- **Concrete job offers**





# Welcome to the Netherlands



<https://youtu.be/AtnjE62MhJU>

# The Netherlands

- 41.526 Km<sup>2</sup>
- 6 mtr. beneath sealevel
- 17 million inhabitants
- Randstad 1000 per km<sup>2</sup>!
- Constitutional monarchy



Base 800383 (A01914) 3-87





# Working and living in the Netherlands

## How to cope with the “Dutchman”

- Rudeness or being open and direct?
- Dutch always seem to know better...
- Every hour planned
- Very individual, except..
- Kingsday
- Three kisses
- Traffic
- Sports
- Weather



# Working and living in the Netherlands

## Dutch haute cuisine

Dutch food: Lots of potatoes, vegetables, meat and fish.

Influences:

- Indonesia
- China
- Morocco
- Turkey
- Italy
- Spain
- .....





# Costs of living



■ Meals (home cooked):	average of € 8,- p.p. p.d
■ 2-course menu:	€ 30.00
■ Water:	average € 8,50 p.m.
■ Gas:	between € 61,- – € 100,- p.m.
■ Electricity:	€ 30 p.p. p.m.
■ Rent:	€ 750,- average, Amsterdam € 1132, Tilburg € 502
■ Bread	€ 2,00
■ Cup of coffee	€ 2,50
■ Glass of beer	€ 2,50
■ Ticket cinema	€ 10,00

<https://www.expatistan.com/cost-of-living/index>



# Working and living in the Netherlands

## Business culture

- **Hierarchy in Dutch business culture**
  - Flexible and open
  - Less regard for authority
  - Informal and direct (first name basis)
- **Meetings and discussions**
  - Fixed times and punctual
  - Protocols and set agendas
  - All members expected to contribute
- **Negotiations**
  - Straight to the point
  - Forceful, stubborn and tough negotiators
  - Honesty and reliability
- **Be on time!**
- **Never make a promise you can not keep**





# Working and living in the Netherlands

## At work

### ■ Working conditions

- Working hours
- Regular breaks
- Normally 8 hours p/day / 36-40 hours p/week

### ■ Working safely

- Employer must ensure safety
- With risk employer supplies safety equipment
- Employee obliged to use these

### ■ Equal treatment

- Dutch law prohibits treating people differently
- Hiring, assign benefits and/or dismissal

### ■ Equal payment

- Same work, same reward
- Employer may not take advantage
- Experience counts



# Why working in The Netherlands?

- Good work - life balance
- High standards of living
- Flexible working conditions
- Good possibilities to set up your own business
- Good education system and efficient healthcare service
- Easily accessible by plane, car, train or boat





# Jobs by sector

■ IT



■ Hospitality



■ Technique



■ Chemicals



■ Engineering



■ Agricultural



■ Sales & marketing



# Job opportunities for graduates

- Good chances of finding work with multinationals
- The majority of first job offers are temporary 1 year contracts
- Graduates are expected to have a degree in a related discipline
- Many times relevant working experience is required
- Major industries: IT, Chemicals, Food processing,  
■ Engineering, Sales & Marketing



# Living and working in the Netherlands

## Targeted Mobility Schemes

- **Your First EURES Job**

- You have the nationality of a EU28 Member State + Iceland and Norway
- You are between 18-35 years old (not yet 36)
- You are legally resident in a EU28 Member State + Iceland and Norway
- You are interested in working in another EU28 country + Iceland and Norway

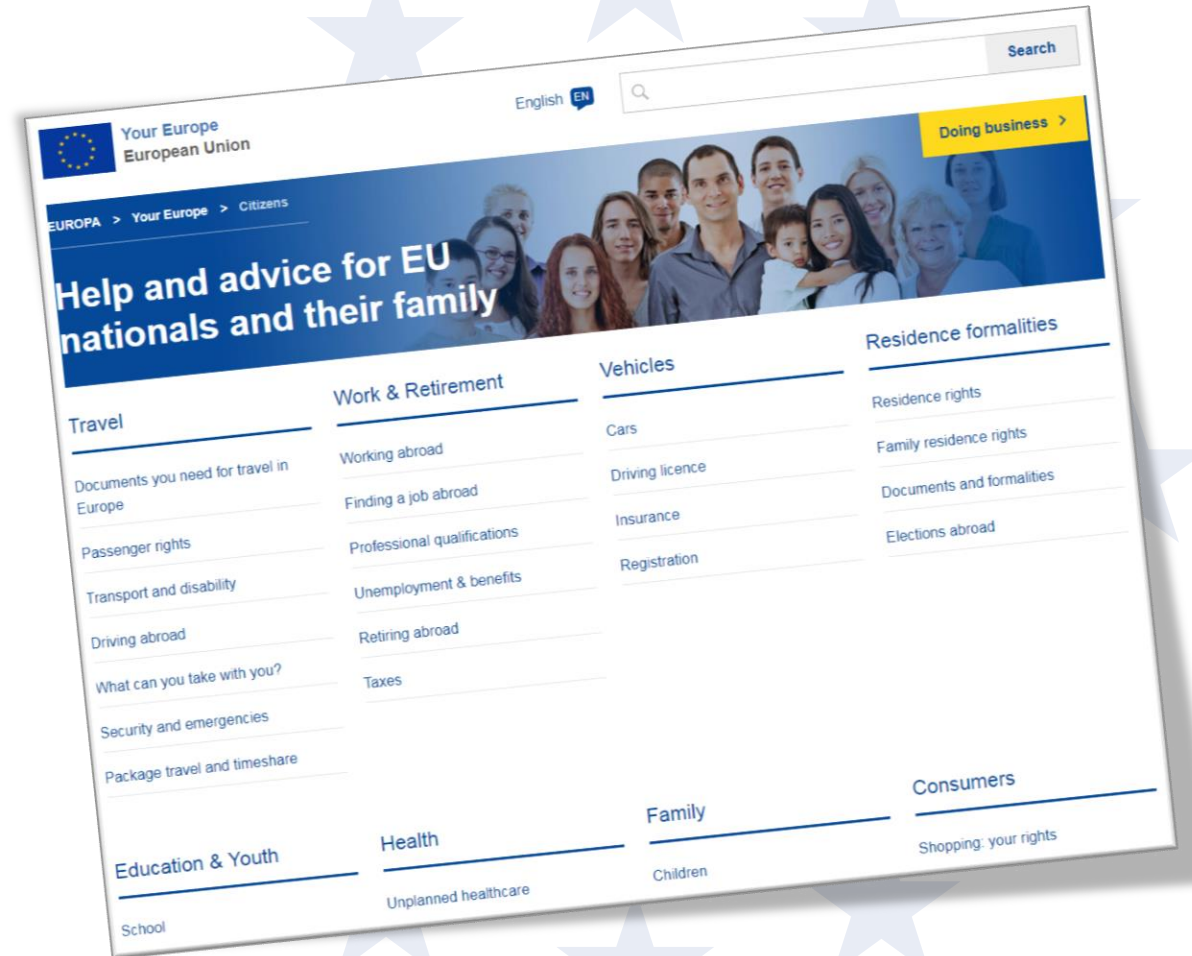
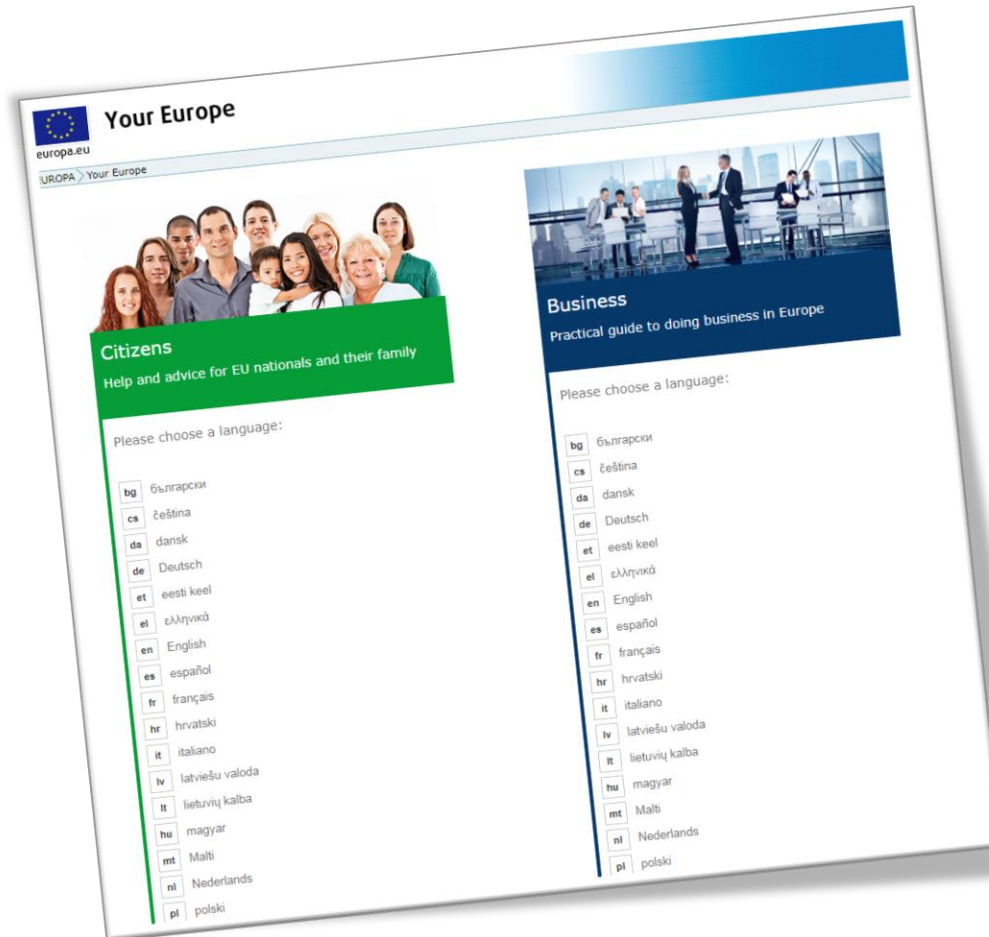
- **Financial support**

- Interview trip to another EU28 country + Iceland and Norway
- Relocation allowance to another country
- Language training
- Recognition of your qualifications
- Supplementary relocation allowance
- Subsistence allowance for trainees and apprentices
- Website: [www.yourfirsteuresjob.eu](http://www.yourfirsteuresjob.eu)



# Where and how to find a job

## Everything you need to know.. Your Europe

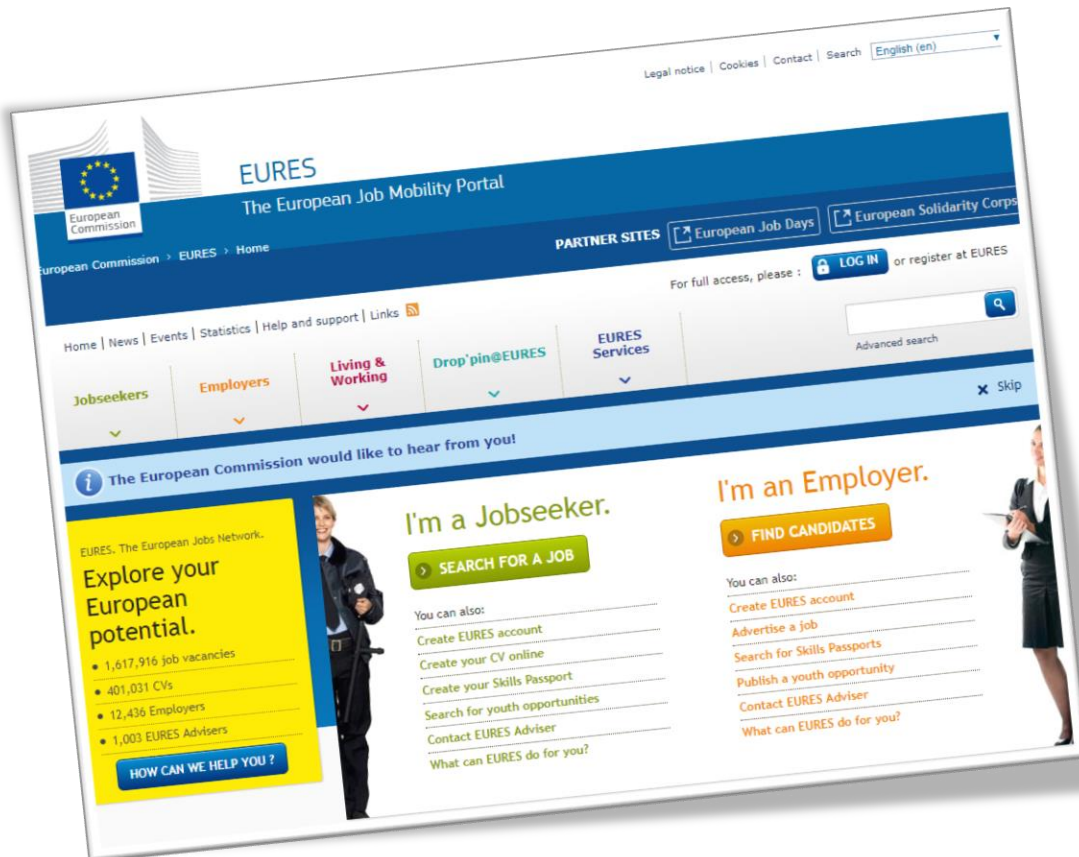


<http://europa.eu/youreurope/>



# Where and how to find a job Werk.nl and EURES portal

- <https://ec.europa.eu/eures/public/en/homepage>



# Where and how to find a job

## Social media and websites

- **Websites**
  - Indeed.nl
  - Jobbird.com
  - Nationale vacaturebank.nl
  - Monsterboard.nl
  - Etc...
- **Newspaper**
  - Local paper of city/area
  - National newspaper
- **Social Media**
  - LinkedIn
  - Facebook



**NEVER PAY to register or get a job!**

# Jobs on offer

## An overview of opportunities

- **Engineers**
- **Technical Services**
- **Building & Construction**
- **Hotel & Restaurant Employees**
- **Logistics & Transport Employees**
- **Healthcare Professionals**
- **IT Professionals**





# Wages & Taxes



- Legal minimum wage (gross), depending on age
  - 21 and older legal minimum wage
    - Monthly € 1.653,60 gross
    - Weekly € 381,60 gross
  - 18-21 years old: lower percentage
- Collective labour agreement (CAO)
- Income tax and social contributions
  - Between 36,25% and 52%, depending on income
  - If worked < 1 year, partly refund paid tax possible



# HOLIDAYS



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



# Before you leave

- Check the contract
- You need a valid identity document
- Open an EURO bank account in your own country
- Sufficient means of support (for the first month)
- Any doubts?  
Check your local EURES adviser!





# What to do after arrival

- Take a health insurance (obligatory!)
- Find accommodation (high rents in Amsterdam)
- Civil Service Number (BSN)
  - Work < 4 months: apply for the BSN with the RNI-counter [www.newinthenetherlands.nl](http://www.newinthenetherlands.nl)
  - Work > 4 months: register at the municipality, you will receive a BSN number automatically



**KNOWLEDGE of ENGLISH is IMPORTANT! BUT: START to learn DUTCH if you want to stay!**



**Thank you for your attention!**

**More information in our stand!**

