



# The flexible workforce in the Netherlands

The Dutch Experience  
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# Agenda

- Facts & Figures about the Dutch situation
- What's determined by Law & Collective Labor Agreement?

# Facts & Figures 1

## Agency work market in figures in the NL

<i>number of agency workers each annually</i>	<i>± 730.000</i> <i>± 3 à 4% fte's of the workforce</i> <i>± 15% migrant workers</i>
<i>average number of agency workers each daily</i>	<i>± 230.000</i>
<i>average duration of agency jobs in days</i>	<i>± 155</i>

## Facts & Figures 2

### Who Perform Agency work

<b>AGE of TEMP WORKERS</b>	
15-24 jaar	48%
25-34 jaar	27%
35-44 jaar	13%
45 years and older	12%

  

<b>GENDER</b>	
Male	54%
Female	46%

## Facts & Figures 3

### target groups

<b>Total number of persons from target groups each year</b>	<b>197.000</b> <b>27%</b>
Senior (45 years and older)	12%
Long term unemployed	3%
Ethnic minorities	14%
Disabled people	2%

## Facts & Figures 4

### Kind of work of preference

Temporary work	51%
	15% holiday job
Permanent employment	49%

## Facts & Figures 5

### Finding permanent employment

Found a permanent job	35%
Estimated influence agency job on finding permanent employment	70%

# What's determined by the Law?

- ❑ Equal treatment/Equal pay for Equal work/Equal jobs  
comparable with the user company
- ❑ General rules for fixed contracts en for Temporary Agency Contracts
- ❑ Deviations by CLA/by negotiations on national level are possible



# What's determined by CAO?

- The tempworkers contract
- The salary and remuneration of tempworkers
- Health & Safety
- Working Times
- Disability
- Training & Education
- Pensions

# The nature of the flexworkers' contract

Fase	A	B	C
	<b>78 weeks</b> temp contract with temp employment clause	<b>2 years</b> max. 8 temp contracts for a fixed period	<i><b>permanent contract</b></i>
breaks	<b>26</b>	<b>13</b>	
	<b>26</b>		

# Remuneration & Salaries

## Skilled workers

Equal pay as the contracting companies' workers

## Unskilled workforce

- Pay determined by the CLA with Agencies
- Equal pay after 26 weeks

# Quality of Agency work

## □ Health and Safety Body (STAF)

3 parties:

Agencies/employers

Unions,

The Dutch Social Security Body/Institution

□ Purpose: increasing safety, decreasing sickness-absence

□ Tools: education, employment conditions, health and safety checklists

# Working Times

## □ General rule:

- **for tempworkers apply the same working times as the workforce of the contracting company**

## □ *General rules for working times:*

- *max 9 hours per day*
- *45 per week*
- *± 40 per week per quarter (or 520 hours a quarter)*
- *by overrunning = overtime-work (with bonus)*

# Disability/Sickness

- Sick Pay/Benefit: 91% pay by the employer and/or the UWV (= the Dutch Social Security Body)
- 1 day out of one's own pocket/without pay

# Training & Education

- Any Agency has to spend 1,02% of the average pay for training & education
- Sectorwide: ± €40 mio
- Any TAW has a right for training
- There's a body for training & development (STOOF)
- To promote and facilitate training & education
- Goal nr 1: improve the access to vocational training for TAW

# Pensions

- Pensionsystem in The Netherlands
  - A. State Pension
  - B. Supplemental Pension by the company or sector
  
- Supplemental Pension by the Agencies or the Sector
  - A. a minimal pension for short term TAW (2,6%)
  - B. a full pension for long term TAW ( $\pm 7,2\%$ )



## Maintenance of legislation & rules

- The challenge is to maintenance legislation & CLA's
- Especially for migrant workers
- Employers & Unions started a joint project to maintenance
- There's established a joint Observance Body (SNCU)

# Conclusion

- ❑ We accept more flexibility &
- ❑ temporary agencies as important players & partners in the labour market
- ❑ in exchange for better conditions for TAW