

Becoming an employer in

The Netherlands

How benefits work



	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
Weekly Working Hours	40 hours maximum	36-40 hours weekly	Flexible hours
Overtime Compensation	Between 50% and 100% pay		100% or time in lieu of pay
Paid Time Off	20 days	5 to 10 extra days off	Unlimited time off
Public Holidays	8 days + Liberation Day (once in 5 years). <small>Pay or time off not statutory</small>	Paid public holidays	

General benefits

Pension	National Insurance contributions by employee*	Up to 8% private pension fund employer contribution	8%+ employer contribution into a private pension fund
Healthcare	Shared contribution between employee and employer**	Group healthcare insurance scheme	Employer refunds health insurance costs
Flexible working	After one year of service employees can request to work remotely or to work flexible hours	Option to request flexible working from the start of employment. Core hours	Work from anywhere allowed for limited periods of time
Home Office	When the employer requests WFH, they have to provide an ergonomic workspace to employees	Whatever is needed (as requested by the employee)	Monthly stipend of up to €100 to cover utility costs
Education & Training		5 paid training days and a training budget equaling 5% of the employee's salary	A training budget of up to 10% of the salary, including Dutch language courses
Transport		Public transportation stipend and/or a bike	Company car and fuel allowance
Wellness (gym, fitness, yoga)		Employee Assistance Programme or counselling	Wellness allowance Gym membership <small>(Free or discounted)</small>
Meals		Free coffee, tea, fruit and snacks daily	Free meals or subsidised canteens or daily meal allowance of €10
Profit Sharing		Annual bonus or commission equal to a month's salary	Profit-sharing scheme

Leave

Sick Leave	Up to 2 years of paid sick leave <small>Covered by employer at 70% of the pre-illness salary</small>	100% of the employee's salary in the first year of sickness	>70% for the 2 years of sick leave
Pregnancy and Maternity Leave	6 weeks pregnancy leave & 10 weeks maternity. Extra 4 weeks for twins. <small>100% pay from government, capped at €214.28/day</small>	Up to 6 months (inc. statutory) of time off and full pay	Take-what-you-need arrangement and pay
Paternity Leave	5 days (paid by employer) 5 weeks during first 6 months after birth <small>(Covered by Employment Insurance Agency at 70% of salary)</small>	2 weeks fully paid leave	4-8 weeks fully paid leave
Parental Leave	Unpaid leave amounting to up to 26 times the weekly working hours for each child under the age of 8	Paid leave	No child age restriction
Adoption Leave	6 weeks <small>100% covered by government</small>	Same as statutory maternity leave	Take-what-you-need arrangement and pay
Carer's leave	Short-term essential care to parents, partners or children who live at home. Paid at 70% of salary Long-term to care for a child, partner or parent who is seriously ill and require care	Short-term leave not tracked, salary paid in full	Long-term leave salary paid at a rate of 70-100%
Emergency leave	Short term leave used for unforeseen personal circumstances and 100% paid by the employer		
Special leave	1-4 days for life events <small>Marriage notice, family member marriage or funeral, moving house, anniversary, medical appointment</small>		