

Working time Reduction and Legislation

Prague 25 – 27 February 2018

Mario van Mierlo
VNO-NCW/MKB

Historic research:

- **Masters in reduction of working time: hunter-gatherer societies**
- **Expanding working time: capitalist and agrarian societies, but not unlimited**

- **Working time**
- **Standard working hours**
- **Maximum working hours**

Working time in the Netherlands

Applicable law:

- **Working Hours Act**
- **Working Hours Decree**

Relevant law:

- **Health & Safety: Working Conditions Act**
- **Working Hours Modification Act**

To whom does the Working Hours Act apply:

- **All employees, including traineeships, temporary agency workers, posted employees**
- **Self employed: with regard to health & safety**

To whom does the Working Hours Act not apply:

- **Specific situations: with regard tot health & safety**
- **Exceptions e.g.: those who earn at least three times the minimum wage, unless with regard to health & safety, volunteers, scientific researchers**

Working hours in the Netherlands

- **Full-time**
- **Part-time**
- **‘Maximum’ time**
- **Over-time**
- **Flexible time**

Request of an employee:

- **to work less: always allow, but**
- **to modify working times after parental leave**

No compliance with the Working Hours Act:

- **Works Council**
- **Checks by Labour Inspectorate**
- **Warning & penalty**
- **Disputes before courts**

Company level:

- **Working Hours Regulation:**
 - **Position of the Works Council**
- **Collective bargaining agreement**