

# **Working time Reduction and Legislation**

**Prague 29 MAY 2018**

**Mario van Mierlo**  
**VNO-NCW/MKB**

**VNO NCW**

**MKB**  
Nederland

- 
- **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 to 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**