

One of the most important parts of expanding to the Netherlands is hiring a global workforce that can move your company forward. Whether you hire Netherlands employees yourself or choose an outsourcing service, you must stay compliant by following the country's employment compliance laws.

Globalization Partners offers a better way to expand to the Netherlands. We'll hire employees to work for you and take care of everything from onboarding to employment laws, so you can stay focused on building your new subsidiary.

How to Hire Employees in the Netherlands

Hiring employees in the Netherlands often starts with an employment contract, which can be written or oral. A signed and written employment contract is best since it protects you as an employer and gives the employee clear expectations before they start the position. Spell out details such as the employee's compensation, benefits, and contract duration to create a strong start in hiring Netherlands employees.

Netherlands Employment Compliance

At the beginning of the hiring process, it's best to identify any collective bargaining agreements (CBAs) for your company or specific industry. For example, Globalization Partners' subsidiary in the Netherlands is WAADI-registered to signify it is a temporary agency and covered by a CBA. If a CBA is present, your Netherlands employment compliance strategy needs to meet or exceed the CBA's guidelines. You must reference both the statutory minimums and CBA benefits in an employment contract to stay covered.

Keep in mind any other requirements such as the Working Hours Act. This act mandates a 12-hour maximum shift a day and 60 hours maximum per week. Although the regular working hours in the Netherlands are 40 hours, this number can increase to 48 if that is considered the employee's regular working hours.

How to Onboard Employees

Every company is different when it comes to onboarding employees. Although there's no one right or wrong way, your business can take a few small steps to make employees feel comfortable on their first day, including:

- Going over the employment contract before or on the employee's first day
- Discussing any other relevant documentation or HR forms
- Onboarding other employees at the same time so new hires are not alone

- Bringing key company players to the Netherlands for the employees' first day or week

Benefits of Netherlands Hiring Outsourcing

Choosing Netherlands hiring outsourcing with a global PEO boasts multiple benefits. At Globalization Partners, we'll use our established subsidiary in the Netherlands to streamline your hiring and onboarding process. Instead of waiting until you set up a subsidiary, we can hire Netherlands employees for you in a matter of days.

As the Employer of Record, all matters of compliance will fall on our shoulders instead of yours. Our employment contracts meet the right CBA for temporary agency workers, and we'll add your employees to our locally compliant payroll.

Partner With Globalization Partners

Globalization Partners offers you everything you need to succeed. Contact us today to learn more about our Netherlands hiring outsourcing services.