

## Get an overview of the employment law framework operating in Netherlands

Perhaps you are taking on responsibility for or recruiting staff in the Netherlands. Or considering expanding your business into the region. Maybe you want to be able to validate and challenge what you have researched yourself or have been told by your managers on the ground.

Whatever your unique circumstance, having a clear understanding of Dutch employment law is essential for all businesses with operations in the Netherlands. We can give you access to first-class expertise that links local employment legislation to real-life, practical HR challenges. Ensure you avoid the common pitfalls and are aware of nuances specific to the Netherlands!

This interactive seminar covers all the 'need-to-know' aspects that employers need to be aware of, including: hiring employees in the Netherlands; grievances, disciplinary issues and dismissals; dealing with discrimination; employment tribunals and courts; current trends and latest developments.

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Very informative and detailed!

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### About the speaker



**Wietje de Muinck Keizer**

is an Attorney at Law at Doorn en Keizer B.V. She advises national and international companies on Dutch employment law and specialises in employment agreements, employment manuals, collective termination(s) of employment, international postings, employee consultation procedures, collective bargaining agreements, confidentiality and non-compete covenants, transfer of undertakings, employee benefit schemes, stock option schemes, commission contracts, directors', management and agency agreements, pension schemes, privacy and data protection and equal treatment. Wietje is a Member of the American Bar Association and of the Dutch Association for Labour Law and was Vice-President and President of the Labour Law Commission of the Association Internationale des Jeunes Avocats (AIJA) from 2002 to 2005.

### Is this right for me?

This course is suitable for HR and personnel managers, employment relations professionals, in-house counsel and other lawyers who advise on staff matters, line managers and others who have – or expect to have – people management responsibilities in the Netherlands.



## You will walk away with...

- Explore the domestic legal framework in the Netherlands
- Understand and be better equipped to deal with HR issues in this jurisdiction
- Be able to advise colleagues on Dutch employment law and practice
- Know the burning issues around employment law and employee relations in the Netherlands
- Take away comprehensive documentation from the day

### Morning session

Welcome and Registration

#### An overview of the employment law framework in The Netherlands

- Setting the scene: the legal system in the Netherlands employment agreements
  1. Form
  2. Duration and fixed term contracts today and upcoming changes
  3. Probationary period
  4. Changing terms of employment
  5. Collective bargaining agreements
  6. Pension and social benefits

#### Day to day employee management

- Wages, working hours, forms of leave and what to pay during illness
- Advice on how to protect your business (including non-compete clauses and upcoming changes)
- Termination of employment
  1. Ways of terminating employment today and per July 1, 2015
  2. Calculating severance pay today and per July 1, 2015
  3. Collective dismissals – key points

Lunch and networking

### Afternoon session

#### Consulting your employees

- Termination of employment (continued)
- Consulting your employees
- Working with the works council: pre-conditions, participation rights and the relationship
- Other forms of employee consultation
- Involvement of Unions
- Strikes

#### Immigration

#### Equal Treatment

Coffee And Network

#### Transfer of Undertakings

#### Case study: Performance issues

#### Questions and Answers

“

*An intense day with lots covered. All of it relevant to my needs*

”

“

*Great course – dispelled some of the ‘myths!’*

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## When the course is running:

Date: 10 September 2024 (One Day) | Delivery: Virtual | Price: £495.00



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