

Lithuania Seminar in Kaunas

Situation in the Netherlands

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Table 1: Number of Employers and Employees, the Netherlands. Based on the registration of the Labourmarket fund (Colland Arbeidsmarkt)
Please note! Presented are the actual figures for 2012, not the yearly average

CODE	Company Activity	Collective agreement in the Netherlands	A - Number of Employers	B - Permanent Employees	C - Total number of seasonal workers	D - Of which: Employed for up to 20 days	E - Of which: Employed for up to 21 to 40 days	F - Of which: Employed for over 40 days
0036		Glastuinbouw	2.919	26.383	30.088	1.603	3.021	25.464
0054	fruit, vegetables, flowers	Open teelten tuinbouw	2.411	5.319	37.628	4.587	7.071	25.970
0097		Bloembollengroothandel	104	1.009	2.275	264	431	1.580
0035		Dierhouderij	2.581	6.413	4.501	130	524	3.847
0055		Open teelten bloembollen	712	2.313	14.806	2.701	3.719	8.386
0056		Open teelten boomkwekerij	1.200	6.251	8.505	528	1.216	6.761
0053		Open teelten landbouw	1.151	2.549	3.584	329	795	2.460
0033	Others crops and livestock farming	Paddenstoelenteelt	161	1.305	2.384	162	252	1.970
0032		Varkensverbetering	12	330	70	4	4	62
0019		Groenvoerdrogerijen	8	75	46	1		45
0004	Agricultural contractors	Loonwerk	2.246	18.150	7.671	242	585	6.844
0012	Temporary employment agencies	Bedrijfsverzorgingsdienst	38	1.959	1.297	266	46	985
0023	Landscaping firms	Hoveniers	2.755	12.830	6.668	180	450	6.038
0009	Forestry companies	Bos en Natuur	200	2.447	710	14	57	639
	All agricultural businesses	Total	16.498	87.333	120.233	11.011	18.171	91.051



Table 2: Structure of labour costs

Please enter figures that reflect the situation as of 1 January 2013 for collectively agreed and legal provisions and the 2012 annual average for the effective values (effective earnings, holiday and sick leave).

	A Minimum wage	B Collectivel y agreed gross earnings	C Collectivel y agreed special payments	D Effective gross income	E Effective special payments	F Holiday pay	G Public holidays	H Sick leave	I Social security	J Miscellane ous costs
Unit	In national currency	In national currency	In national currency or as a multiple of a monthly wage	In national currency	In national currency or as a multiple of a monthly wage	In working days	In working days	In working days (only when paid for by the employer)	As a percenta ge of the gross yearly earnings	As a percentag e of the gross yearly earnings
Permanent employees	€8,84	€9,42	no	€9,42	no	25 days	7 days a year	Max. 104 weeks	32,5%	Estimate 7,5%
Herdsperson	€8,84	€12,19	no	€12,19	no	25 days	7 days a year	Max. 104 weeks	32,5%	Estimate 7,5%
Qualified tractor driver	€8,84	€10,17	no	€10,17	no	25 days	7 days a year	Max. 104 weeks	32,5%	Estimate 7,5%
Employees from agri. contractors	€8,84	€9,42	no	€9,42	no	Min. 20	7 days a year	No, paid by contractor	Estimate 30%	Estimate 7,5%
Temporary employees (UZB)	€8,84	€9,42	no	€9,42	no	24 days bases on a year	7 days a year	No, paid by temp. office	Estimate 22,5 %	Estimate 40%
Seasonal employees	€8,84	€8,84	no	€8,84	no	25 days, based on a year	7 days a year	Max. for the contract period	23-30%	Estimate 34-45%



Table 3: Working Time and Working Time Flexibility

Please provide data for the reference date 1 January 2013, and the yearly average of overtime hours during 2012

Question	Answer
1 Planned weekly working time in hours	38 hours a week (collective agreements). There are three collective agreements, <u>cao Glastuinbouw</u> (Glasshouse horticulture), <u>cao Open Teelten</u> (Agriculture) and <u>cao Dierhouderij</u> (livestock).
2 Company's flexible weekly working time	Flexible working based on the collective agreements is possible for maximum 42 hours a week without paid overtime. The labour time directive (ATW) makes it possible to work maximum 60 hours a week. The maximum is 220 hours in 4 weeks (average 55 hours a week) and 768 hours in 16 weeks (average 48 hours a week).
3 Individual flexible weekly working time	Maximum 48 hours a week for seasonal workers (collective agreement Agriculture)
4 Paid overtime	Overtime is paid for hours that are worked more than agreed on. A part-timer doesn't get a premium for the hours he works less than 38 hours a week.
5 Overtime premiums as a percentage	35% for overtime, 50% for working on a holyday. The collective Agreement in the glasshouse horticulture has different arrangements.
6 Compensatory days of leave in exchange for overtime	The collective agreements have the possibility to give time of in lieu of overtime. There is no information available how many times companies use this possibility.
7 Lost, unpaid hours of overtime	There is no information available on this subject.
8 Seasonally variable working time	The collective agreements Agriculture and Livestock have the possibility to apply working time accounts to work for instance more hours a week in the summer and less in the winter. The working time accounts is further worked out on the company level.
9 Working time accounts	In the collective agreements "Agriculture and livestock" it is possibility to work with working time accounts. The estimation is that 20% of the companies in the Agriculture and 30% of the companies in livestock use working time accounts
10a Working time account arrangements – balancing-out period	The balancing out period is one year (jaarurenmodel). For hours that are not balanced out in this period a premium has to be paid of 35%.
10b Working time account arrangements – "corridors"	There are no rules for the fluctuation. The labour time directive gives the maximum amount of hours that can be worked in a certain period.
11 Flexibility through working time	Yes, temporary workers are used to make working times more flexible. In busy periods special arrangement like <u>gelegenhidsarbeid</u> and <u>seizoenarbeid</u> make this possible.

12 Miscellaneous instruments	The collective agreement Agriculture has a special arrangement for the period that it is not possible to work due to the weather (OBF)
13 Costs	In the collective agreements special arrangements are made to increase flexibility without extra costs. <u>Agriculture: gelegenhidsarbeid, seizoenarbeid</u> <u>Glastuinbouw horticulture: gelegenhidsarbeid, uitgebreide regeling (working 5 of 7 days a week)</u> <u>Livestock: gelegenhidsarbeid</u>



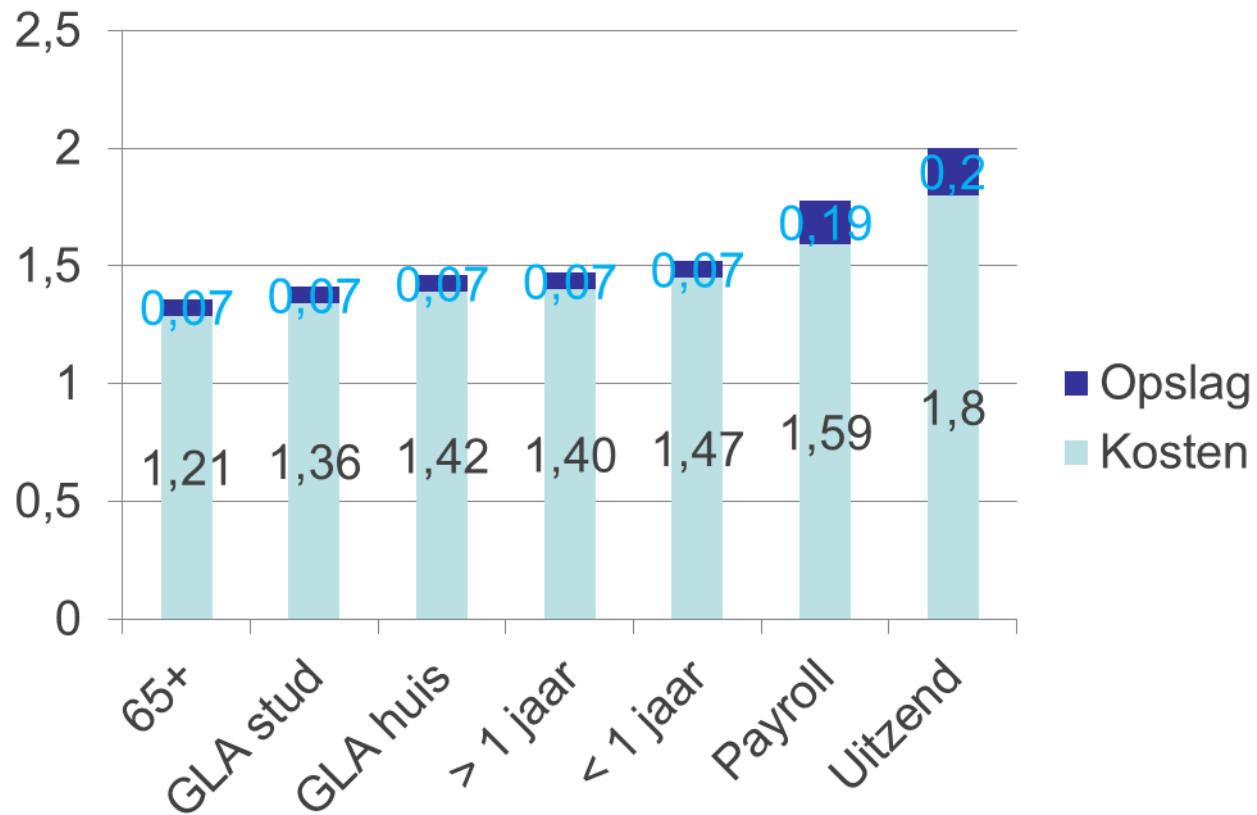
Minimum wages EU-members (Oct. 2013)

• Luxembourg	€ 11,10	• Croatia	€ 2,29
• France	€ 9,43	• Poland	€ 2,21
• Belgium	€ 9,10	• Czech Republic	€ 2,01
• Netherlands	€ 9,07	• Hungary	€ 1,97
• Ireland	€ 8,65	• Slovakia	€ 1,94
• Great Britain	€ 7,78	• Estonia	€ 1,90
• Slovenia	€ 4,53	• Lithuania	€ 1,76
• Malta	€ 4,06	• Latvia	€ 1,71
• Spain	€ 3,91	• Romania	€ 1,06
• Greece	€ 3,35	• Bulgaria	€ 0,95
• Portugal	€ 2,92		

Source: FD 24-09-2013



Wage costs factors



The agricultural complex and food industry

		Gross value added ^a (EUR billion)		Employment (1,000 labour units)	
		2001	2011 (p)	2001	2011 (p)
Agricultural complex ^b		40.6	52.0	719	675
<i>Share in national total</i>		10.2%	9.9%	10.8%	10.0%
Gardening, agricultural services and forestry		3.8	4.1	72	48
<i>Share in national total</i>		0.9%	0.8%	1.1%	0.7%
Foreign agricultural raw materials		15.3	22.1	227	258
<i>Share in national total</i>		3.8%	4.2%	3.4%	3.8%
Processing industry		6.6	8.8	74	67
Supply		4.0	5.6	69	74
Distribution		4.7	7.7	84	117
Agricultural complex (based on domestic agricultural raw materials)		21.5	25.8	420	369
<i>Share in national total</i>		5.4%	4.9%	6.3%	5.5%
Agriculture and horticulture		7.6	7.0	188	151
Processing industry		3.2	4.8	50	38
Input manufacturing		8.1	10.8	136	125
Distribution		2.6	3.2	46	55

p: preliminary.

a In current prices;
b based on domestic and foreign agricultural raw materials (including gardening, agricultural services, forestry, cocoa, alcohol and tobacco).

Source: LEI.



Employment Dutch agribusiness

Agricultural complex holds for 10,2% of the employment in the Netherlands. The part of the primary agriculture and horticulture is 22% of employment of the total agricultural complex.

