



COUNTRY FICHE – The Netherlands

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A. Overview, sociological framework of working time

This Country Fiche explores, in the context of the INNOVAWORKING project, the regulation of working time in the Netherlands, focusing on the influences of cultural norms, legislation, industrial relations, and employee representation. In the Netherlands, the Law on Flexible Working, ('Wet Flexibel Werken'),¹ empowers employees to request adjustments in their working hours, fostering flexibility and improved work-life balance. This legislative framework seems to adapt to employees' wishes for conciliation of working and family life, leading to enhanced motivation and productivity among them. However, it also presents challenges, such as reduced interpersonal relationships at the workplace.

In 2016, the Dutch national legislation "Wet flexibel werken" was introduced to provide employees with more flexibility in their working arrangements. The law aims to promote a more flexible approach to working hours, location, and work schedules to accommodate the changing needs of employees and employers.²

While the Law on Flexible Working has been effectively implemented, COVID-19 has had a major impact on the Dutch way of working. During the peaks of the pandemic, working from home became the norm, and nowadays, the workplace is adapting to hybrid forms in many organizations. Developments in the legal field indicate that labour law is beginning to adapt to this change.³

In the Netherlands, flexible working arrangements are currently used extensively, with various systems such as the yearly hour system, "ATV"; flexible shifts "schakelrooster"; and reduction of working time "arbeidstijdverkorting". The yearly hour system allows for adjusting hours based on workload, while schakelrooster permits employees to control their shifts. ATV functions like earned vacations days, offer flexibility in scheduling. While not legally mandated, ATV can be negotiated in collective bargaining agreements. Additionally, in several collective agreements provisions regarding the right to disconnect have been negotiated, but its compliance in practice varies between companies and there seems to be lack of awareness about it.⁴

B. Legal regulation of working time flexibility (for the employer, for the employee)

This research is centered around national legislation. Specifically for the Netherlands, the focus is on the Dutch Law on Flexible Working 'Wet Flexibel Werken'. The aim of this document is to shed light on the key provisions regulating working time flexibility, impact, involvement of

¹ Stb. 2015/246.

² Wet flexibel werken, Stb. 2015/246. Before that legislation a system for requesting changes in working time was already existing in the Netherlands. In fact, the Netherlands was a forerunner on regulating the right of employees to request flexible working time and in prohibiting discrimination of part-time workers. Since 2000, the law on Adjusting working Time (Wet Aanpassing Arbeidsduur) recognized the right to request a shortening or lengthening of the weekly working time. See: Ramos Martín, N. (2011). Egalité de genre: up- et downloading aux Pays-Bas in B. Vanhercke, G. Verschraegen, P-P. Gehuchten, & Y. Vanderborght (Eds.), L'Europe en Belgique, la Belgique dans l'Europe: configuration et appropriation des politiques sociales, Gent: Academia Press, 169-177.

³ Vegter, M. S. A., Werken waar je wil(t) (2021) 1 *Tijdschrift voor Arbeidsrecht in Context*, 14-17.

⁴ According to the opinion of interviewee - trade union representative 1; Interview 1 – country fiche the Netherlands – 30.04.2024, trade union representative 1.

workers' representatives, litigation procedure and, the role of collective bargaining within the national legal framework.

In January 2021, several members of the Parliament introduced a legal proposal 'Working where you want' ('Werken waar je wilt'), aiming to provide employees with more freedom in organizing the balance between working at the workplace and working from home. The proposal also aimed to enable employees to request adjustments regarding the workplace, the working hours, or the employment duration.⁵ This legal proposal was not adopted by the Parliament in the Netherlands despite including several innovative approaches to working time.⁶

Another relevant legislation in the context of this research is the Law on Transparent and Predictable Working Conditions ('Wet transparante en voorspelbare arbeidsvoorwaarden')⁷, which is in force since August 2022 and it is implementing the EU Directive 2019/1152 on Transparent and Predictable Working Conditions. This legislation is addressing specifically employees with on-call contracts or irregular work patterns, so that they also get some more security and predictability in their working schedules.

The key provisions within the national legal framework regarding working time flexibility include the right to request adjustments, the request process, employer response, company size exemption, prohibition of termination, and evaluation requirement. These provisions aim to promote a more flexible working environment and ensure that employees can effectively balance their work and personal lives.

Under the right to request adjustments, employees are allowed to request adjustment in their working hours, time, or location under certain conditions.⁸ The following conditions outlined in the Law on Flexible Working include:

- Employees must submit their request in writing at least two months before the intended start date of adjustment, specifying the desired changes.⁹
- The request should include the desired extent of the adjustment, the preferred location, or the desired distribution of working hours over the week or another agreed-upon period.¹⁰
- Employees can submit a new request one year after the employer has either accepted or rejected a previous request, unless unforeseen circumstances arise.¹¹

⁵ Vegter, M. S. A., *Werken waar je wilt* (2021) 1 *Tijdschrift voor Arbeidsrecht in Context*, 14-17.

⁶ 'Werken Waar Je Wilt: Debat Samengevat' (Eerste Kamer der Staten-Generaal, 12 September 2023) <https://www.eerstekamer.nl/nieuws/20230912/werken_waar_je_wilt_debat#p3> accessed 13 May 2024. Similar proposals have been made in the past but were withdrawn before enactment. In February 2009, GroenLinks introduced a proposal for a legal right to remote work, which was met with opposition, particularly from employers' organization VNO-NCW, leading to the withdrawal of the proposal.⁶ In 2010, GroenLinks, in collaboration with CDA, made a new proposal to incorporate the right to remote work as part of the *Wet Flexibel Werken*. This proposal aimed to grant employees the right to adapt their workplace unless significant business or service interests of the employer were at stake. See: Van Gent I, 'GroenLinks Maakt Initiatiefwet Recht Op Thuiswerk' (GroenLinks, 13 February 2009) <<https://groenlinks.nl/nieuws/groenlinks-maakt-initiatiefwet-recht-op-thuiswerk>> accessed 31 May 2024 and Kamerstukken II, 2010-2011, 32889, nr. 2.

⁷ Law of 21 juni 2022, Stb. 2022/277.

⁸ *Wet flexibel werken* art. 2(1).

⁹ *Wet flexibel Werken* art. 2(3).

¹⁰ *Wet flexibel werken* art. 2 (3)(a).

¹¹ *Wet flexibel werken* art. 2(3).

- Employers must engage in discussion with employees regarding their requests and consider them in good faith.¹²
- Employers must approve to adjust the working hours or time at the requested date and agree to the extent of the adjustment, unless there are significant business or service-related reasons against it.¹³
- If the adjustment involved changing the distribution of working hours, the employer can modify the requested distribution if there is a significant interest that justifies deviating from the employee's preference.¹⁴

Through the request process, employees must submit their request in writing at least two months before the intended start date of the adjustment, specifying the desired changes.¹⁵ Employers must consider and respond to the employee's request within a specified timeframe, accepting or rejecting it with valid reasons.¹⁶ However, employers with fewer than 10 employees are subject to different regulations regarding the right to work time adjustments.¹⁷ Additionally, the Act prohibits terminating an employee's contract solely based on their request for working time adjustments.¹⁸ Lastly, the Minister of Social Affairs and Employment must submit a report to the Parliament every five years evaluating the effectiveness and impact of this law in practice.¹⁹

Article 2(15) provides flexibility for deviations from the standard regulations under certain conditions, such as through collective agreements, regulations by competent authorities, or agreements with employee representatives. Article 2(17) address the application of deviations outlined in article 2(15) and establish guidelines for the duration of these deviations and outline the process for renewing deviations in case of modifications to the existing arrangements.

The Law on Flexible Working does not explicitly outline detailed litigation procedures within its provisions. While the law sets out the framework for requesting and implementing adjustments to working hours, workplace, or working time, it does not delve into specific litigation procedures for resolving disputes related to flexible working arrangements. The law emphasizes consultation, consideration, and written communication regarding flexible working arrangements. However, it does not provide specific guidance on formal litigation procedures.²⁰ In case of disputes or conflicts arising from the requests for flexible working arrangements or the implementation of such arrangements, employees have the option to pursue legal action through specific procedures. This may involve mediation, arbitration, or litigation through Dutch labour courts. Therefore, while the Act sets the framework for flexible working arrangements, any formal litigation procedures would be governed by broader labour laws and regulations in the Netherlands.²¹

Finally, in the Netherlands, it is mandatory to register working hours. Employers are responsible for maintaining accurate record of working hours. For jobs with consistent hours,

¹² Wet flexibel werken art.2(4).

¹³ Wet flexibel werken art. 2(5).

¹⁴ Wet flexibel werken art. 2(7).

¹⁵ Wet flexibel werken art. 2(3).

¹⁶ Wet flexibel werken art. 2(3).

¹⁷ Wet flexibel werken art. 2(16).

¹⁸ Wet flexibel werken art. 3.

¹⁹ Wet flexibel werken art. 4.

²⁰ Wet Flexibel werken, Stb. 2015/246.

²¹ Beleidsonderzoekers 'Evaluatie Wet Flexibel Werken' (2021) ≤<https://www.beleidsonderzoekers.nl/wp-content/uploads/2021/02/P0166-evaluatie-wet-flexibel-werken.pdf>> accessed 10 May 2024, 71.

detailed time tracking may not be necessary. However, for jobs with irregular shifts, it is essential to record start and end times accurately. If this is not done properly, the employer cannot provide evidence in a lawsuit or in case of an inspection by the labour inspection, which will benefit the employee in that particular case²².

C. Main features of industrial relations in the country

At the national level, the interactions between employers, employees, and the government are often coordinated through institutions such as the Stichting van de Arbeid and the Sociaal Economische Raad.²³ The Stichting van de Arbeid is the Dutch national consultative body comprising central organizations of employers and employees. The foundation plays a significant role in shaping labor relations.²⁴ The Sociaal-Economische Raad (“SER”) is an advisory body where entrepreneurs, employees, and independent experts collaborate to reach consensus on important socio-economic issues.²⁵ The SER advises the government and parliament on socio-economic policy and facilitates agreements and covenants.²⁶

FNV (Federatie Nederlandse Vakbeweging) is one of the largest and most influential trade unions, representing the interests of workers across various sectors and industries. CNV (Christelijk Nationaal Vakverbond) is the second largest trade union in the Netherlands, with a Christian pillar background. Both trade unions engage in similar activities, including collective bargaining, advocacy for workers’ rights, and a collaboration with employers and government institutions to address labor-related issues.²⁷ They negotiate periodically with the employers’ associations on wages and other terms and conditions of employment, such as working hours, education and training, and pensions, *inter alia*. Both FNV and CNV primarily operate at the national level. However, they also have local branches in specific regions or municipalities.

Furthermore, within a company or organization, there are often works council that represent the employees’ interests and are involved with corporate decision-making. Works councils are mandatory for companies with 50 or more employees.²⁸

In the Netherlands, there are several options for decentralisation in the institutional context of the sector agreements. Often sector agreements regulate that companies can deviate from a certain number of stipulations in that sector agreement after consent/approval from the works council, such as about tailor-made regulations on working hours, working time schedules (and notifications of new timetables to the workers), on-call duties, collective holidays and rostered days off. According to the qualitative study conducted by Tros and Jansen (focusing on the manufacturing sector): “More than 70% of the companies use these decentralised flexibility

²² Information from interview conducted in the context of the INNOVAWORKING project. Interview 1 – country fiche the Netherlands – 30.04.2024, trade union representative 1.

²³ AWWN, ‘Arbeidsverhoudingen’ (AWVN) <<https://www.awvn.nl/arbeidsverhoudingen/>> accessed 18 May 2024.

²⁴ Ibid.

²⁵ ‘Wat Is De Ser?’ (www.ser.nl) <<https://www.ser.nl/nl/ser/over-ser/wat-is-de-ser>> accessed 18 May 2024

²⁶ Ibid.

²⁷ ‘Over de Fnv’ (FNV) <<https://www.fnv.nl/over-de-fnv>> accessed 31 May 2024

²⁸ Ministerie van Algemene Zaken, ‘Wat Doet Een Ondernemingsraad (Or)?’ (Rijksoverheid.nl, 24 April 2023) <<https://www.rijksoverheid.nl/onderwerpen/ondernemingsraad/vraag-en-antwoord/wat-doet-een-ondernemingsraad>> accessed 31 May 2024.

options regarding collective holidays and more than 40% make own regulations with the works councils about on-call duties.”²⁹

Very often sector agreements are made generally binding (by the Ministry) for all companies under their scope in that sector. In the Netherlands, the legislation foreseen the option of a company to be excluded from coverage or having dispensation from the applicability of the sector agreement. It is possible for companies to request to the social partners in the sector for dispensation from the coverage of the sector agreement, or dispensation from specific provisions. According to recent qualitative studies, “SME employers have less time and capacity for extra negotiations with workers’ representatives and appreciate the sector agreements as an instrument for them to take away the worry and effort of making regulations themselves.” (...) “In practice, sector agreements are even seen as ‘crib books’ in practice within SME companies.”³⁰

In large sector collective agreement there are a limited number of issues where trade unions have to be consulted for decisions at the company level, ie. “If the company wants to introduce a (new) arrangement in shift work or working time schedules that deviates from legal standards or wants to elaborate the duration of working days above 8.5 hours, it is not the works council but the trade unions that have a bargaining position.”³¹

Key features	The Netherlands
National actors	• Government • Trade unions • Employers’ organization • SER • Stichting van de Arbeid
Local actors	National actors operate at regional levels as branches or representatives of the national organizations
Workplace actors	Works council
Trade union density	16,3% (2022) ³²
Collective bargaining coverage	~80% ³³

D. The role of collective bargaining in working time³⁴

The Netherlands is considered a leader in flexible working arrangements, with several notable practices observed. One such practice is the yearly hour system, where employees work more

²⁹ See Jansen, N. and Tros, F., *Decentralised Bargaining in The Netherlands*, Country Report nr. 5 in the CODEBAR-project, open access on the project’s website: CODEBAR - AIAS-HSI - University of Amsterdam (uva.nl), (2022), 26-28.

³⁰ Ibid.

³¹ Ibid.

³² Statista Research Department and 18 A, ‘Netherlands: Share of Trade Union Members, by Industry 2022’ (Statista, 18 April 2023) <<https://www.statista.com/statistics/1058805/share-of-people-who-are-members-of-a-trade-union-in-the-netherlands-by-industry/>> accessed 18 May 2024.

³³ Statista Research Department and 18 A, ‘Netherlands: Share of Trade Union Members, by Industry 2022’ (Statista, 18 April 2023) <<https://www.statista.com/statistics/1058805/share-of-people-who-are-members-of-a-trade-union-in-the-netherlands-by-industry/>> accessed 18 May 2024.

³⁴ This section is based on the results of an interview conducted in the context of the INNOVAWORKING project. Interview 1 – country fiche the Netherlands – 30.04.2024, trade union representative 1.

hours during busy periods and fewer hours when it is less busy, accommodating seasonal fluctuations.³⁵ Another arrangement is the ‘schakelrooster’, which allows employees to turn their shifts on or off as needed. Additionally, arbeidstijdverkorting, or short-time work, functions like vacation days earned through working hours applies for many employment sectors. Employees can use these days as vacations, either scheduled in advance or during periods of decreased workload. These arrangements are often established in consultation with the work councils.

These flexible working arrangements are typically negotiated at the company level or incorporated into collective labour agreements (CAOs). National labour frameworks, such as the ATV, are broad in interpretation, providing flexibility for sector-specific application of agreements. The success of these arrangements depends significantly on how they are utilized at the company level, with the work council playing a crucial role in influencing working time arrangements. Employees have the right to request ATV days if it has been agreed upon in a collective agreement.³⁶

There is a need for further negotiation to ensure that the legislation on working time (the Arbeidstijdenwet³⁷, and the Arbeidstijdenbesluit³⁸), are effectively applied in practice. Collective agreements have addressed sometimes the ‘right to disconnect’ enabling employees to enjoy their free time without work interruptions. Although this is often not applied in practice due to the employees’ lack of awareness. Employers are required to comply, and scheduling often reflects this compliance due to clear guidelines. However, many employees are unaware that receiving a text from their employer (also outside regular working hours) may count as working time, and that they are not obliged to respond if it was sent outside their regular schedule.

While there are not many legal barriers, most challenges arise at the company level, such as the availability of suitable remote working environments and personal circumstances. Common practices include creating schedules and maintaining adequate staffing levels to prevent unhealthy work routines. Employers need to align workloads with staffing levels to ensure employees can work healthily and take leave without guilt. Tight staffing situations can lead to unhealthy schedules, prompting trade unions to limit flexibility to protect employee well-being.

Trade unions and employers argue for working time arrangements to create a more attractive work environment for both parties. Shorter hours allow for more recovery time and stable schedules. The Generation Pact ‘Generatiepact’ scheme enables employees nearing retirement age to work reduced hours while maintaining pension contributions, provided if it is included in their collective agreement.³⁹ Such arrangements are necessary as trade unions recognize that employees in very demanding and hazardous professions cannot sustain their workload otherwise. Additionally, the growing desire among younger workers for flexibility is acknowledged, with trade unions aiming to provide space for this. Reducing working hours

³⁵ Ministerie van Binnenlandse Zaken en Koninkrijksrelaties, ‘Jaarurensystematiek: Het Afrekenen van Je Gewerkte Uren per Jaar’ (*Direkt*, 13 November 2023) <<https://www.p-direkt.nl/informatie-rijksperoneel-2020/financien/vergoedingen-en-toelagen/jaarurensystematiek>> accessed 29 May 2024

³⁶ ‘Arbeidstijdverkorting & Arbeidsduurverkorting’ (FNV) <https://www.fnv.nl/werk-inkomen/werktijden/arbeidstijdverkorting-arbeidsduurverkorting#> accessed 29 May 2024

³⁷ Stb. 2023, 156.

³⁸ Stb. 2020, 494 and Stb. 2015, 532.

³⁹ For further detailed information on how collective agreements deal with these arrangements see the INNOVAWORKING Case Study on the Netherlands dealing with the collective agreement for the construction and infrastructure sector.

positively impacts workplace satisfaction, productivity, and overall well-being, especially amid digital transformation and AI advancements. Adequate rest and recovery time can lead to lower absenteeism, reduced turnover, and improved recruitment prospects, benefiting both employees and employers.

Negotiation strategies for flexible work arrangements involve prioritizing key points based on collective goals and priorities of negotiating teams. The negotiators determine what is important and what they aim to achieve, allowing them to prioritize certain topics over others.

Social partners advocate for reducing working hours for several reasons. It promotes attractive employment, helping to retain older workers and reduce absenteeism. Part-time workers might be willing to increase their hours if they have fewer days to work. Technological advancements and environmental concerns, such as reducing commuting and energy costs also support shorter working hours. Additionally, it allows for more efficient work practices and addresses the growing demand for caregiving and childcare. Making reduced working hours accessible to those on minimum wages, who cannot afford to work less without financial support, is also emphasized as a key issue by a trade union representative interviewed.

Employers and employees have varying experiences with flexible working arrangements. Employees often work more out of guilt, whereas reductions aim to maintain the same pay and working conditions with fewer hours. In shift work sectors, like factories, employees prefer part-time work to manage work-life balance and handle irregular hours. Despite receiving extra pay for irregular shifts, many opt for part-time work to sustain their health and well-being, even at the cost of a reduced income. From the trade union perspective, both employees and employers benefit from working time reductions, as they maintain productivity and improve overall well-being without negatively impacting wages. However, according to the opinion of the trade union representative interviewed, employers often focus on maximizing production and may prefer increasing work hours, despite evidence showing that reduced hours can lead to better productivity and satisfaction.

E. Overall conclusion regarding flexible working time arrangements

The role of human resources departments in facilitating or supporting flexible work arrangements and reducing working hours can vary significantly between organizations. Although flexible working is supported by legislation, which requires a significant business interest to deny a request, the implementation and support by HR departments depend on the specific collective agreement in place. Therefore, the approach to flexible working time arrangements can differ greatly depending on the company's HR policies and applicable agreed provisions.⁴⁰

Flexibility is a vital aspect of Dutch working time culture, and it is highly valued in the Netherlands. Dutch workers appreciate the ability to adapt their work schedules to accommodate personal commitments. Flexible working arrangements are, therefore, extremely common in Dutch workplaces, with many employers offering options such as part-time work, flexible hours, and remote work.⁴¹ Some workplaces allow applicants to specify preferred work

⁴⁰ Information from interview conducted in the context of the INNOVAWORKING project. Interview 1 – country fiche the Netherlands – 30.04.2024, trade union representative 1.

⁴¹ 'Work Culture in the Netherlands' (NNRoad, 20 May 2023) <<https://nnroad.com/blog/work-culture-in-the-netherlands/>> accessed 30 May 2024.

hours, ensuring better compatibility with personal schedules or so-called ‘papa- and mama-contracts’ for younger parents, allowing shifts from 9:00 to 13:00 or 14:00. Such flexible schedules make attracting new employees easier and retaining existing ones.⁴²

Since the COVID-19 pandemic, hybrid and remote working increased significantly. In 2019, Dutch workers worked an average of 3 hours per week from home. As of 2022, that amount increased to 6,5 hours per week.⁴³ Many companies have adopted hybrid models where employees split their time between working remotely and in the office, allowing employees with the freedom to choose the most suitable work environment for their tasks.⁴⁴ Some companies implement activity-based work practices, where employees can choose their work location based on the nature of their tasks. For example, working from home may be preferred for focused individual work, while using the office for collaboration and meetings. These practices offer employees greater autonomy and control over their work schedules while maintaining productivity and team collaboration.⁴⁵

The Netherlands is known for its high prevalence of part-time work. Of all the people employed, 4,5 million people in the Netherlands work part-time.⁴⁶ It is referred to as the ‘only part-time economy in the world’. Part-time work is not limited to marginal jobs, but it is a mainstream feature of employment in the country. This culture of part-time work is supported by public policy and is mainly arranged on a voluntary basis.⁴⁷ This voluntary aspect of part-time work aligns with the country’s emphasis on work-life balance and flexible working arrangements.⁴⁸

The legal system in the Netherlands does not pose barriers to implementing working time reductions and flexible working time arrangements. The existing Law on Flexible Working facilitates employees’ ability to work part-time, although this differs from working time reductions initiatives. Overall, the existing legal framework in the Netherlands clearly supports both flexible working and the potential for reducing working hours.

Links to relevant legislation and collective agreements

- Law on Flexible Working, (‘Wet Flexibel Werken’):
<https://zoek.officielebekendmakingen.nl/stb-2015-246.html>

⁴² Baks, M. ‘Kom Op Werkgevers: Wees Eens Wat Flexibeler’ [2024] Nursing | pages 40-44; See also information about “De Wever” in: [Het Papa- en mamacontract: 'Dit is één van de oplossingen voor schaars personeel' | ActiZ](#)

⁴³ Codecareer, ‘Werknemers Vinden Flexibiliteit Steeds Belangrijker. Maar Wat Houdt Dat Precies In?’ (*LinkedIn*, 5 December 2022) <<https://www.linkedin.com/pulse/werknemers-vinden-flexibiliteit-steeds-belangrijker-maar-wat-/>> accessed 10 May 2024

⁴⁴ Document Second Chamber Dutch Parliament about Hybrid Working: Tweede Kamer, ‘Kamerstukken: Stand van zaken hybride werken’ (2022-3) 25883-425 [5]

⁴⁵ Document Second Chamber Dutch Parliament about Hybrid Working: Tweede Kamer, ‘Kamerstukken: Stand van zaken hybride werken’ (2022-3) 25883-425 [5]

⁴⁶ Cbs, ‘Who Are Most Likely to Work Part-Time?’ (*CBS*, 14 December 2022) <<https://longreads.cbs.nl/the-netherlands-in-numbers-2022/who-are-most-likely-to-work-part-time/>> accessed 11 May 2024

⁴⁷ Posseriede D. and Plantenga J., ‘Access to Flexible Work Arrangements, Working-Time Fit and Job Satisfaction’ (*Utrecht University*, 14 December 2022) <<https://longreads.cbs.nl/the-netherlands-in-numbers-2022/who-are-most-likely-to-work-part-time/>> accessed 11 May 2024

⁴⁸ Posseriede D. and Plantenga J., ‘Access to Flexible Work Arrangements, Working-Time Fit and Job Satisfaction’ (*Utrecht University*, 14 December 2022) <<https://longreads.cbs.nl/the-netherlands-in-numbers-2022/who-are-most-likely-to-work-part-time/>> accessed 11 May 2024

- Law on Transparent and Predictable Working Conditions ('Wet transparante en voorspelbare arbeidsvoorwaarden'): <https://zoek.officielebekendmakingen.nl/stb-2022-277.html>
- Law on working time ('Arbeidstijdenwet'): <https://wetten.overheid.nl/BWBR0007671/2020-01-01>
- Decree on working time ('Arbeidstijdenbesluit'): <https://wetten.overheid.nl/BWBR0007687/2024-01-01>
- 2023 Collective agreement for the construction and infrastructure sector: <https://www.fnv.nl/cao-sector/bouwen-wonen/bouw-infra/cao-bouw-infra>