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Fringe Benefits in the Netherlands

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The Dutch are renowned for their efficient efforts in the labour market. However they, expect something in return in addition to their base salary. But what should that be, a company car or rather a generous pension? In addition to a good working environment, which fringe benefits are decisive when choosing a certain job in the Netherlands? (cont.)

Many industrial branches have a so-called 'Collective Labour Agreement' (CAO). This agreement provides the base in salary and fringe benefits employees are entitled to. Employers can diversify from this CAO if it benefits the employee. So, when becoming employed, it is acceptable to negotiate rewards.

The Intelligence Group interviewed 3,000 people employed in the Dutch labour market, asking them which benefits they found the most important at work.

Below are the top five benefits that resulted from this research:

- Pension scheme
- Professional development opportunities
- Employer's contribution to health insurance
- 13th month, (an extra payment equal to one month's salary)
- Travel allowance

When split between gender, the result was different. The most important fringe benefits to women were getting parental leave or care-leave and the possibility for part-time work. These topics seem to be almost at the bottom of the wish list for men.

On the general list, the company car is in 11th place whereas, remarkably, women had a company car in 8th place, which was higher on there list than the employer's contribution to health insurance.

Did you think about your fringe benefits? Have you arranged them properly? Feel free to call 3P International for further information on the Dutch labour market.

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