

## Tips for candidates

This document has been put together to help you prepare for your arrival in the Netherlands. You are going to work in the Netherlands, and so below are some tips to help you prepare as well as possible. We advise you to ask your future employer as many questions as possible to ensure you are well prepared when you start work.

## Description of the agricultural sector

- Much of the work is done outside, in all kinds of weather (rain and hot sunshine). Ask your employer for any photos and/or films of the work you will be doing. Tip: search Google and YouTube for videos / photos of the work involved.
- Work in the agricultural sector is seasonal and depends on the weather. Favourable weather conditions can boost production within a short space of time. This will result in a lot of work and you may be able to work more (extra) hours. It's just as likely that, due to the weather, production levels do not rise as quickly as expected, and that you consequently work fewer hours than usual. In that case, your employer may give you other work to do.
- Agricultural businesses are often located in remote areas, some distance from the nearest large town. Facilities and amenities such as a supermarket or train station will often not be close by.
- Accommodation varies from business to business and will often be located close to the field/building you are working in. The agricultural businesses provide accommodation for their workers, and this could be on a campsite, a container home, shed, caravan, house, etc.

## Working and living in the Netherlands

- Anyone earning a wage in the Netherlands must have a BSN (Citizen Service Number), which your employer will help you apply for. If you do not have a BSN, the employer will not be able to pay you your wage.
- You are obliged to have a valid proof of identity, which must remain valid and in date for the entire period you are in the Netherlands, and must not be damaged.
- You are obliged to have Dutch healthcare insurance. European healthcare insurance, travel insurance or healthcare insurance from your home country is not valid. Your employer will take out healthcare insurance for you, and the premium will be deducted from your wage.
- Your employer will arrange your housing. You will usually be responsible, together with your housemates, for the cleaning and upkeep of the accommodation. You will pay (rent) for your housing.
- Bicycles are a very common mode of transport in the Netherlands. It is common practice for people to cycle to work. Your employer will often provide a bike.
- Make sure you bring enough money (cash) with you to the Netherlands to cover your initial living expenses and the journey back to your home country.
- You will be expected to act independently. If you have any questions or problems, always discuss them first with your employer. In the Netherlands it is perfectly normal to ask your employer any questions and/or to discuss any problems with them.
- Make sure you have your own private bank account number. This bank account may be in your home country. If you are coming together with a brother or sister, for example, you must each have a separate bank account number.
- In the Netherlands employers are required by law to pay salaries into a private bank account; cash-in-hand wages are prohibited.

### Questions for the employer

These are some questions you could ask your employer if you intend to come and work in the Netherlands.

- When will I receive my payslip? An employer is obliged to give the employee a payslip.
- How much will be deducted from my wages for housing?
- Is the pay performance related? In the case of performance-related pay a worker is paid more for higher performance.
- Will I be paid weekly or monthly?
- What should I bring with me? This may include work-clothes and footwear, towels, bedding etc.
- Is transport to work provided? Will I have to pay for that?
- What is the housing like? (How many people will I have to share a room/kitchen/bathroom with?)
- Ask the employer for photos so that you know what to expect.
- Ask the employer to email you your contract in advance.
- Ask what language is spoken at the place of work.
- Request the arrival date and the employer's address and contact details by email. This will ensure you have the right information on paper and enable you to contact the employer should any unexpected matters arise.