



Employment Law in the Netherlands

Are your fixed term contracts ready for 2015?

Dutch employment law is facing substantial changes in January and July 2015. These changes will impact all businesses employing staff in the Netherlands.

1 January 2015

Notification obligation:

employers must inform employees on whether their employment contract will be renewed one month prior to expiry. Breach of this obligation may result in penalties.

Trial period: no trial period may be included in a fixed term employment contract of 6 months or less.

Non-compete: non-compete clauses are not allowed in fixed term employment contracts, regardless the term of the contract.

1 July 2015

A chain of fixed term contracts?

A chain of 3 fixed-term contracts exceeding 2 years in total will automatically convert into an indefinite contract.

Our Advice

Do not forget to check your existing fixed term employment contracts for compliance!

We can help so please do not hesitate to contact our experts.



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