

Seasonalwork.NL

The Netherlands

GENERAL INFORMATION	
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Member State	The Netherlands
Name of the organisation and address	EURES Netherlands / Employee Insurance Agency (<i>Uitvoeringsinstituut Werknemersverzekeringen - UWV</i>) La Guardiaweg 116 1043DL Amsterdam
Type of organisation	Ministry of Labour
Title	Seasonalwork.NL
Geographical focus	Cross-country (The Netherlands, Bulgaria, Croatia, Latvia, Lithuania, Poland, Romania, and the Slovak Republic)
Duration	2015 – Ongoing
Summary	<p>Seasonalwork.NL is a vacancy platform and a CV database where Dutch employers in the agriculture sector can get in contact with jobseekers. On Seasonalwork.NL, Dutch employers can post their vacancies online and can search for jobseekers' CVs. At the same time, jobseekers can find vacancies, register their CV, and send their application directly to the employer (both for seasonal or year-round jobs).</p> <p>EURES Netherlands also supports Seasonalwork.NL through the EURES Network, via the translation of vacancies, promotion efforts, and guidance provided to migrant workers.</p>
OBJECTIVES AND ACTIVITIES	
Background/context	► There are approximately 55 000 agricultural and horticultural companies in the Netherlands and two-thirds of the land

	<p>area is used for agriculture and horticulture. In the period 1980-2019, there was a significant increase in scale in agriculture and horticulture. The provinces of South Holland, North Brabant, North Holland and Limburg have the most labour-intensive agricultural and horticultural companies, with numerous greenhouse horticulture companies, open cultivation (such as horticulture, flower bulbs and arboriculture) and mushroom companies. Many migrants work in these companies for short or longer periods.</p> <ul style="list-style-type: none"> ▶ The agricultural sector in the Netherlands has been dealing with specific challenges, such as: labour-force shortages, non-insured workers, and an overall bad image in relation to the treatment of labour migrants. Seasonalwork.NL brings together labour demand and supply, supporting the recruitment of non-Dutch workers and providing guidance on the required administrative procedures. ▶ Seasonalwork.NL is a service offered by LTO Arbeidskracht, the commercial subsidiary of LTO Nederland, (the Netherlands Agricultural and Horticultural Organisation) that has been working with Dutch businesses since 1995 – providing guidance and support for hiring foreign employees. ▶ Since 2015, EURES Netherlands and the Employee Insurance Agency (<i>Uitvoeringsinstituut Werknemersverzekeringen</i> - UWV) have been partners of <i>LTO Arbeidskracht</i> for setting-up Seasonalwork.NL. While this initiative targets directly Polish and Romanian workers, EURES Netherlands works with the EURES Network to reach out to jobseekers from Bulgaria, Croatia, Latvia, Lithuania, and Slovakia as well. The platform is free of charge for jobseekers, while Dutch employers must pay a subscription. Seasonalwork.NL is available in Dutch, English, Polish, Romanian, and Ukrainian.
<p>Objectives</p>	<p>General Objective:</p> <ul style="list-style-type: none"> ▶ To facilitate the employment of EU/EEA seasonal workers in the Dutch agricultural sector in a safe and legal way. <p>Specific Objectives:</p> <ul style="list-style-type: none"> ▶ To assist Dutch agricultural employers posting their

	<p>vacancies online, throughout the recruiting process.</p> <ul style="list-style-type: none"> ▶ To provide a guidance for the employers and the employees, on the requirements of the Dutch labour market: standardised contract, social security number, health insurance, accommodation, bank account, etc. ▶ To strengthen the EURES Network by fostering the links and communication between EURES advisors in the Netherlands, Poland, Romania, Slovakia, Bulgaria, Croatia, Latvia, and Lithuania.
<p>Main activities</p>	<ul style="list-style-type: none"> ▶ Seasonalwork.NL offers an information package of administrative guidance both for employers and employees – covering aspects related to contracts, accommodation, insurance and registration assistance. ▶ The Seasonalwork.NL platform is divided in two spaces: one for Dutch employers and one for foreign jobseekers. ▶ The platform space for Dutch employers: <ul style="list-style-type: none"> ▷ By paying a subscription (starting at the price of EUR 400¹ for three months), employers can access the database, which has more than 3 000 CVs available, select unlimited candidates and contact them directly. ▷ Employers can post vacancies online. These will be translated into English, Polish, Romanian, and promoted actively on social media through the Seasonalwork.NL Facebook page. To create more visibility, employers can decide to share the vacancy also through the EURES Network. In that case, the Dutch EURES advisor will register the vacancy on the specific EURES portal and then, the relevant EURES advisors will translate the vacancy and promote it through their national Public Employment Service. ▷ The vacancy submitted by the employer must include the following information: location of posting; contract start and end date; number of hours and working days per week; description of the tasks; qualifications and language skills needed; type of accommodation offered and its cost; type and cost of health insurance offered; salary description and specific gross salary per hour;

company description and any other useful information, including photos or videos of the work and accommodation offered.

- ▷ The employer is expected to be responsible for the migrant worker (no employment agency can be involved) to facilitate housing at the employer's premises (or nearby for a reasonable price), to help the candidate get a Dutch social security number and to support the candidate for getting the compulsory health insurance.
- ▶ The platform space for EU/EEA jobseekers:
 - ▷ For jobseekers, the platform is free of charge and available in English, Polish, Romanian, and Ukrainian.
 - ▷ Jobseekers can easily access agricultural vacancies in the Netherlands through the platform and get all the necessary information. Candidates need to register to the platform by creating an account. When registering, jobseekers must upload their CV and provide their personal details; information about work experience; their availability, motivation and language skills.
 - ▷ Jobseekers can also apply for the vacancy through their national EURES advisors in the sending country. The EURES advisor from the sending country then uses the EURES Network to communicate with EURES Netherlands, which sends the application directly to the Dutch employer through Seasonalwork.NL.
 - ▷ Jobseekers can contact [EURES Netherlands](#), or their national EURES advisor, if they need assistance when filling out the online registration. Once registered, the candidate can apply for a job and contact directly the employer without the interference of a EURES advisor.
 - ▷ On Seasonalwork.nl candidates can also find useful information on the working and living conditions in the Netherlands.
- ▶ EURES Netherlands coordinates meetings between *LTO Arbeidskracht* and the EURES Network, so that EURES advisors from other Member States can get in contact with

	<p>Dutch employers. These meetings occur twice a year, usually online. An in-person meeting occurred on 1 March 2018, when EURES Network advisors involved were invited to meet the EURES Netherlands team, as well as LTO, in the Netherlands. Also the next meeting in March 2023 will take place in-person, in the Netherlands. Also in this case, EURES Netherlands will invite the EURES Network advisors from the countries involved (Bulgaria, Croatia, Latvia, Lithuania, Poland, Romania, Slovakia) as well as EURES Hungary, Italy and Portugal. The meeting will be organised in cooperation with <i>LTO Arbeidskracht</i> and the IT administrators of Seasonalwork.NL.</p> <ul style="list-style-type: none"> ▶ EURES Netherlands also receives <i>ad hoc</i> requests from EURES advisors from other Member States. This happens, for example, when workers contact the EURES advisor from their country of origin because certain conditions of the contract are not met. This EURES advisor will swiftly communicate with EURES Nederland, who will try solving the problem by contacting the employers involved. ▶ Seasonalwork.NL publishes its own newsletter, every second month. This mainly includes current affairs and updates around horticulture and agriculture. ▶ Applications to vacancies on Seasonalwork.NL can also be sent through “EURES Network referrals”. In this case the applications are sent to the employer directly by the EURES advisor. In this case the jobseeker is not registered on the website.
<p>Relevance</p>	<p>This practice aims at providing information on the rights and obligations of foreign seasonal workers in the Netherlands.</p>
<p>Funding/organisational resources</p>	<ul style="list-style-type: none"> ▶ Seasonalwork.NL is a commercial platform from <i>LTO Arbeidskracht</i>, hence, the funding for Seasonalwork.NL comes from the subscriptions of Dutch employers and membership fees of <i>LTO Nederland</i>. ▶ EURES Network’s funding was used for a promotion campaign done through EUREStv with several interviews, including to EURES advisors from the Netherlands, Sweden and Slovakia, to an <i>LTO Arbeidskracht</i> representative, to a Danish jobseeker, to representatives of the Dutch

	<p>horticultural sector, and to a Dutch agricultural employer offering housing to EU employees.</p> <ul style="list-style-type: none"> ▶ EURES human resources from the Member States involved contribute by translating vacancies and by supporting jobseekers with their registration to Seasonalwork.NL.
PARTICIPATION	
<p>Stakeholders involved</p>	<ul style="list-style-type: none"> ▶ <i>LTO Arbeidskracht</i> ▶ <i>LTO Nederland</i> ▶ EURES Netherlands ▶ The Dutch Employee Insurance Agency for Social Security (<i>Uitvoeringsinstituut Werknemersverzekeringen</i>) – UWV ▶ <i>UWV WERKbedrijf</i> (semi-governmental institution subsidiary of UWV that registers job seekers and links them to vacancies. The National Coordination Office of EURES Nederland is a part of UWV WERKbedrijf).
<p>Target groups</p>	<p>The two direct target groups are:</p> <ul style="list-style-type: none"> ▶ Dutch agricultural employers. ▶ EU/EEA jobseekers looking for a seasonal job in the Dutch agricultural sector. The practice targets directly Polish and Romanian workers, but the EURES Network works with jobseekers from Slovakia, Lithuania, Latvia, Croatia and Bulgaria as well.
<p>Final beneficiaries</p>	<p>Dutch agricultural employers and EU/EEA jobseekers from Poland, Romania, Slovakia, Lithuania, Latvia, Croatia and Bulgaria.</p>
ACHIEVEMENTS & RECOGNITION	
<p>Results and outcomes</p>	<ul style="list-style-type: none"> ▶ The practice has proven to be successful by the number of employers that have joined it. ▶ 39 vacancies were published on Seasonalwork.NL in 2021, 35 in 2020, 80 in 2019 and 60 in 2018. ▶ 760 EURES Network referrals were sent in 2021 and 844 in 2020ⁱⁱ.

- ▶ Exact numbers of candidates that get employed through Seasonalwork.NL are not available. Employers hire employees from different channels, including Seasonalwork.NL and most of them do not record how many candidates were hired from which channel. Moreover, a new Dutch privacy law makes it difficult for EURES Netherlands to access the available data.
- ▶ All employers that published a vacancy on the website receive a survey when the vacancy closes in which the following questions are asked. The survey for the employers includes the following questions:
 - ▷ What grade (out of 10) would you give Seasonalwork.NL?
 - ▷ Did you receive sufficient applications for your vacancy?
 - ▷ How many candidates did you hire?
 - ▷ What are the nationalities of the newly employed workers?
- ▶ In general, the employers are satisfied with the services of Seasonalwork.NL, scoring 8.3 out of 10.
- ▶ On top of this questionnaire, employers are called randomly and asked whether they are satisfied with the service of *LTO Arbeidskracht/Seasonalwork.NL*. A sample of Dutch employers selected on a random basis are interviewed. The most recent interview was with employer Zacht Fruit Schalkwijk, that can be seen on [EURES TV \(episode 2\)](#). The employer expresses its satisfaction with Seasonalwork.NL and the services of the EURES Network.
- ▶ Thanks to the platform and the EURES Network collaboration, Dutch companies get their vacancies reposted through the Public Employment Services of different Member States. Moreover, Seasonalwork.NL increases the employment opportunities for EU/EEA jobseekers.
- ▶ Through the employment services offered by Seasonalwork.NL, EURES Nederland and *LTO Arbeidskracht* are improving the image of Dutch agricultural employers by supporting the recruitment processes as well as administrative procedures such as accessing compulsory

	health insurances.
Recognition – national or regional level	As of now, the practice has not received explicit recognition at the national or regional level.
Recognition – on EU or international level	The practice has not received recognition at the EU or international level yet.
Cost effectiveness	The Seasonalwork.NL platform is a cost-effective way to get agricultural employers and employees directly in contact.
Transferability	This formula has a high transferability component as it can be easily implemented in other sectors, especially those with a high number of seasonal vacancies (e.g. the tourism and hospitality sector).
Sustainability	The initiative has proven to be socially and economically sustainable since it focuses on promoting good employment practices in the Netherlands.
Innovativeness	What is specifically innovative about Seasonalwork.NL is its availability in multiple languages: Dutch, English, Polish, Romanian and (since recently) Ukrainian. Moreover, the platform does not only bring together demand and supply, but it also provides information for job seekers and employers on what to take into account when working in the Netherlands (for the jobseeker) or hiring people from abroad (for the employer). The information is provided in text, images and video in different languages – hence making it accessible.
Digitalisation	This initiative has an important digitalisation component, as the whole process relies on an online platform – from the subscription to the registration and promotion of the vacancy.

ⁱ The rates depend on the employer being a LTO member, the premium choice, or the possibility to post extra vacancies online.

ⁱⁱ Prior to 2020, referrals were not documented. From the beginning of 2020, Seasonalwork.NL was monitored and documented.