

Employment rights and seasonal work conditions in the Netherlands

Poland

GENERAL INFORMATION	
Contact person <i>(incl. function, e-mail address)</i>	Beata Chrościńska, EURES adviser, Regional Labour Office in Białystok beata.chroscinska@wup.wrotapodlasia.pl
Please indicate the Member State you are located in	Poland
Name of the organisation and address <i>(incl. website)</i>	Regional Labour Office in Białystok Pogodna Street 22, 15-3534 Białystok, Poland https://wupbialystok.praca.gov.pl/
Type of body/organisation	Other – A provincial self-government organisational unit
GOOD PRACTICE - GENERAL INFORMATION	
Title of the good practice	Employment rights and seasonal work conditions in the Netherlands
Geographical focus	Regional
Duration	14 July 2021 and 14 October 2021
Summary of the good practice	The Regional Labour Office in Białystok organised two online seminars to increase awareness on employment rights and seasonal work conditions in the Netherlands. The first one was an online training organised for Polish EURES advisors and the second one for jobseekers and workers interested in seasonal work opportunities in the Netherlands.
OBJECTIVES AND ACTIVITIES	
Background/context <i>(Identified needs and how these</i>	► The two online seminars were organised in the framework of the information campaign 'Rights for all

<p><i>have been addressed)</i></p>	<p>seasons¹⁾, launched by the European Labour Authority to raise awareness on existing rights, obligations and counselling services linked to seasonal work.</p> <ul style="list-style-type: none"> ▶ EURES Poland has been cooperating for a long time with EURES Netherlands and the LTO Arbeidskracht (the Dutch organisation of employers in the agricultural and horticultural sectors), as numerous Polish jobseekers move every year to the Netherlands to work as seasonal workers.
<p>Objectives</p> <p><i>(The objectives of the practice)</i></p>	<p>General Objective:</p> <ul style="list-style-type: none"> ▶ Provide better services for Polish seasonal workers in the Netherlands and facilitate jobseekers in performing safe and legal seasonal jobs. <p>Specific Objectives:</p> <ul style="list-style-type: none"> ▶ Raising the awareness of EURES staff and jobseekers on seasonal workers' rights and obligations and seasonal work's conditions in the Netherlands. ▶ Provide EURES staff and jobseekers with information about possible contact persons that can provide additional information on seasonal work, if needed.
<p>Main activities</p>	<ul style="list-style-type: none"> ▶ The two online seminars took place on MS TEAMS and each of them lasted approximately 2 hours. ▶ The first online seminar, held on 14 July 2021, was an online training for EURES staff. The speakers included: <ul style="list-style-type: none"> ▷ Advisors from EURES Netherlands, that prepared a presentation on living and working conditions in the Netherlands; ▷ A representative from LTO Arbeidskracht, who provided information regarding employment's rights for seasonal workers, mainly in the agricultural sector as well as on job opportunities for seasonal workers; ▷ The Policy Officer on Labour Migration and Social Affairs of the Embassy of the Kingdom of the Netherlands in Poland, who gave a presentation providing information on what to do when employees' rights are breached by employers.

	<ul style="list-style-type: none"> ▶ The second online seminar, which took place on 14 October, was open to jobseekers and workers who are interested in working in the Netherlands as seasonal workers. The speakers included: <ul style="list-style-type: none"> ▷ A representative from LTO Arbeidskracht, who delivered a presentation with the same content of the one delivered in the first online seminar and provided some advises for candidates willing to take up a seasonal job in the Netherlands. ▷ The Policy Officer on Labour Migration and Social Affairs of the Embassy of the Kingdom of the Netherlands in Poland, who delivered a presentation with the same content of the one delivered in the first online seminar ▶ During both events participants had the chance to ask questions to the presenters. ▶ The events were disseminated through social media and website ads. ▶ After the first online seminar, participants received the presentations that were delivered by the speakers. While during the second online seminar, participants received relevant contact information to request additional information.
Relevance	<p>The objectives of this activity to raise awareness on the rights and conditions of seasonal work, with a specific focus on Polish jobseekers looking for seasonal work's opportunities in the Netherlands.</p>
Funding/organisational resources	<ul style="list-style-type: none"> ▶ As the seminars were organised in a virtual format on MS TEAMS, no additional funding was needed. ▶ In term of human resources, three people from the Regional Labour Office in Białystok were involved in the organisation of the two seminars.
PARTICIPATION	
Stakeholders involved	<ul style="list-style-type: none"> ▶ Regional Labour Office in Białystok (<i>Wojewódzki Urząd Pracy w Białymstoku</i>) ▶ EURES Netherlands

	<ul style="list-style-type: none"> ▶ LTO Arbeidskracht ▶ Embassy of the Kingdom of the Netherlands in Poland
Target groups	<ul style="list-style-type: none"> ▶ EURES staff from Poland from regional and local levels. ▶ Jobseekers and workers who are interested in working and living in the Netherlands
Final beneficiaries	<ul style="list-style-type: none"> ▶ 83 EURES Poland staff members at regional and local levels. ▶ 42 jobseekers and workers
ACHIEVEMENTS & RECOGNITION	
Results and outcomes	<ul style="list-style-type: none"> ▶ 83 EURES staff members participated in the first online seminar and 42 jobseekers and workers participated in the second one. ▶ No official evaluation was provided by the participants. However, after the first seminar, the informal feedback of the EURES staff was very positive. They reported to have found the information very useful to provide better services to the users. ▶ The impact of the jobseekers was positive as after the meeting several of those who participated in the seminar contacted EURES advisors asking information about possible job opportunities as seasonal workers in the Netherlands.
Recognition – national or regional level	As of now the practice has not received explicit recognition at national or regional level.
Recognition – outside your MS	The practice has not received recognition at EU or international level yet.
Cost effectiveness	The organisation of the event was cost effective as the virtual format of the event did not require additional costs, such as renting a venue, booking travels etc.
Transferability	Similar events can be organised in other Member States where there is a particular interest for opportunities related to seasonal work in a specific other country.
Sustainability	The organisation of the two seminars is sustainable from a financial perspective, as the virtual format of the events keep the logistical costs very low. Moreover, the virtual format of the event did not require participants and speaker to travel

	to a specific venue, limiting the environmental impact of the event.
Innovativeness	<p>The event was held online on MS TEAMS.</p> <p>Different channels were used to invite participants e.g. social media - Facebook webpage https://www.facebook.com/profile.php?id=100068821675737</p>
Digitalisation	The event was held online on MS TEAMS. This format made the event accessible to a wider audience.

ⁱ ELA information campaign 'Rights for all seasons'. Additional information available at:
<https://www.ela.europa.eu/en/campaigns/rights-for-all-seasons#:~:text=To%20raise%20the%20awareness%20of,network%2C%20the%20European%20Platform%20ta ckling>