

iGlobal Law 2021 Annual Update : The Netherlands

Legal Change	Effective Date	Action required
<p>Extension Coronavirus Job Retention Scheme This government scheme enables employers who experience a revenue loss of at least 30% due to Covid to claim for a subsidy of up to 80% of their wage bill.</p> <p>Originally set to end on October 1st 2020, it was extended to July 1st 2021 due to the second wave of the corona pandemic. The extended version leaves employers more room to adjust their wage bills, without affecting the amount of subsidy.</p>	Extended scheme ends on July 1 st 2021	Keep up to date with the rules and deadlines. The UWV website provides clear guidance.
<p>Compensation Transition Fees Paid out in the Event of Company Closures This government scheme enables companies who employ no more than 24 employees to claim compensation for transition fees paid out in the event of the closure of the company due to retirement or death of the employer. A claim must be filed with UWV in the same way as compensation can be claimed for transition fees paid out to employees after two years of illness. It is expected that before the end of 2021 this scheme will be expanded to similar claims in the event of company closures due to illness or disability of the employer.</p>	January 1 st 2021	A successful claim for compensation is subject to a number of conditions. Keep up to date with these conditions and deadlines through the UWV website .
<p>The Early Retirement Act From 2021 onwards, it will be financially easier for employers to facilitate early retirement. The so-called 'Lump Sum Payment, Early Retirement and Leave Savings Scheme Act' provides for a temporary exemption of the tax on early retirement for employees who resign within three years of reaching the state pension age. Kindly note the Dutch Senate still has to approve this act, but it includes retro-active clauses to secure it starts from January 1st 2021.</p>	January 1 st 2021	The Early Retirement Act might provide an interesting option for employers who wish to facilitate the early retirement of employees with, for instance, physically demanding occupations.
<p>Proposal for a Shortened Period of Continued Payment of Salary for Ill Pensioners The obligation to continue to pay salary in the event of illness of an employee who has already reached the state pension age is expected to be shortened from 13 weeks to 6.</p>	April 1 st 2021	Nothing at this stage but keep an eye out for the draft legislation.
<p>Act on Fixed Working Hours Offered to On-call Workers Since January 1st 2020, employers are obliged to make employees, who have worked for them on an on-call basis for a period of 12 months, an offer for a fixed amount of working hours, based on their average amount of working hours in the previous twelve months. This Act stipulates that the employer has one month to make the on call-worker such an offer and the on call-worker has one month to accept.</p>	July 1 st 2021	Nothing at this stage but keep an eye out for the draft legislation.

<p>Proposal on the Assessment of the Re-integration Report According to this proposal, an employer making re-integration efforts consistent with the medical advice of the company doctor, will no longer be confronted with an extension of the period to continue to pay salary after 104 weeks of sickness or disablement of the employee.</p>	<p>September 1st 2021</p>	<p>Nothing at this stage but keep an eye out for the draft legislation.</p>
<p>Proposal on the Expansion of Paid Parental Leave In 2020 the Dutch legislator entitled parents to 5 weeks of paid leave immediately after the birth of their child. The Dutch government has now proposed to introduce 9 weeks of partially paid parental leave. This expansion allows both parents to spend time with their new-borns. During the proposed parental leave, the employee is entitled to a benefit up to 50% of his salary.</p>	<p>Not yet announced, but expected in 2021.</p>	<p>Nothing at this stage but keep an eye out for the draft legislation.</p>