



Dismissal Law in the Netherlands: A Practical Guide

Mirjam de Blecourt

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In July 2015, dismissal laws in the Netherlands were changed drastically. The objective was to make dismissal laws simpler, fairer, faster and cheaper. However, it has become clear that this objective will not be met. Severance packages have not been diminished to the lower transition payment and the more expensive Cantonal Court formula has not been abolished in practice. Compensation claims are on the rise and dismissing ill employees has become extremely difficult. Explanations of the new laws in the English language are currently wanting. In order to facilitate multinationals and other international clients, Mirjam A. de Blecourt now fills this gap with this practical guide. As the laws are complicated, the booklet is written to guide the reader in a pragmatic and efficient way. It will be useful to those who work in Human Resources in the Netherlands and have to report in English; to non-Dutch owners and investors with companies in the Netherlands (or who wish to invest in the Netherlands in the future); to lawyers and other advisors who conduct their business in the English language; as well as employees who have been seconded to the Netherlands. It could help them understand Dutch dismissal rules before they sign an employment contract. Finally, the booklet is also of interest to students who are interested in employment and dismissal laws.

[Subject: Labor Law]

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