



Ministry of Social Affairs and
Employment

Work and income for refugees from Ukraine

A healthy and safe working environment

In the Netherlands, employers and employees must adhere to certain rules in order to keep the working environment as healthy and safe as possible. These rules are described in the [Working Conditions Act](#). Topics that appear in this law include what you should do when you use hazardous substances, how to tackle strenuous physical work, what protective equipment you should use in certain work situations and how you can properly organise your work area. Together with the employer, you look at how you can adhere to these rules as best as possible.

Who ensures I can work in a healthy and safe environment?

Your employer is obliged to arrange the work properly. The work should not have a negative impact on your health and safety. He must tell you about workplace-related risks; this is called a Risk Inventory & Evaluation (RI&E). At work, ask about the measures that have been taken. If your employer employs more than 25 people, he is obliged to appoint a special expert. This expert is referred to as the prevention officer. Ask your manager who the prevention officer is at the company where you work. If a works council has been established within the company, you can also ask them about your health and safety in the workplace. If your workplace remains unsafe after these meetings, you can report this to the [Netherlands Labour Authority](#). They check whether companies comply with the law. You can contact the Netherlands Labour Authority on 0800 5151 to make a report or to submit information online.



Work and rest hours

The Working Hours Act describes all the rules for working hours and breaks. All employees and employers in the Netherlands must adhere to this. Sometimes, the industry has created additional rules in addition to this law. These are included in an agreement drawn up by the employers and employees. This agreement is called the collective agreement (“CAO”). Ask your employer about the rules or working and rest times at the company where you work. More rules about taking breaks can also be found in the [Working Hours Act](#).



Pregnancy and illness

Discuss your pregnancy with your manager. For instance, about the difficulty of your work, working hours and pregnancy leave. You are obliged to report a pregnancy to your employer. Your employer is not permitted to fire you if you are pregnant. Neither is he permitted to fire you because he thinks you want to get pregnant. You may not be fired during the first six weeks after your maternity leave.

If you are employed by the company where you work, you are entitled to 16 weeks of [pregnancy leave](#). This leave starts four to six weeks before your due date. During pregnancy leave, your salary will continue to be paid for 16 weeks.

For more information about pregnancy and work, visit www.workinnl.nl.



Illness

If you are ill and cannot work, you must notify your manager as soon as possible. If your manager is absent, you must notify his deputy. Your employer may then arrange for a replacement.

If you are ill for more than a week, your employer is obliged to report this to the occupational health and safety service or a company doctor. These are experts who advise your employer in the event of illness in the workplace and about working safely. This enables them to give you the best possible assistance during your illness and you can together work on your recovery. The company doctor looks at your situation and determines whether you can do adjusted work and how and when you can best return to work.

You do not have to tell your employer why you are ill. Also, your employer is not permitted to ask why you are ill or what illness you have. However, he may ask when you think you will be able to resume your duties.



