



Netherlands Labour Authority
Ministry of Social Affairs and Employment

What does the Netherlands Labour Authority do?

**The Netherlands Labour Authority works for
fair, healthy and safe working conditions and
socio-economic security for everyone**

1 Tasks of the Netherlands Labour Authority

The Netherlands Labour Authority (Nederlandse Arbeidsinspectie) forms part of the Ministry of Social Affairs and Employment (het ministerie van Sociale Zaken en Werkgelegenheid). The Netherlands Labour Authority (NLA) works for fair, healthy and safe working conditions and socio-economic security for everyone. The Netherlands Labour Authority checks if employers and employees comply with the various laws, decrees and regulations in the field of labour. The Labour Authority also investigates fraud, exploitation and organised crime within the chain of work and income. In the field of Social Affairs and Employment, she monitors developments and risks and reports them to the stakeholders.

Supervision of compliance

The Netherlands Labour Authority supervises compliance with the following laws and regulations:

- the Foreign Nationals Employment Act, the Minimum Wage and Minimum Holiday Allowance Act and the Placement of Personnel by Intermediaries Act (in order to combat illegal employment, payment under the minimum wage, labour exploitation, rogue job placement services and other forms of labour market fraud).
- the Working Conditions Act and the Working Hours Act (to promote safe and healthy working conditions and working hours and rest breaks for employees).

- the Major Accidents Risks Decree and the Supplementary Risk Inventory and Evaluation (to reduce the risks for employees and the environment posed by companies that use large quantities of hazardous substances).
- the Terms of Employment Posted Workers in the European Union Act (WagwEU).
- the Nuclear Energy Act, to protect employees against the risk of radiation.
- the Plant Protection Products and Biocides Act.
- a number of Commodities Act Decrees with regard to the safety of products for the professional market.
- the Economic Offences Act.
- compliance with collective labour agreements.

Investigation and detection

The tasks of the Labour Authority include the investigation of, for example, labour exploitation, human trafficking and large-scale fraud in the field of social security. Investigations by the Inspectorate are carried out under the direction of the Public Prosecution Service (OM).

Monitoring and reporting

The Netherlands Labour Authority monitors and reports developments and risks in the field of Social Affairs and Employment to stakeholders.

2 Working method of the organisation

The Netherlands Labour Authority assumes that citizens and companies take their own responsibility. Therefore trust forms one of the basic principles of the Labour Authority work. Supervision and investigation are deployed for the most persistent issues and when their effect is the greatest. In addition, the Labour Authority investigates accidents, complaints and other reports. The Labour Authority also studies the functioning and effects of the social security system.

Programmes

In order to tackle the greatest risks and to achieve the greatest possible social effect, the Netherlands Labour Authority sets up programmes. A programme consists of a long-term series of activities that focus on a theme or a sector.

In order to work as effectively as possible, a combination of supervisory instruments and investigations is used for each programme. Depending on the target groups and the risks, the Labour Authority deploys targeted inspections, information, consultation with the sector or other

instruments. The Labour Authority also uses combinations of interventions (inspections, communication, (criminal) investigations, partnerships, etc.). How social parties (such as trade associations) are organised and how much they (may) influence the tackling of risks, also plays a role.

Sectors

For these sectors a targeted programme has been developed:

- Removal of asbestos
- Companies with hazardous substances:
 - Chemicals, petrochemicals and crude oil
 - Plastic and rubber
- Construction and Infrastructure
- Retail
- System of Work and Income
- Catering
- Agriculture and Horticulture
- Metal
- Ship-building and maintenance
- Cleaning
- Transport and Logistics
- Employment Agencies and Secondment
- Care and Health

3 Results and effects

The Netherlands Labour Authority wants to achieve a maximum effect with its supervision and investigation activities. Measuring the effects of its efforts and making those effects transparent shows how successful interventions are. The Labour Authority uses a combination of instruments for this. By sharing these results with (potential) collaboration partners and other supervisory bodies, the Labour Authority wants to contribute to the increasing effectiveness of supervision and investigation.

Collaboration renders more results

The basic principle of the Netherlands Labour Authority is “Collaboration renders more results”. Collaboration is important for flexibility and innovation. This is structured by means of:

- The use of a combination of interventions. The Netherlands Labour Authority inspects, investigates, conducts research, communicates, puts pressure on clients and promotes a chain approach and collaboration. When necessary inspections are repeated until the shortcomings are remedied. The Labour Authority also follows the implementation of promised improvement measures regarding the functioning of work and income or certification systems. The supervision is exercised in collaboration with other national inspectorates, the Tax and Customs Administration, municipalities, the Employee Insurance Agency (UWV) and the Social Insurance

Bank (SVB). Parties work together in criminal investigations under the direction of the Public Prosecution Service (OM). Promoting compliance is done in collaboration with stakeholders such as social partners, chain organisations and knowledge organisations.

- A risk-targeted approach made possible by a modern and flexible organisational structure. The expertise of the Labour Authority is used as integral and flexible as possible by deploying a programmatic and project-based approach. The Labour Authority applies a targeted approach by means of programmes. A programme consists of a long-term series of activities that focus on tackling the greatest risks and on achieving the greatest social effects. To that end, the Labour Authority opts for a themed approach (such as in the programmes targeting working with hazardous substances or targeting labour exploitation). She also applies a sector approach (such as in the programmes targeting the metal or employment agency sectors).
- The investigation of work-related accidents, complaints and other reports and processing requests for an exemption from statutory obligations. When she evaluates these cases, the Labour Authority considers how she can further reduce work-related accidents and complaints.
- Carrying out system monitoring by studying the functioning and effects of the system of work and income.

4 Complaints, tips, reports and applications

Do you want to contact the Netherlands Labour Authority for a report, complaint or question?

Nederlandse Arbeidsinspectie
(Netherlands Labour Authority)

Telephone: 0800 - 5151 (free)

Post: Postbus 90801, 2509 LV Den Haag

www.NLArbeidsinspectie.nl

(www.NLLabourAuthority.nl)

Work-related accidents requiring notification

can best be reported by phoning the above-mentioned telephone number. You can also report industrial accidents outside office hours by phoning this number.

Employers are obliged to **immediately** report work-related accidents that result in hospital admission, permanent injury or death to the Netherlands Labour Authority.

You can also contact the Netherlands Labour Authority for:

- reporting complaints about your working conditions;
- offering tips about illegal labour, exploitation and/or payment below the statutory minimum wage;
- notifications, reports and applications for exemptions (such as the removal of asbestos, child labour, etc.);
- reporting Health & Safety catalogues for testing;
- reporting a fraud crime (anonymously) in the field of work and income (benefits, tenures, subsidies, possible exploitation of employees).

See: www.NLArbeidsinspectie.nl/contact
(www.NLLabourAuthority.nl/contact)

5 More information?

If you have any other questions after reading this brochure, please check our websites: www.NLArbeidsinspectie.nl and www.NLLabourAuthority.nl

If you have general questions for the central government, see: www.rijksoverheid.nl (www.government.nl)
Telephone: 1400



This brochure is a publication of:

Nederlandse Arbeidsinspectie
(Netherlands Labour Authority)

Publication number 100E

© Rijksoverheid | January 2022