## Holiday entitlements and holiday pay

**Living in Belgium and working in the Netherlands**

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If you live in Belgium and work in paid employment in the Netherlands, you will be entitled to paid leave and holiday pay. The minimum entitlements are laid down in the law.

**How much holiday pay will you get?**

In the Netherlands, your holiday pay is at least 8% of your wages. Holiday pay is accrued every month and is paid by your employer at least once a year, usually in May or June.

**How many hours of paid holiday entitlement will you get?**

On an annual basis, you are entitled to at least 4 times the number of hours you work per week. For example, if you work 36 hours a week, you are entitled to a minimum of 4 x 36 = 144 hours of paid holiday entitlement a year (18 days). Many employees have more holiday hours on the basis of a collective agreement or their employment contract. You cannot normally exchange holidays for cash, unless this is provided for in your collective agreement. At the termination of your employment, you will be compensated for any holiday hours not used.

**Ill or pregnant**

If you are ill or on maternity leave, you will continue to accrue holiday entitlement.

On 1 January 2012, new legislation on holiday entitlement was introduced. The following changes have been made:

- In future, employees who are sick will continue to accrue holiday entitlement, even if they are ill for more than six months.
- Accrued statutory holiday entitlement will lapse 6 months after the end of the year concerned.
- Employees who are sick must also take as much of their holiday entitlement as possible.

**Taking days off**

In general, people will consult with their employer if they want to take days off. You can also take hours off. You are entitled to a continuous period of at least two weeks of paid holiday. Some industries have one fixed period in which you must take your holiday. Certain days may also be designated by employers as compulsory holidays, such as the Friday between Ascension Thursday and the weekend.
What if…

... you want to carry over holiday entitlement to the next year?
You can, but there is often a limit to the number of days you can carry over.

... you fall ill?
In that case, you will not lose your holiday hours, even if you fall ill while on holiday. However, your collective agreement may stipulate that the first two days of illness must be taken off your holiday entitlement, for example.

... you have been ill for more than six months?
You will accrue the same number of days leave as people who are working.

... your employment contract is terminated?
In that case, your employer will include any outstanding holiday pay in your final payment.

Stay informed

This leaflet contains general information. Additional conditions and exceptions may apply to your situation, and rules and regulations are subject to change. We therefore advise you to check our website regularly (www.svb.nl/bbz).

If you have any questions, feel free to get in touch with the Bureau for Belgian Affairs. We will be happy to assist you.

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