

## Conditions and rules for internship in the Netherlands

### Conditions and rules for internship in the Netherlands

In the Netherlands, there is no legal definition for an internship. In general, the main objective of an internship is education in a work situation. Learning goals have to be clear and the intern has to be counselled.

There are two types of internship: as part of a formal education ('leerlingschap') and outside of a formal education ('stage').

#### **For internships as part of a formal education (leerlingschap) the following applies:**

- main objective is learning, not production/profit or other work related goals
- number, duration and level of internships depends on the type of education (learning-on-the-job, vocational education, higher education, university)
- intern has to be counselled and guided by the hosting company
- a compensation of 250-300 euro/month is often paid to the intern, this is not an obligation
- in some sectors payment of interns is part of the collective agreements between workers and employers, then it is an obligation to pay
- a formal written agreement is recommended (including goals, duration, evaluation, compensation), this can be provided by the company
- intern is insured through their school
- for students from Dutch vocational educational programs, the hosting company has to be a 'recognized learning company'.

#### **For internships that are not part of a formal education (stage) the following applies:**

- main objective is learning, not production/profit or other work related goals
- intern is not part of the regular staff, but a formal written agreement (on goals, duration, evaluation compensation) has to be in place, to be provided by the company
- a compensation of 250-300 euro/month is often paid to the intern, this is not an obligation
- in some sectors payment of interns is part of the collective agreements between workers and employers, then it is an obligation to pay the intern a compensation
- insurance of the intern needs to be taken care of separately (paid by the hosting company)

#### **Difference between paid work and internship**

From a legal point of view, activities on the workplace are regarded as regular work when they are performed for production (instead of for achieving a learning goal, like during a 'stage'). In that case minimum wage and other regular agreements are applicable.

Source: <https://ec.europa.eu/eures/main.jsp?countryId=NL&acro=living&lang=en&parentId=0>

Accessed on 27-5-2020

#### **Other useful information**

- <https://www.government.nl/topics/immigration-to-the-netherlands/question-and-answer/as-an-eu-citizen-how-can-i-stay-in-the-netherlands-for-longer-than-three-months>
- For Dutch companies in that host interns as an 'recognized learning company', a subvention can be available up to 2700 euro/year/learning position.  
<https://www.rvo.nl/subsidies-regelingen/subsidieregeling-praktijkleren>