



CHECKLIST

WORKING AS A SELF-EMPLOYED PERSON (ZZP) IN THE NETHERLANDS - THIS IS WHAT YOU NEED TO KNOW

DO THE TEST:

You know you are a self-employed person if:

- 1** you can decide for yourself how you work
- 1** you can decide for yourself which clients you work for (there is always more than one)
- 1** you can determine your own hourly rate
- 1** you can do your own tax administration and pay your taxes
- 1** you can send your own invoices
- 1** you can use your own equipment

If you answered 'no' to several questions, there is a good chance that you work as a **'false self-employed person'**.

Disadvantages for you: you have no employee protection, you are not insured in case of illness, you have no job security, you do not build up a pension. And you must be careful not to incur any debt with the tax authorities.

Advantages for your employer: he/she bears no responsibility for you in case of incapacity or illness and pays lower premiums. Your employer can dismiss you immediately, even in case of illness.

You are a false self-employed worker if you accept an assignment as a self-employed person but are actually employed in disguise. This means that you seem to be a self-employed person (and call yourself that), but work just like an employee.

If you recognize yourself in this situation and if you are not being paid (in full), please contact FairWork.



FAIRWORK



FairWork is an independent non-governmental organisation (NGO) that supports women and men that are being exploited by their employer in the Netherlands. Any information that you share with us will be kept confidential. The support that FairWork offers is free of charge.



FairWork can be reached in Ukrainian through
WhatsApp: +31 6 21 93 88 64



You can also send an e-mail to:
ukraine@fairwork.nu

Visit our website:
www.fairwork.nu/en

All the information you share with us will remain private. And all the support we offer is free of charge.