Workers in disabled care see work-life balance improvements

Netherlands

The collective agreement covering workers providing disability care has new elements to improve work-life balance. There is an annual hours system based on a 36-hour week for a full-time worker. This alllows for flexibility to help address peaks and troughs in the service but on the basis that employers have to abide by clear rules in both the collective agreement and legislation. Workers in the sector can also now look to the collective agreement to assert their right not to be contactable during their time off. The FNV trade union sees this as an essential measure to tackle increasing stress and burnout in the sector.

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