

# FLEXWORK

**Every sector has its own rules. Do you know the rules on the flexible market?**



## VIBRANTLY DYNAMIC

Flexible work comes in various shapes and forms, and holds a large share of the labour market. New profit models and assignments across national borders confront entrepreneurs such as you with complex laws and regulations.

flexible employment agencies (temp and secondment agencies, payroll companies and employment officers) are facing an increasing number of laws and regulations. Frequent compliance checks are a part of this process. Not only are checks conducted by the Tax and Customs Administration and the Inspectorate SZW, but they also relate to NEN standards, collective labour agreement application (SNCU), housing, training budgets or health and safety. Although you might no longer be able to see the forest for the trees, the laws and regulations must still be observed. But how can you?

## FROM THEORY TO PRACTICE

The leap from theory to practice is not always easy to take. Mazars supports you in the process of achieving and maintaining compliance with the ever-changing and increasingly complex rules. We develop recommendations in which the practical application of theory to practice and the simplicity of the consultancy are paramount.

'Whereas the accountant is usually involved after the fact, Mazars already presents itself during the course of the year, when there are new developments in the market and opportunities are revealed.'

**Caspar Jansen, director of Haldu Groep**

## OUR SERVICES

Mazars flexwork consists of a multidisciplinary team. The services offered by Mazars flexwork include accountancy audits, labour and immigration law, compliance, and payroll and payroll tax. In addition, there is considerable knowledge and experience in the following areas:

- Cost analysis
- Assistance and guidance during audits by inspection bodies (including SNCU, SNA, SNF, the Inspectorate SZW, and the Tax and Customs Administration)
- Designing payroll software
- Extraterritorial cost scheme (ET scheme)
- Flex due diligence
- Flexible work scan
- Cross-border employment
- Tax incentive schemes related to mobility

Our close cooperation with the experts from Pellicaan Advocaten means that you have a single contact person to whom you can go with all your questions on taxes, laws and labour regulations. Your situation will immediately become clear.

## EXPERIENCE

Mazars serves a wide variety of enterprises on the flexible work market; most are temp agencies and payroll companies based in the Netherlands, but some include clients that hire in staff and foreign companies which arrange work for personnel in the Netherlands.

## FUTURE AND CHALLENGES

The flexible work market is expected to grow in future. At the same time, the sector is facing various challenges, including the rise of social media, online recruitment and platform work as well as ageing. Other forms of flexible work (e.g. self-employment) create fiercer competition on the flexible work market as well. Employee and employer preferences, ideas and expectations will have to be carefully aligned.

Laws and regulations will also continue to pose new challenges for you as an entrepreneur. The influence of national politics and the far-reaching European cooperation mean that entrepreneurs such as you must look beyond your own region or market.

## DISTINCTIVE AND VALUABLE

Our experts continuously keep their knowledge up to date in order to ensure that they can brainstorm with you. Maintaining a dialogue with one another is necessary in order to grasp all the challenges and specific characteristics of each organisation. Only then can we serve you as effectively as possible. As Mazars uses short lines of communication, our experts are directly accessible and approachable. Entrepreneurs consider this asset valuable.

## WANT TO KNOW MORE?

Which opportunities do these challenges provide to you? Have a chat with Niels Raaphorst, Flexible Work sector leader.

## CONTACT

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Mazars is an accountancy, tax advice and consultancy specialist. When working with us, you can expect the utmost quality within ethical and legal frameworks. Our clients' trust in our judgement is the reason why we exist. In this way, we contribute to the sustainable yield of our clients and to society as a whole.

**Mazars. Trustworthy through quality**