The Dutch way: Compromising family or compromising career?
Antonia Crielaard-Beenen (1909-2002)
1956: Act abolishing the legal incapacity of married women
Net labour participation rate (min. 12 hours/week)
(Population aged 15-65y)

Source: Centraal Bureau voor de Statistiek
Employment rate (min. 1 hour/week) in %, 2014
(Population aged 20-64y)

Source: Eurostat
Part-time workers in % of total employment, 2014
(Population aged 20-64y)

Source: Eurostat

- Women: Netherlands (highest %) - 77%, EU-28 - 33%
- Men: Netherlands (highest %) - 28%, EU-28 - 10%
Working hours of women disaggregated by educational attainment in %, 2015 (Population aged 20-65y)

<table>
<thead>
<tr>
<th></th>
<th>Low</th>
<th>Middle</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fulltime</td>
<td>18</td>
<td>21</td>
<td>37</td>
</tr>
<tr>
<td>28-35</td>
<td>16</td>
<td>21</td>
<td>28</td>
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<tr>
<td>20-28</td>
<td>28</td>
<td>29</td>
<td>23</td>
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<tr>
<td>12-20</td>
<td>20</td>
<td>16</td>
<td>7</td>
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<tr>
<td>1-12</td>
<td>17</td>
<td>13</td>
<td>5</td>
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</tbody>
</table>

Source: Centraal Bureau voor de Statistiek
Economic independence in %, 2014
(Population aged 20-65y)

Source: Centraal Bureau voor de Statistiek
Emotional burden
Average time spent on paid and unpaid work by mothers and fathers

<table>
<thead>
<tr>
<th></th>
<th>Paid work</th>
<th>Unpaid work</th>
</tr>
</thead>
<tbody>
<tr>
<td>mothers</td>
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<td>33</td>
</tr>
<tr>
<td>fathers</td>
<td>38</td>
<td>15</td>
</tr>
</tbody>
</table>

Source: Lekker vrij? SCP/Atria 2016
Pay Gap in %, disaggregated by age group, 2014

Source: Centraal Bureau voor de Statistiek
Recommendations

1. Paid parental leave
2. Affordable quality day care with highly qualified personnel
3. Change the school system
4. Critical mass of women on boards
The future: reconciling family and career?
Thank you for your attention

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