WORKPLACE MEASURES ON RECONCILIATION IN THE NETHERLANDS:

PROGRESS TO DATE AND THE CHALLENGES AHEAD

30 MEI 2017
They raise the world's happiest children - so is it time you went Dutch?

By Rina Mae Acosta and Michele Hutchison
7 January 2017 • 7:00AM
BEST WORK LIFE BALANCE?

- 20% of workers are under pressure due to work-life reconciliation.
- 20% of workers also have care responsibilities.
- 10% of sick leaves due to strains in work-life.
TIME USE WORKING PARENTS

Source: SCP (TNO'14)
WORK LIFE LEGISLATION

• Maternity leave: 16 weeks 4 to 6 weeks paid leave before due date. 10 to 12 weeks after birth.

• Paternity leave: 2 days paid leave

• Parental leave: 26 weeks unpaid, flexible uptake.
WORK LIFE LEGISLATION: CHILD CARE

• **Kinderdagverblijf**: Daycare for children aged six weeks to four years old. Centres are generally open from 7.30am to 6–8pm.

• **Pre-school/playgroups (peuterspeelzalen)**: Activities and play for two to four year olds. This is often more social rather than proper daycare.

• **After-school care**: Some daycare centres provide this for children up to 12. Typical schoolday is 8.30-12.00 and 13:15-15:15.

• **Childminder**: Informal care at home.
Childcare allowance in the Netherlands

• Parents working (or studying) in the Netherlands are entitled to the childcare allowance (kinderopvangtoeslag) for children under 12.

• The allowance can reduce childcare costs up to a maximum of 90 percent, depending on income and number of children.

• But childcare is still expensive
Work life legislation: Care

Carer’s leave:
- **Leave in case of emergency**: 100% paid
- **Short term carer’s leave**: maximum of 2 weeks within 12 months, 70% paid leave
- **Long term carer’s leave**: up to 6 weeks within 12 months, unpaid

You can take up leave to care for a family member, friend or anyone you have a social relationship with.
Long term care reform 2015

- Severe cuts on home care
- More care responsibilities for family members: participatiemaatschappij ('Participating society' instead of 'Welfare state')
RIGHT TO REQUEST

• Work less or more hours

• Change your work schedule

• To work at home or somewhere else
Share of part-time work

% of total employment

Source: Eurostat, LFS

#evidenceinfocus
Arbeidsparticipatie van moeders met kind jonger dan 3 jaar, 2015

Bron: Labour Force Survey
WEEKLY WORKING HOURS MOTHERS BEFORE AND AFTER GIVING BIRTH

Wekelijkse arbeidsduur van vrouwen van 25-49 jaar voor en na de geboorte van het eerste kind, 2013-2015 (in procenten)

Bron: CBS (Enquête beroepsbevolking '13-'15)
DUTCH CULTURE

• The best place for a young child is at home, not at daycare.
• Shift from ‘Breadwinner-model’ to ‘One-and-a-half earnermodel’: man works fulltime; woman parttime.
• 2 in 5 think women are more suitable for caregiving.
• Lack of work-life policies and traditonal schooltimes reinforce this model.
ISSUES

• Lack of paternity leave and paid parental leave reinforce parttime work for women.
• Patchwork childcare does not benefit young children.
• Care-responsibilities will increase in future.
• Leave is now only an option for higher incomes: growing inequality.
INEQUALITY

FLEXIBILITY IN TIME AND WORKSPACE DIFFERS FROM SOCIAL GROUPS

- Can determine times: 65% (high-educated), 42% (middle-educated), 30% (low-educated)
- Can (sometimes) work from home: 61% (high-educated), 25% (middle-educated), 12% (low-educated)

Source: CBS/TNO (NEA’14)
WHAT NEXT?

• Public debate on paternity leave
• Social economic council report:
  – 16 hours daycare for children between 2 and 4
  – Now working on a model for paid parental leave
MORE INFORMATION


• Jessica.vanRuitenbur@FNV.nl