

The Netherlands³⁹²

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For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the [cross-country tables](#) at the front of the review (also available individually on the Leave Network website). To contact authors of country notes, see the [members page](#) on the Leave Network website.

1. Current leave and other employment-related policies to support parents

a. Maternity leave (*zwangerschaps-en bevallingsverlof*) (responsibility of the Ministry of Social Affairs and Employment)

Length of leave (before and after birth)

- 16 weeks: 4 to 6 weeks before the birth and 10 to 12 weeks after the birth. If the birth is later than the expected date of delivery, the longer benefit period preceding childbirth is not deducted from the benefit period after childbirth, resulting in a longer period of leave.
- It is obligatory to take 4 weeks before and 6 weeks after the birth.

Payment, funding and taxation

- 100 per cent of earnings up to an upper limit of 70 per cent of the 'daily maximum wage', which is set annually by the government, and is €290.67 in 2025.
- Payments are made to the mother by her employer, who claims back from the Employee Insurance Agency.
- Payments are taxed.
- Pension rights continue to accrue during leave.

³⁹² Please cite as: den Dulk, L. and Yerkes, M.A. (2025) 'Netherlands country note', in Dobrotić, I., Blum, S., Kaufman, G., Koslowski, A., Moss, P. and Valentova, M. (eds.) *International Review of Leave Policies and Research 2025*. Available at: <https://www.leavenetwork.org/annual-review-reports/>

- Funded from the Employee Insurance Agency, which is financed by employers contributing between 2.6 and 7.64 per cent of employees' earnings.

Flexibility in use

- Leave can be started between 6 and 4 weeks before the expected date of delivery, but pregnant workers are not allowed to work between 4 weeks before the expected date, and 6 weeks after the actual date of delivery.
- After the 6 weeks' obligatory leave following delivery, mothers are entitled to use the remaining part of their leave in a flexible way, spread over a maximum of 30 weeks.

Eligibility (e.g., related to employment or family circumstances)

- All female employees.
- Self-employed women who have worked at least 1,225 hours in the calendar year in which they give birth are entitled to 16 weeks payment up to a maximum of 100 per cent of the statutory minimum wage, depending on the number of hours worked (€14.06 per hour before taxes for those aged 21 years and older in 2025).³⁹³
- Women in same-sex relationships who give birth are eligible.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent); or delegation of leave to person other than the mother

- Additional leave of up to 10 weeks, if the child needs to stay at the hospital for more than 1 week after the birth.
- Delegation of 10 weeks of leave to the partner if the mother dies, even if the mother was self-employed or was not eligible for leave (e.g., because of not being in paid employment).
- In the case of multiple births, mothers are entitled to 20 weeks of Maternity leave (8 to 10 weeks before the due date and the remaining leave after the birth).
- In the case of miscarriage or stillbirth after 24 weeks, mothers are entitled to the full 16 weeks of leave.

Regional or local variations in leave policy

- None.

Additional note (e.g., if leave payments are supplemented by collective agreements, employer exclusions, or rights to postpone)

- None reported.

³⁹³ Previous country notes for the Netherlands reported this amount as a maximum monthly salary. Since the introduction of a Statutory Minimum Wage in 2024, the Dutch government and the Employee Insurance Agency rely solely on a minimum hourly wage. See: <https://www.uvw.nl/nl/premies-bedragen/referentiemaandloon> for more information.

b. Paternity leave (*geboorteverlof* - 'birth leave') (responsibility of Ministry of Social Affairs and Employment)

Length of leave

- The length of leave is equivalent to the number of working hours per week per partner/father, e.g., a full-time job of 38 hours per week gives a leave entitlement of 38 hours (i.e., 1 week).
- Supplemental birth leave (*Aanvullend geboorteverlof*) is also available. The length of supplemental birth leave is 5 times the number of working hours per week, up to a maximum of 5 weeks, e.g., a full-time job of 40 hours per week gives a supplemental leave entitlement of 5 weeks.

Payment, funding and taxation

- The first week is paid at 100 per cent of earnings, with no upper limit on payment.
- The weeks of supplemental leave are paid at 100 per cent of earnings up to an upper limit of 70 per cent of the daily wage, which is set annually by the government (€290.67 in 2025).
- Payments are made to the partner by his/her employer, who claims back from the Employee Insurance Agency.
- Payments are taxed.
- The first week is paid by the employer. The weeks of supplemental leave are funded from the Employee Insurance Agency, which is financed by employers contributing between 2.6 and 7.64 per cent of employees' earnings.

Flexibility in use

- The first week of leave must be taken within 4 weeks after the birth of the child.
- The weeks of supplemental leave can be taken flexibly over a longer period, e.g., 1 week of leave can be taken 1 day a week for 5 weeks. The supplemental leave must be taken within 6 months following the birth of the child.

Eligibility (e.g., related to employment or family circumstances)

- Male and female employees who are the partner (by marriage, civil union or co-habitation of a woman giving birth) or who acknowledge the child.
- Self-employed partners/fathers are not entitled to birth leave.
- Employees in same-sex relationships are eligible if they have a relationship with the birth mother (by marriage, civil union or co-habitation) and legally recognize the child.
- Fathers or partners are eligible for the supplemental weeks of leave as long as they have taken the 1st week of birth leave.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent); or delegation of leave to person other than the father

- None.

Regional or local variations in leave policy

- None.

Additional note (e.g., if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)

- Collective agreements may contain supplementary arrangements with respect to the duration of paid birth leave and/or top-up payments for supplemental birth leave beyond the 70 per cent payment. Collective agreements may not deviate from the legislation if it disadvantages the employee. A 2022 evaluation of the supplemental leave found that 79 per cent of employers topped up the leave payment, 63 per cent to full earnings and 19 per cent to the maximum daily wage of €274.44.³⁹⁴
- Employers can temporarily refuse or change the take-up of supplemental birth leave up to 2 weeks before the leave is scheduled to begin. This can only occur if there are serious business reasons for doing so. For example, employers can change the days or weeks in which leave are taken, but this can only happen in consultation with the employee.

c. Parental leave (*ouderschapsverlof*) (responsibility of Ministry of Social Affairs and Employment)

Length of leave

- 26 times the number of working hours per week per parent per child, e.g., a full-time job of 38 hours per week gives a leave entitlement of 988 hours (i.e., 26 weeks).
- Leave is an individual, non-transferable entitlement.

Payment, funding and taxation

- The first 9 weeks of leave, if taken during the first year of the child's life, are paid at 70 per cent of earnings up to an upper limit of 70 per cent of the 'daily maximum wage', which is set annually by the government (€290.67 in 2025).
- Payments are taxed.
- Taking unpaid Parental leave has no consequences for unemployment benefits. However, when an employee falls ill during the leave period, they cannot make claims for sickness payment; this insurance entitlement is

³⁹⁴ Rossing, H. and Vissee, H. (2022) *Evaluatie WIEG Eindrapport*, Amsterdam: Regioplan. Available at: <https://open.overheid.nl/documenten/ronl-0692237f7cac997ca0d9fed7bb8e28b55b97c904/pdf>

restored once the leave period ends. The impact on pensions depends on the specific pension agreement and collective agreement.

- Funded from the Employee Insurance Agency, which is financed by employers contributing between 2.6 and 7.64 per cent of employees' earnings.

Flexibility in use

- Leave can be taken until a child is 8 years old.
- Parents are granted full flexibility in use unless uptake conflicts with serious business needs.
- Parents can take leave at the same time, if they choose.

Eligibility (e.g., related to employment or family circumstances)

- All employees are entitled to Parental leave, including same-sex couples, parents of foster children, step-children, adopted children (as long as they live in the same household), and employees with temporary contracts.
- Self-employed parents are not entitled to Parental leave.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent); or delegation of leave to person other than the parents

- Each parent is entitled to additional leave in the case of a multiple birth.

Regional or local variations in leave policy

- None.

Additional note (e.g., if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)

- Since paid leave was introduced in 2022, collective agreements can continue to supplement legislation, but it is not known the extent to which collective agreements extend or top up this leave. A 2017 study of the 100 largest collective agreements in the Netherlands shows that 16 collective agreements offered partly paid leave (payment varied between 25 and 75 per cent); two collective agreements extended the age of the child up to which leave can be taken to 12 and 13 years respectively; and two collective agreements extended the period of leave. Collective agreements that supplement legislation are mainly found in public administration and the health sector.³⁹⁵

³⁹⁵ Torenvliet, B., Houtkoop, A. and Junger-van Hoorn, E.C. (2018) *Arbeid en zorg 2017. Een onderzoek naar cao-bepalingen gerelateerd aan de Wet modernisering regelingen van verlof en arbeidstijden en de Wet Flexibel Werken [Work and care 2017. Research on collective agreements related to the act modernising leave arrangements and working times and the Flexible Working Act]*. The Hague: Department of Social Affairs and Employment.

d. Childcare leave or career breaks

No statutory entitlement.

e. Other types of leave and flexible working

Adoption leave and pay

- Each parent is entitled to 6 weeks of leave when a child is placed for adoption (or long-term fostering), with payment equivalent to Maternity leave.
- Leave can be used flexibly over a period of 26 weeks (four weeks before the child is placed and 22 weeks after), as long as it does not conflict with serious business needs. This leave does not have to be taken in one block.
- For adoptive parents, the same regulations for Parental leave (both paid and unpaid) apply as for other parents. But while employed parents of adopted children are entitled to the full 9 weeks of paid Parental leave per child, employed parents of foster children and step-children are not entitled to a separate period of 9 weeks paid Parental leave per child; they are only eligible for a total of 9 weeks of leave, no matter how many foster or step-children they have.

Time off for the care of dependants

- **Short-term leave** (*Kortdurend zorgverlof*) up to a maximum of two times the number of working hours per week can be taken annually to care for a sick child living at home, a sick partner, or parent, other household members, family members, or friends. The employer is required to pay 70 per cent of the employee's earnings. All employees are eligible, subject to three conditions: (i) an employer can refuse to grant the leave if the interests of the organisation might be seriously harmed; (ii) care must be necessary because of illness; and (iii) the employee must be the only person capable of providing care.
- **Long-term leave** (*Langdurend zorgverlof*), of up to six times working hours per week per year, to be taken part-time (i.e., 12 weeks at half of the working hours), can be taken in all cases where long-term care is needed. It is unpaid. With the agreement of the employer, long-term care leave can also be taken full-time or with reduced hours per week over a longer period, up to a maximum of 18 weeks. The right is conditional: the employee must be the only person capable of providing care and an employer can refuse the leave if the organisation's interests are seriously harmed.
- In addition, a reasonable amount of time off work can be taken by an employee with very exceptional personal circumstances (e.g., a broken water pipe, a death in the family, or a child suddenly taken ill). This so-called '**emergency leave**' can last from a few hours to a few days, but terminates after 1 day if short-term leave (see above) is subsequently taken. The employer is required to pay 100 per cent of the employee's earnings.

Specific provision for (breast)feeding

- Mothers returning to work after Maternity leave are entitled to breastfeed or pump breast milk during working hours until their child is 9 months old, and

are entitled to take breaks of up to 25 per cent of their working hours. Employers are required to offer a suitable room and pay for these hours.

Flexible working

- Under the Flexible Working Act 2016, all employees who have completed 6 months' continuous employment with their present employer have the right to increase, decrease, or adjust their working hours and the right to work from home. These rights are, however, conditional: the employer can refuse to grant the request if the interests of the business or service might be seriously harmed; and the law does not apply to employers with fewer than ten employees.

Antenatal appointments and care

- Under the Working Hours Act, pregnant employees are entitled to attend antenatal appointments during working hours without loss of earnings. During pregnancy, employees are also entitled to regular working hours and resting times, a suitable room to rest, additional breaks (maximum of one-eighth of daily working hours), exemption from overtime and night shifts (unless the employer can prove necessity), or to work not more than a maximum of 10 hours per shift.

Other provisions

- None reported.

2. Relationship between leave policy and early childhood education and care policy

The maximum period of post-natal leave per family is just over 16 months, some of which is paid and some of which is unpaid. Mothers are entitled to 12 weeks fully paid post-natal Maternity leave, while fathers and partners have eligibility for only one fully paid week of leave, plus five weeks supplemental leave paid at 70 per cent. A further 12 months of Parental leave is available, 18 weeks of which is paid (9 weeks per parent); the remainder is unpaid unless supplemented by collective agreement. There is an entitlement for children to start school, on a voluntary basis, from 4 years of age, prior to compulsory schooling at 5 years of age. There is, therefore, a significant gap of nearly 40 months between the end of well-paid leave and an entitlement to Early Childhood Education and Care (ECEC) in the form of early admission to elementary school.

ECEC (VVE, or *voor- en vroegschoolse educatie* in Dutch) is partially subsidized by municipalities and offered to children aged 2½ to 4 years old. In many municipalities, ECEC is offered to children at risk of language or learning deficiencies; in some municipalities, all children aged 2½ to 4 years old are eligible. In short, considerable differentiation exists regarding eligibility and provision across municipalities.

Parents can also make use of market-based formal childcare services, and working parents may be entitled to childcare allowances.³⁹⁶ The Netherlands is still recovering from a government crisis related to the provision of these childcare allowances, in which parents were falsely accused of fraudulently receiving allowances. In these cases, the allowance was rescinded and parents were required to pay back thousands of Euros retrospectively, with far-reaching social and economic consequences for the affected families.³⁹⁷ Ongoing attempts to financially compensate the tens of thousands of parents affected have been relatively unsuccessful. An emergency commission convened in 2025 concluded that the government promised more than it can deliver, hampered in part by the more than 70,000 applications received requesting compensation. It is estimated that approximately 44,000 families have a right to compensation, and even if simplified compensation procedures are followed, it will take until at least 2027 before all families will be compensated.³⁹⁸ A 2025 report suggests, however, that there has been no decline in childcare attendance levels since the childcare allowances crisis; childcare attendance has actually grown since 2017, with an increase in both the total number of hours of childcare provided as well as the number of hours of childcare attendance per child.³⁹⁹

The National Childcare Quality Monitor (LKK) monitors the quality of childcare facilities in the Netherlands. Trend analysis shows a steady increase in the quality of childcare since 2008. In comparison to other countries, and based on international measures such as ITER-S/ECER-R and CLASS, the Netherlands is nowadays considered to have high quality childcare,⁴⁰⁰ a considerable improvement from previous years. Trend analysis also shows that the demand for

³⁹⁶ Yerkes, M.A. and Javornik, J. (2018) 'Creating capabilities: childcare policies in comparative perspective', *Journal of European Social Policy*, Vol.29, 4: 529-544.

³⁹⁷ Van Dam, C. J. L., Van Aalst, R. R., Leijten, R. M., Belhaj, S., Kuiken, A. H., Van der Lee, T. M., Van Wijngaarden, J. and Van Kooten-Arissen, F. M. (2020) *Ongekend onrecht. Parlementaire ondervraging Kinderopvangtoeslag*. Available at: www.tweedekamer.nl/sites/default/files/atoms/files/20201217_eindverslag_parlementaire_ondervragingscommissie_kinderopvangtoeslag.pdf

³⁹⁸ Van Dam, C., Dortmans, C. and S. Sibma. (2025) *Minder Beloven, Meer Doen. Een eerlijk en uitvoerbaar plan om toeslagenuouders verder te helpen* [Promise Less, Do More. An honest and viable plan to help childcare subsidy parents move forward]. Available at: <https://open.overheid.nl/documenten/5f5e7ae7-7c9c-4db0-94f9-841d70a2f83c/file>

³⁹⁹ Statistics Netherlands (2025) *Aanbod kinderopvang in Nederland, 2017-2023* [Childcare supply in the Netherlands, 2017-2023], The Hague: CBS. Available at: <https://www.cbs.nl/nl-nl/longread/aanvullende-statistische-diensten/2024/aanbod-kinderopvang-in-nederland-2017-2023>.

⁴⁰⁰ Slot, P., Jepma, IJ., Mulder, P. et al. (2019) *Kwaliteitsmonitor Kinderopvang. Ontwikkelingen in de kwaliteit van de Nederlandse kinderdagopvang, peuteropvang, buitenschoolse opvang, gastouderopvang op basis van gecombineerde metingen 2017-2019* [Childcare quality monitor. Developments in the quality of the Dutch day care, toddler care, after school care, childminder care based on the combined measurements 2017-2019], LKK: Universiteit Utrecht, Sardes.

childcare continues to grow in the Netherlands, while at the same time, staff shortages are also growing.⁴⁰¹

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' in the [cross-country tables](#) at the front of the review.

3. Changes in policy since April 2024 (including proposals currently under discussion)

No changes reported.

4. Uptake of leave

a. Maternity leave

Statistics from 2023 show that 96.7 per cent of women who work and have a child younger than 1 year old took up Maternity leave.⁴⁰² A total of 5.5 per cent of women took supplemental Maternity leave for the birth of multiple children. Moreover, statistics from the same biennial report on the use of the flexible part of Maternity leave shows that although a majority of women (52.3 per cent) are aware that the last part of leave can be taken flexibly (i.e., after the first 6 weeks following delivery, the flexible uptake of leave remains limited (9.3 per cent in 2023).

b. Paternity (Birth) leave

Research shows that in 2023, 89 per cent of eligible fathers took birth leave directly after the birth of the child, compared to 90 per cent in 2021.⁴⁰³ Almost all fathers (89 per cent) took at least some leave immediately following birth. The percentage of fathers taking the full 6 weeks of leave is growing. Whereas one-third of fathers took 5 weeks of leave or more in 2021, more than half (53 per cent) of fathers took all 6 weeks of leave in 2023 and a further 14 per cent took 5 weeks⁴⁰⁴ An

⁴⁰¹ Slot, P., Bodine, R., Jepma, I., Muller, P., Bredeveld, M. and Leseman, P. (2023) *Knelpunten, werkbeleving en de gevolgen van COVID-19 in de kinderopvangsector* [Bottlenecks, work perceptions and the impact of COVID-19 in the childcare sector]. Landelijke Kwaliteitsmonitor Kinderopvang: Utrecht University and SARDES. See also: Statistics Netherlands (2025) *Aanbod kinderopvang in Nederland, 2017-2023* [Childcare supply in the Netherlands, 2017-2023], The Hague: CBS. Available at: <https://www.cbs.nl/nl-nl/longread/aanvullende-statistische-diensten/2024/aanbod-kinderopvang-in-nederland-2017-2023>.

⁴⁰² Statistics Netherlands (2024) *Monitor Arbeid, Zorg en Kinderopvang 2023* [Work, Care and Childcare Monitor 2023], The Hague: CBS. Available at: <https://www.cbs.nl/nl-nl/maatwerk/2024/15/monitor-arbeid-zorg-en-kinderopvang-2023>.

⁴⁰³ Statistics Netherlands (2024) *Emancipatiemonitor 2024*, The Hague: CBS; Statistics Netherlands (2022) *Emancipatiemonitor 2022*, The Hague: CBS.

⁴⁰⁴ Statistics Netherlands (2024) *Emancipatiemonitor 2024*. The Hague: CBS; and Alejandro Perez, S. and Souren, M. (2022) *Module Arbeid, Zorg en Kinderopvang 2021* [Module Labour, Care and Childcare 2021], Den Haag: CBS. Available at:

initial evaluation of the new law suggests that the majority of fathers take this leave concurrently with mothers.⁴⁰⁵ Fathers not taking leave (11 per cent) cited financial difficulties, difficulties taking leave at work, or believing it was bad for their career as reasons for not taking leave.

c. Parental leave

Statistics on the uptake of paid Parental leave, introduced in 2022, remain limited. According to news reports, a total of 124,000 parents claimed paid Parental leave in the first year of its implementation, which is approximately 36 per cent of parents in a given year.⁴⁰⁶ General statistics on the uptake of Parental leave (paid or unpaid) suggest that uptake has grown since the introduction of paid Parental leave but that gender differences in the use of Parental leave have increased. In 2021, 18 per cent of female employees with children up to 8 years old took Parental leave. For male employees, this was 17 per cent.⁴⁰⁷ In 2023, 32 per cent of female employees and 27 per cent of male employees took Parental leave.⁴⁰⁸ This marks a shift in leave uptake in the Netherlands, where differences in uptake between men and women had declined between 2015 and 2021. Biennial statistics on the duration of Parental leave are no longer being collected.

The biennial Emancipatiemonitor study indicates that both mothers and fathers not taking Parental leave are influenced by financial constraints, a belief that it is not possible to take leave from their job, that it would have a negative effect on their career or being unaware of the leave.⁴⁰⁹ Studies of Parental leave before it was paid suggested uptake of Parental leave is higher among more formally educated and high-income parents, parents with a Western ethnic background and native Dutch parents, those working more hours per week, working in a large organisation, and working in either the education sector or a governmental organisation. The latter is related to the fact that collective agreements in those sectors offered partial pay to employees taking Parental leave.⁴¹⁰

d. Other types of leave and flexible working

Care leave: a total of 9 per cent of female employees and 7 per cent of male employees provided long-term informal care (for more than 2 weeks) in 2023.⁴¹¹ Workers with informal care responsibilities report that emotional support from their

<https://www.cbs.nl/nl-nl/longread/rapportages/2022/module-arbeid-zorg-en-kinderopvang-2021>

⁴⁰⁵ Rossing, H. and Vissee, H. (2022) *Evaluatie WIEG Eindrapport* [Evaluation WIEG Final report], Amsterdam: Regioplan. Available at: <https://open.overheid.nl/documenten/ronl-0692237f7cac997ca0d9fed7bb8e28b55b97c904/pdf>

⁴⁰⁶ www.parool.nl/nederland/ruim-120-000-ouders-maken-gebruik-van-nieuw-betaald-ouderschapsverlof~bb0da8c2/.

⁴⁰⁷ Statistics Netherlands (2022) *Emancipatiemonitor 2022*, The Hague: CBS.

⁴⁰⁸ Statistics Netherlands (2024) *Emancipatiemonitor 2024*, The Hague: CBS.

⁴⁰⁹ Statistics Netherlands (2024) *Emancipatiemonitor 2024*, The Hague: CBS.

⁴¹⁰ Zwinkels, W. (2018) *Verlofregelingen arbeid en zorg naar type arbeidsrelatie* [Work and care leave according to type of employment relation], The Hague: Ministry of Social Affairs and Employment.

⁴¹¹ Statistics Netherlands (2024) *Emancipatiemonitor 2024*, The Hague: CBS.

supervisor and colleagues plus flexible working hours are most beneficial when combining paid work and informal care.⁴¹²

Relatively few employees with informal care responsibilities use short or long-term care leave. In 2023, 4 per cent of women providing long-term care (i.e. more than 2 weeks) and 6 per cent of men made use of short-term care leave. Less than 1 per cent of employees providing long-term care made use of unpaid long-term care leave.⁴¹³ The majority of employees do not take any form of leave when providing short- or long-term care.⁴¹⁴

Flexible working: the Flexible Working Act 2016 entitles employees to adjust their working hours and working times, and entitles employees to work from home. With respect to the right to adjust working hours, it is well known that many workers in the Netherlands work part-time. The Netherlands Institute of Social Research has published several reports

on part-time work in the Netherlands.^{415 416 417 418} It is clear that part-time work is very popular (and for women even almost regarded as 'natural'). Most Dutch employees are satisfied with their amount of working hours, suggesting that part-time work is, in most cases, voluntary.⁴¹⁹ However, research suggests that women who are young, working in white- and blue-collar occupations, and/or married/cohabiting are more likely to be in precarious, part-time jobs with short hours.⁴²⁰

Labour market shortages have led to a debate on part-time work again in recent years, directed at part-time working women. In 2023, the government launched a campaign to entice these women to work more hours by asking them to discuss

⁴¹² Boer, A. de, Plaisier, I. and Klerk, M. de (2019) *Werk en mantelzorg [Work and informal care]*, The Hague: Sociaal Cultureel Planbureau.

⁴¹³ Perez, A.A. and Souren, M. (2024) *Monitor Arbeid, Zorg en Kinderopvang 2023 [Monitor Work, Care and Childcare 2023]*, CBS/SZW. <https://www.cbs.nl/nl-nl/longread/aanvullende-statistische-diensten/2024/monitor-arbeid-zorg-en-kinderopvang-2023>

⁴¹⁴ Statistics Netherlands (2024) *Emancipatiemonitor 2024*, The Hague: CBS.

⁴¹⁵ Portegijs, W. and Keuzenkamp, S. (eds.) (2008) *Nederland deeltijdland. Vrouwen en deeltijdwerk [Part-time working in the Netherlands]*, Den Haag: Sociaal en Cultureel Planbureau.

⁴¹⁶ Portegijs, W. (ed.) (2008) *Verdeelde tijd. Waarom vrouwen in deeltijd werken [A picture of part-time working]*, Den Haag: Sociaal en Cultureel Planbureau.

⁴¹⁷ Keuzenkamp, S. (ed.) (2009) *Deeltijd (g)een probleem. Mogelijkheden om de arbeidsduur van vrouwen met een kleine deeltijdbaan te vergroten [Working part-time: (not) a problem?]*, Den Haag: Sociaal en Cultureel Planbureau.

⁴¹⁸ Portegijs, W. (2022) *Eens deeltijd, altijd deeltijd. Waarom vrouwen in deeltijd blijven werken als ze 'uit' de kleine kinderen zijn [Once part-time, always part-time. Why women keep on working part-time when they no longer have small children]*, Den Haag: Sociaal en Cultureel Planbureau.

⁴¹⁹ Vlasblom, J.D., van Echtelt, P. and de Voogd-Hamelink M. (2015) *Aanbod van arbeid 2014, Arbeidsdeelname, flexibilisering en duurzame inzetbaarheid [Supply of labour 2014, labour participation, flexibility and sustainable work]*, Den Haag: Sociaal en Cultureel Planbureau.

⁴²⁰ Yerkes, Mara A. and Hewitt, B. (2019) 'Part-Time Work Strategies of Women and Men of Childbearing Age in the Netherlands and Australia', in Nicolaisen, H., Kavli, H.C. and Steen Jensen, R. (eds.) *Dualization of Part-Time Work – the New Normal?* Bristol: Policy Press.

this option at home and at work. In addition, the government commissioned research on incentives that may encourage men and women who work part-time to increase their hours.⁴²¹ This study suggests that a combination of incentives, financial, alignment between work and personal life, and free childcare, is the most promising. In 2024, a grant scheme 'More hours Works!' (*Meer uren werkt!*) has been introduced to facilitate the development and testing of interventions that aim to increase working hours among part-timers. So far, this scheme focuses on sectors that have both a high rate of part-time workers and struggle with labour shortages (i.e., health care, primary education and childcare).⁴²²

In 2020, the Flexible Working Act was evaluated. The evaluation shows that the introduction of the law did not lead to a major increase in flexible working requests or a substantial increase of collective agreements on flexible working. The evaluation shows that most employees are not aware of their entitlements. Hence, employees who submitted a request during 2016-2020 did not always refer to the law. Of the employees who participated in the evaluation, 16 percent submitted a request between 2016-2020. Most requests were related either to a decrease (27 per cent) or increase of working hours (44 per cent). Requests to adjust working times or place were less common (27 per cent and 15 per cent respectively). Requests to work fewer hours are granted (59 per cent), while requests to adapt the place of work were most often denied (only 25 per cent granted). However, the evaluation concludes that since the COVID-19 pandemic, working from home has become more common.⁴²³

Similar to 2022, 45 per cent of employees worked part of their working hours from home in 2023, although the average number of hours increased somewhat from 11 to 12.3 hours per week.⁴²⁴ Previously, in 2021, 47 per cent of employees worked part of their working hours from home, for an average of 17 hours per week.⁴²⁵ ⁴²⁶ The main reasons to work from home are being able to combine paid work and personal life, to get more work done, and to reduce commuting time and travel costs.⁴²⁷

⁴²¹ ResearchNed (2023) *Meer uren werken in het onderwijs na (financieel) prikkels* [*Working more hours in education after (financial) incentives*], Den Haag: OCW.

⁴²² <https://open.overheid.nl/documenten/a1350b70-543d-478e-bec3-b62bf773c13b/file>

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