

# The Netherlands<sup>1</sup>

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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 Department of Social Affairs and Employment)

*Length of leave (before and after birth)*

- Sixteen (16) weeks. Leave must start four weeks before birth and up to six weeks can be taken before the birth, with ten weeks 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. It is obligatory to take at least four weeks before and six weeks after the birth.

*Payment and funding*

- One hundred (100) per cent of earnings up to a ceiling equivalent to the maximum daily payment for sickness benefit (€209.26).
- Funded from the unemployment fund, which is financed by employers contributing 4.15 per cent of employees' earnings.

*Flexibility in use*

- Leave can be started between six and four weeks before the expected date of delivery, but pregnant workers are not allowed to work between four weeks before the expected date, and six weeks after the actual date of delivery. After the six weeks obligatory leave after the delivery, mothers are entitled to use the remaining part of their leave in a flexible way (since 2015). They can spread out the remaining period of leave over a maximum of 30 weeks.

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

- All female employees.
- Self-employed women 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 (€1578 a month before taxes for those aged 22 years and older).

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

- Additional leave up to ten weeks in case the child had to stay at the hospital for more than one week after birth (since 1 January 2015).
- Delegation of the leave to the partner in case the mother dies (since 1 January 2015).
- Flexible take up of the last part of the leave (6 weeks after birth the mother can spread the remaining leave over 30 weeks) (since 1 January 2015)
- In case of multiple pregnancy mothers are entitled to 20 weeks of maternity leave (8 to 10 weeks before the due date and the remaining leave after the birth).(since 1 April 2018, the leave was extended from 16 to 20 weeks)
- Adoptive or foster parents are entitled to 4 weeks, which they can use flexibly over a period of 26 weeks (four weeks before they have the child and 22 weeks after the adoption).

## **b. Paternity leave (*kraamverlof*) (responsibility of Department of Social Affairs and Employment)**

*Length of leave*

- Two working days immediately around the birth of a child and three days out of Parental leave (since 1 January 2015).

*Payment and funding*

- Paid by the employer at 100 per cent of earnings, with no ceiling on payments; the three days are unpaid leave. From 1 January 2019, all 5 days will be paid leave.

*Flexibility*

- Leave can be taken within four weeks after the birth of the child.

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

- Male and female employees who are the partner of a woman giving birth or who acknowledge the child.

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

- In case of multiple births, partners are entitled to 3 days leave per child out of Parental leave.

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

- Collective agreements may contain supplementary or restrictive arrangements with respect to the two days paid Paternity leave. Research in 2014 among the 100 largest collective agreements indicate that 12 collective agreements offer only one day Paternity leave while 15 collective agreements offer longer leave, mostly five days<sup>2</sup>. Research conducted among collective agreements renewed in 2015 shows a similar picture<sup>3</sup>.
- See 1c.

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

#### *Length of leave*

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

#### *Payment and funding*

- None.
- The uptake of unpaid Parental leave has no consequences for unemployment benefits. However, when an employee falls ill during the leave period, he/she cannot make claims for sickness payment while on leave; this insurance entitlement is restored once the leave period ends. The impact on pension depends on the specific pension agreement and collective agreement.

#### *Flexibility in use*

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

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

- The Act Modernizing Leave Arrangements and Working Times (2015) no longer contains the requirement that employees need to have completed one year's continuous employment with their present employer. Hence, all

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<sup>2</sup> de la Croix, J. *et al.* (2014) *Arbeid en Mantelzorg*. [Paid work and informal care] CAO onderzoek 2014. Den Haag: SZW.

<sup>3</sup> Been, W.M., Croix, J. de la and Junger-van Hoorn, E.C. (2016) *Arbeid en zorg 2015. Een onderzoek naar cao-bepalingen gerelateerd aan de Wet modernisering regelingen van verlof en arbeidstijden*. [Work and care 2015. Research on collective agreements related to the Act Modernizing Leave Arrangements and Working Times] The Hague: SZW.

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

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

- As the leave is per child, each parent is entitled to additional leave in the case of a multiple birth.

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

- Collective agreements can only supplement legislation. A study found that, in 2015, 19 per cent of the 100 largest collective agreements in the Netherlands contained additional arrangements with respect to Parental leave: 16 collective agreements offered partly paid leave (payment varied between 25 and 75 per cent); two collective agreements extended the age of the child to 12 years; and one collective agreement extended the period of leave. Collective agreements that supplement legislation are mainly found in public administration and the health sector<sup>4</sup>.

#### **d. Childcare leave or career breaks**

No statutory entitlement.

#### **e. Other employment-related measures**

*Adoption leave and pay*

- Each parent is entitled to four weeks 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; and no longer has to be taken in one block.
- For adoptive parents the same regulations for Parental leave apply as for other parents.

*Time off for the care of dependants*

- Short-term leave up to a maximum per year of two times the number of working hours per week can be taken 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: first, an

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<sup>4</sup> Been, W.M., Croix, J. de la and Junger-van Hoorn, E.C. (2016) *Arbeid en zorg 2015. Een onderzoek naar cao-bepalingen gerelateerd aan de Wet modernisering regelingen van verlof en arbeidstijden*. [Work and care 2015. Research on collective agreements related to the Act Modernizing Leave Arrangements and Working Times] The Hague: SZW.

employer can refuse to grant the leave if the interests of the organisation might be seriously harmed; second, care must be necessary because of illness; third, care has to be provided by the employee involved.

- Employees are also entitled to unpaid long-term leave per year of up to six times their working hours per week to be taken part-time (i.e. 12 weeks at half of the working hours). The leave can be taken in all cases that long-term care is needed. With the agreement of the employer long-term care leave can also be taken full time or less hours per week over a longer period to a maximum of 18 weeks. The right is conditional: 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, a child suddenly taken ill). This so-called, emergency leave can last from a few hours to a few days, but terminates after one day if short-term leave (see above) is subsequently taken. The employer is required to pay 100 per cent of the employee's earnings.

#### *Flexible working*

- Under the Flexible Working Act 2016, all employees who have completed six 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 less than ten employees.

#### *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 nine months old, and to taking breaks of up to a quarter of their working hours. Employers are required to offer a suitable room and pay for these hours.

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

The maximum period of post-natal leave available in the Netherlands per family is nearly 15 months, but most of this is unpaid. Leave paid at a high rate runs for only 12 weeks maximum. There is an entitlement to ECEC from four years of age, though only for part-time schooling (22 hours a week during school time). So, there is a gap of nearly three years between the end of leave and an ECEC entitlement, and a gap of three  $\frac{3}{4}$  years between the end of well-paid leave and an ECEC entitlement. Levels of attendance at formal services for children under three years are well above the average for the countries included in this review and OECD countries (though this includes many two year olds attending part-time playgroups); and are also above the average for children over three years. For actual attendance levels, see 'relationship between leave and ECEC entitlements' on [cross-country comparisons](#) page.

## **3. Changes in policy since May 2017 (including proposals currently under discussion)**

From 1 April 2018, mothers with multiple pregnancies are entitled to 20 weeks of Maternity leave, eight to 10 weeks before the due date and the remaining leave after the birth.

From 1 January 2019, all five days of Paternity leave will be paid leave. There is discussion to extend this to five weeks by 2020.

In May 2016, the government presented the agreement 'Innovation and Quality of Childcare' (IKK). This agreement, between parents' representatives, childcare organisations and employees, aims to increase the quality of childcare, in particular for babies. The child to adult ratio for babies must increase from 4:1 to 3:1 and babies must be cared for by no more than two carers. The agreement also contains measures to invest in special education for professionals taking care of babies within childcare centres. The measures should be implemented in 2018<sup>5</sup>.

## **4. Take-up of leave**

### **a. Maternity leave**

No specific study has been done on the take up of Maternity leave. Because of the fact that all pregnant employees are entitled to (at least) 16 weeks of fully paid Maternity leave, and are not allowed to work from four weeks before the expected date of confinement, take up of 100 per cent might be expected. A recent study examined the use of the flexible part of Maternity leave and shows that relatively few women utilize the granted flexibility of the last part of the leave (after the first six week after delivery)<sup>6</sup>.

### **b. Paternity leave**

In 2013, 83 per cent of fathers entitled to Paternity leave used the leave; the majority extended their leave by also taking annual leave (60 per cent)<sup>7</sup>.

### **c. Parental leave**

In 2015, the take up of Parental leave among mothers is twice as high compared to fathers (22 per cent of mothers versus 11 per cent of fathers took Parental leave). The duration of leave was 15 months among fathers and 13 months among mothers. The long periods of leave reflect the possibility in the Netherlands to take part-time Parental leave and to spread the leave over several months. For those taking leave, on average mothers took 10 hours Parental leave per week and fathers 9 hours per week in 2015<sup>8</sup>.

The take-up of Parental leave is not only higher among women, but also among workers with intermediate and higher levels of education. The take-up among

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<sup>5</sup> SER (2016) *Een werkende combinatie. Advies over het combineren van werken, leren en zorgen in de toekomst. [A working combination. Advice on the combination of work, learning and care in the future] Analyse 16/08*. The Hague: Social and Economic Council (SER).

<sup>6</sup> Zwinkels, W. (2018). *Evaluatie flexibele bevallingsverlof [Evaluation flexible maternity leave]*. Epsilon Research: Ministry of Social Affairs and Employment.

<sup>7</sup> <https://www.cbs.nl/nl-nl/nieuws/2015/36/ruim-vier-op-de-vijf-prille-vaders-nemen-verlof>.

<sup>8</sup> Portegijs, W. & M. van den Brakel (2016). *Emancipatiemonitor 2016*. The Hague: SCP/CBS.

women with a higher level of education is 56 per cent whereas for women with a low level it is 17 per cent; the figures for men are 26 per cent and eight per cent, respectively. Women working full-time (35 hours a week and more) more often take up leave than those working part-time (12 to 24 hours a week): 55 per cent and 30 per cent respectively. Furthermore, twice as many women with a high personal income (€40-50,000 a year before tax) take up leave than women with a low personal income (€10-20,000): 60 and 31 per cent respectively<sup>9</sup>.

As payment above the statutory minimum depends on collective agreements, take-up rates vary between sectors. Employees in the public sector and in the health care sector more often have paid Parental leave (with payment by the employer of up to 75 per cent of previous earnings) than employees in the private sector: 79 per cent and 25 per cent respectively<sup>10</sup>.

Figures from 2015 indicate a gap between use and need for Parental leave. Among employees with a child under eight years in 2015, about a third (110,000 people) did not use Parental leave even though they needed it. The lack of payment (32 per cent), fear for career consequences (27 per cent) and unfamiliarity with the scheme (11 per cent) were the main reason for not taking up Parental leave<sup>11</sup>.

In a comprehensive study on the position and participation of women from ethnic minorities in Dutch society, published in 2006, attention is paid to the use of Parental leave by Turkish, Moroccan, Surinamese and Antillean working parents<sup>12</sup>. Take-up was found to be much lower among Turkish, Moroccan and Antillean workers than among Surinamese and native Dutch workers. The two main reasons why respondents did not take up Parental leave were unfamiliarity with the entitlement and the fact that there was no need to use it (others took care of the children).

#### **d. Other employment-related measures**

*Use of care leave.* In 2015, 401,000 women (13 per cent of working women) and 302,000 men (9 per cent of working men) took some kind of leave to care of a sick child, parent, partner, family member or friend for a substantial period of time (longer than 2 weeks). Long-term care leave was seldom used (1 per cent). Most women and men use short-term care leave or annual leave. In addition, in 2015 278,000 women (9 per cent of working women) and 215,000 men (7 per cent of working men) dealt with short-term, unexpected care tasks (shorter than 2 weeks). For these kind of care responsibilities, women and men more often took

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<sup>9</sup> van der Mooren, F. and de Vries, J. (2011) 'Vooral hoogopgeleide, voltijds werkende vrouw neemt ouderschapsverlof op' ['Particularly highly educated, full-time employed women take up Parental leave'], *Webmagazine, maandag 4 april 2011*, Den Haag: Centraal Bureau voor de Statistiek.

<sup>10</sup> Ewalds, D. (2010) 'Ouderschapsverlof in de marksector meestal niet betaald' [Parental leave in the private sector mostly unpaid], *Webmagazine, woensdag 15 december 2010*, Den Haag: Centraal Bureau voor de Statistiek.

<sup>11</sup> SER (2016) *Een werkende combinatie. Advies over het combineren van werken, leren en zorgen in de toekomst. [A working combination. Advice on the combination of work, learning and care in the future] Analyse 16/08*. The Hague: Social and Economic Council (SER)

<sup>12</sup> Keuzenkamp, S., Merens, A. (2006) *Sociale atlas van vrouwen uit etnische minderheden [Social atlas of women from ethnic minorities]*. Den Haag: Sociaal en Cultureel Planbureau

leave (23 per cent of women and 29 per cent of men), i.e. annual leave or short-term care leave<sup>13</sup>

*The Working Hours Adjustment Act.* As is well known, many workers in the Netherlands work part-time. The Netherlands Institute of Social Research has published three reports on part-time work in the Netherlands<sup>14 15 16</sup>. It is clear that part-time work is very popular (and for women even almost natural). Most Dutch employees are satisfied with their amount of working hours, suggesting that part-time work is in most cases voluntary<sup>17</sup>. Research indicates that in general employers are positive towards part-time working on all occupational levels and employers rarely reject a request to reduce working hours. However, requests to increase working hours are less common and not always granted<sup>18</sup>.

## 5. Research and publications on leave and other employment-related policies since April 2017

Please be aware that this is not intended to be a comprehensive list of all publications or research in this area for this country. If you are aware of a publication or research that could be listed in this section, please contact the country note author(s) so that they can include it for the following year.

### a. General overview

Recently, the role of fathers received a lot of attention in relation to the discussion around the extension of Paternity leave from 2 to 5 days and by 5 weeks in 2020, next to the provision of informal care and flexible working time options resulting in several research reports.

### b. Selected recent publications

Annink, A. and Dulk L. den (2017) 'De werk-privé balans van zelfstandig ondernemers' ['The work-life balance of the self-employed']. *Tijdschrift voor Arbeidsvraagstukken*, Vol.33, No.3: 326-344.

This article looks into the work-life balance experiences of different types of self-employed workers across countries. The findings in this article are based on a PhD dissertation that includes six separate, published studies all with a cross-national comparative research design (Annink, 2017). These six studies include a literature review, an analysis of state support for the work-life balance of the self-

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<sup>13</sup>Portegijs, W. & M. van den Brakel (2016). *Emancipatiemonitor 2016*. SCP/CBS: the Hague.

<sup>14</sup>Portegijs, W., Keuzenkamp, S. (Eds.) (2008) *Nederland deeltijdland. Vrouwen en deeltijdwerk* [Part-time working in the Netherlands]. Den Haag: Sociaal en Cultureel Planbureau.

<sup>15</sup>Portegijs, W. (Ed.) (2008) *Verdeelde tijd. Waarom vrouwen in deeltijd werken* [A picture of part-time working]. Den Haag: Sociaal en Cultureel Planbureau.

<sup>16</sup>Keuzenkamp, S. (Ed.) *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.

<sup>17</sup>Vlasblom, J.D., van Echtelt, P., 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.

<sup>18</sup>Echtelt, P. Van, Schellingshout, R. & Voogd-Hamelink, M. de (2015) *Vraag naar arbeid 2015*. [Demand for labour 2015] Den Haag: Sociaal en Cultureel Planbureau.



employed, three empirical studies based on the European Social Survey (2004 and 2010) and the Global Entrepreneurship Monitor (2013), and a qualitative study based on interviews with 50 independent professionals in three countries (the Netherlands, Spain and Sweden). The main conclusion is that different types of self-employed workers have different work-life balance experiences because their experiences are influenced by work and business characteristics and shaped by the national context in which they run their business. In particular, necessity self-employment and running a consumer-oriented business appear to have a negative effect on balance. Furthermore, the paper discusses how the work-life balance of self-employed workers is shaped by policy, economic and cultural contexts.

Been, W.M., Dulk, L. den and lippe, T. van der (2017) 'A business case or social responsibility? How top managers' support for work-life arrangements relates to the national context', *Community, Work & Family*, Vol.20, No.5: 573-599.

The extent to which organizations supplement statutory work-life arrangements varies systematically between countries. Empirical evidence on how organizations' approaches to work-life arrangements relate to the national context is, however, mixed. This study aims to elucidate this complex relationship by focusing on how top managers' considerations about whether or not to provide work-life arrangements are related to the national context. Semi-structured interviews were held with 78 top managers in Finland, the Netherlands, Portugal, Slovenia and the UK. This study finds that top managers' relate their considerations whether to provide work-life arrangements to the extensiveness of national legislation: only in the context of few state work-life policies top managers saw it as a business issue. Top managers also take into consideration what they believe is expected of them by employees and society at large, which can work either in favor or against the provision of work-life arrangements. Perceiving the provision of work-life arrangements as a social responsibility seems more apparent for top managers in Slovenia and Finland. By leaving the social responsibility argument out of the central framework of most studies, the existing literature appears to tell the story mainly from an Anglo-Saxon perspective placing business-oriented arguments central.

Been, W.M, Lippe, T, van der, Dulk, L. den, Das Dores Horta Guerreiri, M, Kanjuo Mrčela, A. and Niemistö, C. (2017) 'European top managers' support for work-life arrangements', *Social Science Research*, Available at: <http://dx.doi.org/10.1016/j.ssresearch.2017.02.004>

Top managers defined as CEOs, CFOs and members of boards of directors decide to what degree their organization offers employees work-life arrangements. This study focuses on the conditions under which they support such arrangements. A factorial survey of 202 top managers in five European countries was conducted in 2012. The analyses are based on 1212 vignettes. Implications are drawn from an integrated framework of neo-institutional theory, business case argumentation and the managerial interpretation approach. The results show that top managers simultaneously consider multiple conditions in deciding upon their support for work-life arrangements (i.e., the costs involved, the return in terms of employee commitment, and the type of arrangement, specifically having a preference for flextime and telecommuting over leave policies and part time hours). Additionally, they favor work-life arrangements designed for all employees above work-life arrangements granted to specific employees. How top managers weigh certain conditions depends on the organizational and national contexts. Their personal characteristics, however, do not seem to explain their support for work-life arrangements.

Plantenga, J. (2017) 'Flexibel werken en de combineerbaarheid van arbeid en zorg' ['Flexible working and the combining of work and care'], in: M. Kremer, R. Went & A. Knottnerus (Eds.), *Voor de zekerheid - De toekomst van flexibel werkenden en de moderne organisatie van arbeid*, Den Haag: Wetenschappelijk Raad voor het Regeringsbeleid, pp.257-273.

This chapter analyses current leave and childcare policies in the Netherlands in relation to the flexibilisation of the labour market. It examines whether and to what extent flexibility in the number of hours worked, contracts, and employment relation affects the access and entitlements to existing policies.

Plaisier, I., Boer, A. de and Klerk, M. de (2017) 'Gendersverschillen in gebruik van strategieën op het werk door mantelzorgers' ['Gender differences in the use of strategies at work by informal care givers'], *Tijdschrift voor Genderstudies*, Vol.20, No.2: 147-163.

This paper is based on a survey among workers who combine paid work and informal care. The study shows that one third of caregiving women and men prefer to use short-term leave as a strategy. Reducing working hours is in particular used by women with informal care responsibilities, men are more likely to take individual measures with their employer.

Roeters, A., Veerman, F. & Jaspers, E. (2017) *Gelijk verdeeld? Een verkenning van de taakverdeling bij LHB-stellen* [*Equally divided? An explorative study on the division of tasks among same-sex couples*], The Hague: SCP

This report analyses the division of paid and unpaid work among same-sex couples. The findings show that same-sex couples have a more equal division of tasks than heterosexual couples and in general strive towards an equal division of tasks. However, the trend that women work fewer hours than men is also true among same-sex couples.

Terhoeven, C., Veron, M., Peper, B. and Dulk, L. den (2017) 'The work must go on': The role of employee and managerial communication in the use of work-family policies'. *Management Communication Quarterly*. Available at: DOI: 10.1177/0893318916684980

The Netherlands is characterized by extensive national work-life regulations relative to the United States. Yet, Dutch employees do not always take advantage of existing work-life policies. Individual and focus group interviews with employees and managers in three (public and private) Dutch organizations identified how employee and managerial communication contributed to acquired rules concerning work-life policies and the interpretation of allocative and authoritative resources for policy enactment. Analyses revealed differences in employees' and managers' resistance to policy, the binds and dilemmas experienced, and the coordination of agreements and actions to complete workloads. There are also differences between public and private contexts in the enactment of national and organizational policies, revealing how national (e.g., gender) and organizational (e.g., concertive control) mechanisms play out in employee and managerial communication that determine the use of work-life policies.

Merens, A. and Bucx, F. (2018) *Werken aan de start. Jonge vrouwen en mannen op de arbeidsmarkt*. [*Working at the start. Young women and men on the labour market*]. The Hague: SCP.

This study investigates the labour market position of young men and women (18-35 years). It shows that the part-time work culture is already common at the start of women's career in the Netherlands.

Riva, E., Lucchini, M., Dulk, L. den and Ollier-Malaterre, A (2018) 'The skill profile of employees and the provision of flexible working hours in the workplace: a multilevel analysis across European countries'. *Industrial Relations Journal*, Available at: <https://doi.org/10.1111/irj.12207>.

This article investigates the relationship between the skill profile of the employees (i.e. the percentage of employees in highly skilled jobs) and the provision of flexible working hours in the workplace (i.e. the proportion of employees entitled to adapt, within certain limits, the time when they begin or finish their daily work according to their personal needs or wishes). Analyses draw on the 2009 European Company Survey, conducted on a representative sample ( $N = 26,640$ ) of European establishments in 29 countries.

### **c. Ongoing research**

*Investments in a sustainable workforce in Europe: causes and consequences in comparative perspective* (2014-2019). Prof. dr. Tanja van der Lippe, Utrecht University. Funded by the 7th Framework Program of the European Research Council.

Sustainable Workforce is an innovative, quantitative research project that investigates the role of organizations in creating a sustainable European workforce. The project will analyse and collect new longitudinal cross-national comparative data on the causes and consequences of organizational investments in human and social capital, work-life policies, work flexibility, long-term employability of older employees, and flexibility in nine European countries: UK, Finland, Sweden, Germany, the Netherlands, Portugal, Spain, Hungary and Bulgaria. See: <http://www.sustainableworkforce.eu/>