



# Diversity in the provision of parental leave: the case of the Netherlands

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## Dutch Act on parental leave

- Minimum standard: unpaid leave of thirteen weeks times the number of working hours per week per parent per child
- Social partners are supposed to make additional agreements at sectoral or company level because of the importance attached to tailor-made solutions
- Three-quarter mandatory legal nature



- What additional arrangements do organisations offer?
- What are the differences between organisations in this respect?
- What is the take-up rate in organisations?
- What are the differences between organisations in this respect?
- Data based on survey among 669 organisations in public and private sector (early 2008)



Organisations with an additional arrangement for parental leave

	%
No additional arrangement	69.0
Additional arrangement	31.0
of which	
- fully paid parental leave	1.3
- partly paid parental leave	18.1
- full-time leave	23.5
- longer period of period	20.8
- other	1.9

Source: USE employer survey 2008



Additional arrangements are more common in:

- Public sector
- Organisations with a collective agreement
- Larger organisations

Additional arrangements less common in organisations:

- In which a large majority of personnel is male
- In which a large majority of personnel works fulltime
- In which a large majority of personnel has a low/medium education



Results of logit analysis

Organisational characteristic	Additional arrangement
<i>Sector</i> (ref. Manufacturing)	
Commercial services	+ ***
Public sector	+ ***
<i>Collective labour agreement</i> (1=yes)	+ ***
<i>Size</i> (ref. 100-249 employees)	
< 250 employees	- *
<i>Personnel with a high education</i>	
<i>Share of female employees</i>	
<i>Share of part-timers</i>	
<i>Having difficulties in finding personnel</i>	+ **
<i>Having difficulties in retaining personnel</i>	

\* = significant at 10%, \*\* = significant at 5%, \*\*\* = significant at 1%

Source: USE employer survey 2008



## Organisations by reported take-up rate of male and female employees

	Female employees	Male employees
< 25%	76.0	89.2
25-50%	9.5	6.3
50-75%	6.7	2.9
> 75%	7.8	1.5
	100%	100%

Source: USE employer survey 2008





Organisations that report high take-up rates of women are more often:

- In commercial services and public sector
- Large organisations
- Organisations with an additional arrangement on parental leave
- Organisations with a substantial share of personnel with a high education

Organisations that report high take-up rates of men are more often:

- In the public sector
- Large organisations
- Organisations with an additional arrangement on parental leave
- Organisations with a substantial share of personnel with a





## Results of logit analysis

Organisational characteristic	Take-up rate women	Take-up rate men
<i>Sector</i> (ref. Manufacturing)		
Public sector	+ **	
<i>Collective labour agreement</i> (1=yes)		
<i>Size</i> (ref. 100-249 employees)		
> 250 employees	+ **	
<i>Personnel with a high education</i> (ref 26-50 %)		
51-100 %	+ *	+ **
<i>Share of female employees</i> (ref 26-50 %)		
51-100 %		- **
<i>Share of part-timers</i>		
0- 25%		- ***
25-50% (reference)		
> 50%	- **	- **
<i>Additional arrangement on parental leave</i> (1=yes)		+ ***
<i>Organisational culture towards parental leave</i>		

\* = significant at 10%, \*\* = significant at 5%, \*\*\* = significant at 1%

Source: USE employer survey 2008



Benefits that employers experience from facilities that support the combination of paid and unpaid work  
(% reporting to some/considerable extent)

	No additional arrangement	Additional arrangement
Lower absence through illness	46.8	61.8
Higher productivity	39.6	56.4
Lower personnel turnover	48.4	66.8
Higher satisfaction in the job	64.5	85.6
More attractive for potential employees	56.5	72.5

Source: USE employer survey 2008



## Conclusions

- Overall coverage rate of additional arrangements limited
- Particularly low rate of arrangements that offer payment of parental leave
- Take-up rates limited

Disadvantages of tailor-made solutions recognized:

As of January 2009 the length of parental leave entitlement is doubled and public payment of the leave is introduced