

# Take-up of leave and part-time work by women from different ethnic groups in the Netherlands

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# Population of the NL

At 1 January 2008:	16,405 mln persons
• Native Dutch	13,190
• Turkish background	373
• Moroccan	335
• Surinamese	336
• Antillean / Aruban	132
• Chinese	47
• Iraki	46
• Afganistan	37
• Iran	30



# Employment rate(> 11 h/w), 2007

## Women

Native Dutch	57%
Non-western (tot.)	45%
- Turks	38%
- Moroccan	37%
- Surinamese	61%
- Antillean/Aruban	51%

## Men

Native Dutch	77%
Non-western (tot.)	62%
- Turks	63%
- Moroccan	62%
- Surinamese	65%
- Antillean/Aruban	68%



# Hours p/w (working women), 2006

	1-11 h/w	12-19 h/w	20-34 h/w	> 34 h/w
<b>native Dutch</b>	16	16	42	26
<b>Turks</b>	17	17	32	34
<b>Moroccans</b>	27	17	30	27
<b>Surinamese</b>	9	8	44	40
<b>Antilleans</b>	11	11	37	41
<b>other non-western</b>	17	14	31	38



# Labour market segregation (women), 2004

	industry	retail / 'horeca'	service sector	public sector / education/ care	other
<b>native Dutch</b>	7	21	14	45	13
<b>Turks</b>	10	21	29	27	13
<b>Moroccans</b>	5	25	24	37	10
<b>Surinamese</b>	5	15	15	54	12
<b>Antilleans</b>	5	17	18	51	9



# Temporary / flex contracts (2006)

	women	men
<b>native Dutch</b>	7	9
<b>Turks</b>	22	20
<b>Moroccans</b>	19	14
<b>Surinamese</b>	13	12
<b>Antilleans</b>	22	13
<b>other non-western</b>	19	21

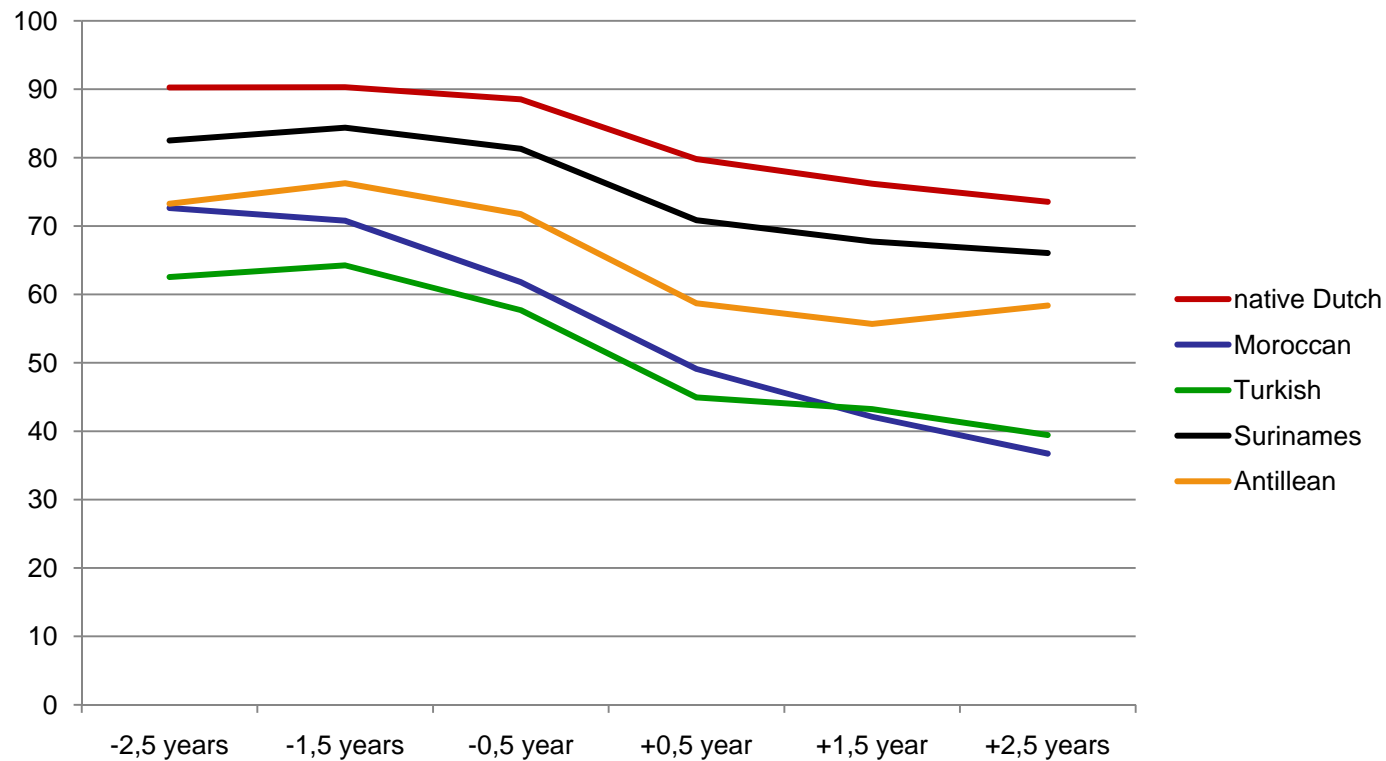


# Income of those with work (x € 1,000.- (2006)

	women	men
<b>native Dutch</b>	21	40
<b>Turks</b>	18	29
<b>Moroccans</b>	18	28
<b>Surinamese</b>	24	35
<b>Antilleans</b>	.	29

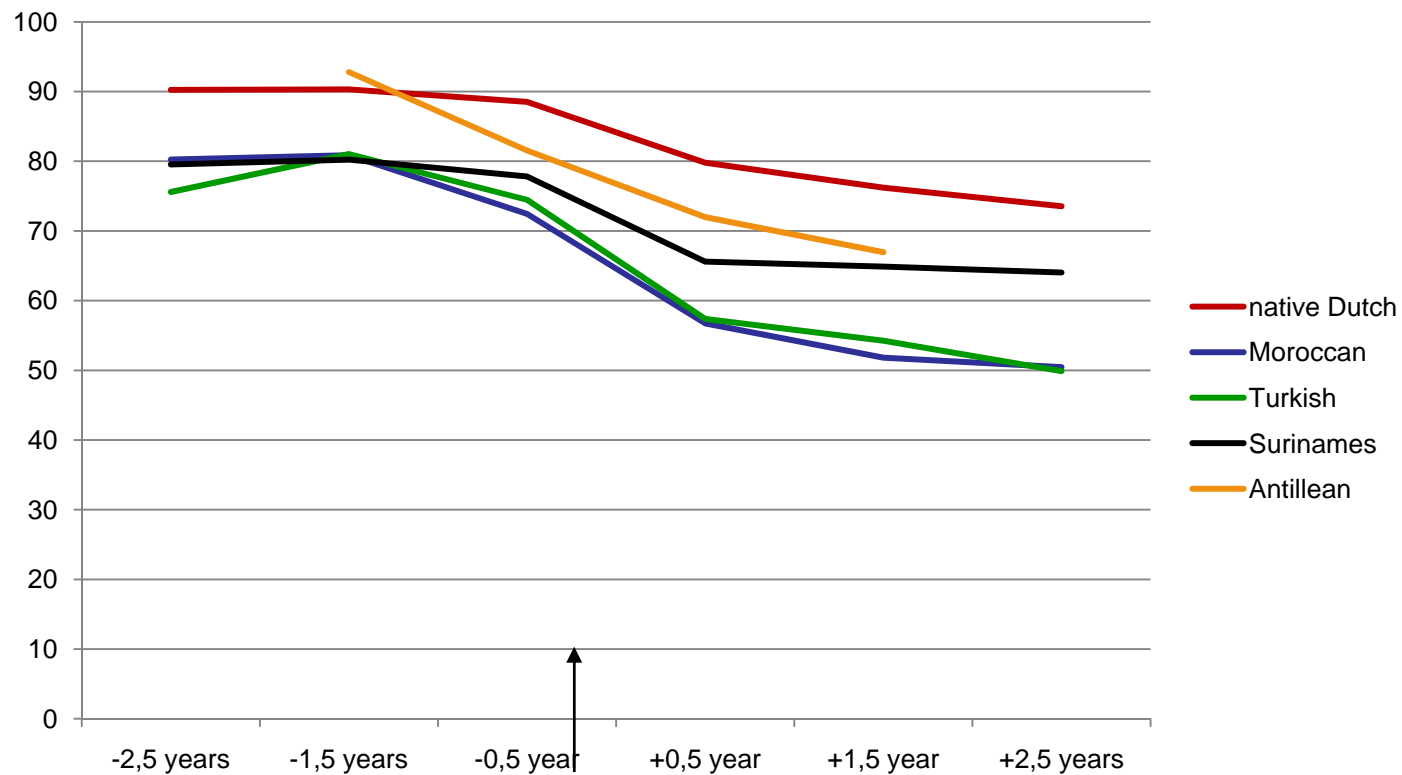


# Participation before and after birth 1st child, 1st generation (1999-2003)





# Participation before and after birth of 1st child, 2nd generation (1999-2003)



# Parental leave in the Netherlands

## Main characteristics

- individual right for father and mother; until child is 8 years old
- 13 x weekly working hours; ½ time
- unpaid; unless collective agreement or saving in Life Course Savings Scheme
- working for this employer at least 1 year
- leave can be split up in max 3 parts
- possible diversions in collective agreement: age of child



# Typical Dutch use of parental leave

- Take up mothers 42%, fathers 18% (2007)
- Women: average 8 months / 10 hours a week
- Men: average 10 months / 8 hours a week
- Highly educated 3x uptake of lower educated



# Parental leave by ethnic minorities (2004/2005)

Use of parental leave	Women	Men
Turkish	20%	10%
Moroccan	17%	17%
Surinamese	28%	14%
Antillean	16%	14%
Native Dutch	42%	18%



## Reasons for non-use (women)

Reasons	T	M	S	A
what is parental leave??	17%	12%	8%	12%
enough childcare available	6%	4%	20%	11%
loss of income	3%	3%	6%	4%
no permission employer	1%	0%	1%	0%
otherwise	13%	16%	30%	26%



## (Possible) changes in parental leave

- 26 instead of 13 weeks
- Tax reduction for all users of € 678 a month
- Suggestion: take up leave in a many parts a you like
- Suggestion: no longer condition of working for this employer at least one year



## Conclusions

- Leave policies should account for main characteristics of ethnic minorities labour position (temporary, small, unskilled jobs)
- Government, employers and unions should better inform workers about leave
- Further study into use of leave ethnic fathers: ideas to stimulate native Dutch fathers?

