

Who is eligible for parental leave in the Netherlands?

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Parental leave is granted to parents, usually after maternity and paternity leave, allowing mothers and fathers to take care of their young children without losing their jobs. Such a policy exists in all EU Member States and in the Netherlands it is called Ouderschapsverlof. The policy design and eligibility rules vary across the EU and not all women and men in the EU are eligible for parental leave.

Parental leave in Netherlands is:

- € Unpaid
- 12 months
- leave is an individual right and cannot be transferred between parents

11% of women and 16% of men in employment are not eligible for parental leave

This Infocast is based on an eligibility study of how many women and men aged 20-49 would be eligible for parental leave if they had a child in 2017 and the reasons behind their non-eligibility (1).

Who is eligible for parental leave in Netherlands?

- ✓ Employees (self-employed)
- + Self-employed
- ✓ Same-sex parents
- ✓ Non-citizens (2) (third-country workers)

In the EU-28 (3):

- 15 countries restrict access to employees with short working duration before birth (not the Netherlands)
- The self-employed are not eligible in 10 countries (including Estonia)
- 11 countries do not allow access for same-sex parents (not the Netherlands)
- 15 limit access to refugees or asylum seekers (including no access for asylum seekers in the Netherlands)

In the Netherlands, self-employment is the only employment-related reason for non-eligibility for parental leave.

	Women	Men
EU-28	11% Not eligible for parental leave	16% Not eligible for parental leave
NL	11% Not eligible for parental leave	16% Not eligible for parental leave
Reasons	11% Not eligible for parental leave	16% Not eligible for parental leave
	all employees	self-employment
	Not eligible for parental leave	Eligible for parental leave

(1) References for labour law, refugees and asylum seekers when the applicant is included in the infographic, is contained in the infographic.
 (2) Worker status categories: multidimensional and cover all EU-28 citizens, 28 country residence, refugees and asylum seekers.
 (3) The base population is defined before the child's first year of life.

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Read more

[Factsheet: Who is eligible for parental leave in the EU-28?](#)





Downloads



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