

Family Friendliness

Our facilities to combine work with family life

Work & Family Responsibilities

Are you considering to start a family or do you already have children? And how does it work with care responsibilities you might have over a family member or another loved one? Or what are the rules regarding leave for family ceremonies? How do you find a healthy balance between work and family life?

In this brochure you will find the answers to these questions. The first part deals with information on 'pregnancy & childbirth' and the second part is about 'care & parenthood'. You will also find some links to external websites for additional information. On the last page of this brochure we included the persons that can help you further on the above mentioned topics.

Work-life balance coaches

The EUR has eight *work-life-balance coaches* to help you find a healthy balance between work and private life. You can make an appointment directly with them. Consults are treated confidentially. For more information we kindly refer to this [link](#).



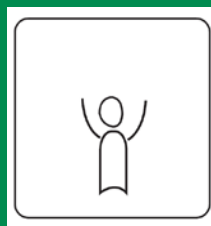
Pregnancy & Childbirth

What are your rights related to pregnancy and childbirth?



Care & Parenthood

What facilities are there for parents and caretakers?



PREGNANCY & CHILDBIRTH

Are you pregnant? Congratulations! The dawn of a new period in your lives is about to commence. We as an employer celebrate this moment with you and are happy to cooperate. Below you find an overview of relevant information.

1. Maternity leave

Every pregnant employee has the right to a minimum of 16 weeks of leave. A certain level of flexibility is guaranteed in taking up these weeks. See the following [link](#) for more information. On this page you will also find information about pregnancy-related illness during maternity leave, hospitalization of the mother and/or the baby, maternity leave in case of twins or multiple births and the application process for maternity leave. After your maternity leave you can take parental leave (see the next page in this brochure).

2. Pregnancy/childbirth and labour conditions

As an employer we are legally obliged to make sure you are able to work in a safe and healthy environment. That's why we want to think along in case you are exposed to certain risks at work. Via the next [link](#) you find a brochure from the Dutch government with more information.

3. Pregnancy/childbirth and labour hours

With respect to your safety and that of your child you are entitled to adapted rest and working hours. This applies to the period of your pregnancy and after childbirth (also when you breastfeed: see the next page). Further information is available via this [link](#) (in Dutch). Please contact your manager and/or the HR advisor to make arrangements about your rest and working hours.

4. Pregnancy/childbirth and your labour contract

In consultation with your manager you can make (temporary) arrangements regarding the number of working hours, the possibility to work from home and a possible extension of your contract based on enjoyed maternity leave. More specific rules might apply per function or faculty/organizational unit. We recommend that you contact your manager and/or HR advisor.

5. Finding your balance

- Take a moment of rest in HT-108 (Woudestein) or 5.01 (ISS).
- Enjoy the beauty of art in the [Erasmus Gallery](#) (in Dutch).
- Exercise at [Erasmus Sport](#) or attend the weekly yoga class at ISS.
- Bring your child to a day care facility close to work. On campus we have [Partou](#).
- For more tips we suggest an [appointment](#) with the work-life balance coaches.

6. Pregnancy and discrimination

Discrimination is forbidden by law. Unfortunately women do encounter pregnancy discrimination on the job market. See the following [link](#) (in Dutch) for more information. If you happen to encounter negative remarks or have the feeling that you do not have full access to your rights, please report this to the [confidential counsellor](#). You might also want to talk to our [company welfare worker](#).

7. Assistant/Associate professor who is pregnant or just gave birth

Under certain circumstance a woman in the position of Assistant professor (UD) or Associate professor (UHD) might be eligible for the scheme 'Exemption from teaching or research activities following pregnancy'. This concerns a (partial) exemption scheme that these women can use to facilitate the combination of motherhood with work. For more information we kindly refer to the following [link](#).

8. Work-life-balance coaches

As mentioned on the previous page, employees have access to work-life-balance coaches. We particularly recommend brand new parents and those who are soon to be parents, to make an appointment.

CARE & PARENTHOOD

Are you a caretaker or a parent? It's up to you to take care of others and it's up to us to unburden you as an employee where possible. Please find an overview with relevant information below.

1. Leave for the partner after childbirth

- Exceptional short-term leave to be present during childbirth
- Childbirth leave after delivery: see point 6
- Parental leave: see point 7

2. Exceptional short-term leave (family)

You might be entitled to exceptional short-term leave for certain family circumstances/events such as illness, taking out a marriage licence, a wedding, death or anniversaries. Via the next [link](#) you can read more information.

3. Emergency leave

In case of unforeseen circumstances you might be entitled to [emergency leave](#). Some examples of unforeseen circumstances are an emergency situation at home such as waiting for the plumber to fix a burst water pipe or picking up your child from school due to a sudden illness, but also bringing your child to the GP during working hours. If an emergency occurs, contact your manager and/or HR advisor immediately. In some cases emergency leave can be extended with care leave, which is explained below.

4. Care leave (paid/unpaid) – informal care

In case you have to take care of an ill family member you might be entitled during a period of 12 months to:

- short-term care leave (paid/unpaid): a maximum leave of twice your weekly working hours at 70% of your salary.
- long-term care leave (unpaid): a maximum leave of 6 times your weekly working hours
- the terms for care leave are found [here](#).

5. Lactation rooms/ breastfeeding

The EUR has [lactation rooms](#) available for employees who return from maternity leave and breastfeed. During the first nine months you are entitled to a maximum of a quarter of your labour hours per shift (max of 2 hours per day in case of fulltime employment).

Please contact your manager and/or HR advisor to make arrangements about your lactating time and your tasks at work. Via the following external [link](#) (in Dutch) you will find more information on breastfeeding and lactating at work.

6. (Additional) childbirth leave

From July 1st 2020 the childbirth leave for partners has been extended to a maximum of 6 weeks (in total 6 times the number of contract hours per week). The regular childbirth leave of 1 week (100% salary covered) has to be used first and within 4 weeks of birth. After that, the additional childbirth leave (up to a maximum of 5 weeks) may be taken within 6 months after birth. Partners have a right to the additional leave if the child was born on July 1st 2020 or later. You will receive 100% of the salary during this period.

The UWV covers 70% of the salary and the EUR compensates the remaining 30%. In this way, you obtain full salary during this period. We hope you will have sufficient opportunity to enjoy the time with your new family member!

7. Parental leave

Parental leave is a legal right allowing both parents to have temporarily more time to spend with their child(ren) by working less. You can take parental leave immediately following maternity/childbirth leave, but you do not have to. EUR makes a distinction between a (partially) paid and unpaid parental leave term. See the following [link](#) for more information.

8. Adoption- and foster care leave

As an employee you are entitled to a maximum of 6 weeks paid adoption- and foster care leave. For further information we kindly refer to the following [link](#).

9. Parenthood/care and your labour contract

In consultation with your manager you can make (temporary) arrangements regarding the number of working hours, the possibility to work from home and a possible extension of your labour contract based on enjoyed parental leave. More specific rules might apply per function or faculty/organisational unit. In any case we recommend you contacting your manager and/or HR advisor.

10. Work & health facilities

Would you like to combine care and parenthood responsibilities better with your work, and are still searching for the right balance? Please make use of the facilities of the [work-life balance coaches](#), the [company welfare workers](#) and the [confidential counsellors](#) when needed. Discussing your situation with an objective third party can bring you new insights.

CONTACT & FEEDBACK

In case of questions related to the contents of this brochure, please contact your manager and/or HR advisor.

For feedback on this document please contact the HR Policy Advisor Diversity & Inclusion via diversity@eur.nl

Approach your Faculty Diversity Officer(s) for:

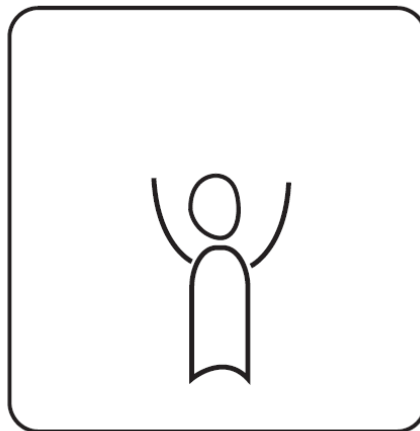
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- Feedback on the accessibility and facilities of the lactation rooms
- Feedback on the accessibility and facilities of the quiet contemplation and meditation room
- Feedback on the accessibility of the child day care facility Partou

More information: myeur.nl



Pregnancy/childbirth



Parenthood



Care