

Parental Leave Regulation

TU/e

EINDHOVEN
UNIVERSITY OF
TECHNOLOGY



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Partially paid parental leave

Information about the entitlement to partially paid parental leave can be found in Chapter 4, Section 4 of the Cao-NU 2023-2024.

Unpaid parental leave

The entitlement to unpaid parental leave is subject to the provisions of the Work and Care Act, whereby the total entitlement to parental leave cannot exceed the provisions of this Act.

At the TU/e the following applies to unpaid parental leave:

- The employee does not accrue any vacation hours during the parental hours of leave.
- The commuting costs are adjusted proportionately to the actual days worked.
- During illness or disability, parental leave continues unless it is concurrent with maternity/childbirth/adoption leave.
- During the period of unpaid leave, the employee pays the total costs of the pension contribution. The employers part as well as the employee's part.
- Unpaid parental leave cannot be taken during the same period as partially paid parental leave.

A request for termination/suspension of (un)paid parental leave due to the taking of additional birth leave is allowed under article 4.20 Cao-NU (hardship clause).

This information was updated in April 2024.