Parental Leave Regulation
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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 2022-2023.

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 the Work and Care 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, you must pay the total costs of the pension contribution yourself. The employers part as well as the employee’s part.

This information has been updated on August 1, 2022.