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If you live in Belgium and work in paid employment in the Netherlands, and you are pregnant, you will be entitled to maternity leave and a maternity benefit. After your maternity leave, you and your partner can take a longer period of leave until your child turns 8. You can spread your parental leave over different periods.

### How much maternity leave will you get?

You can get 16 weeks of maternity leave: 6 weeks before the due date (prenatal leave) and 10 weeks after giving birth (postnatal leave).

#### Postponing the start of your maternity leave

You can postpone your prenatal leave by one or two weeks and start taking leave 5 or 4 weeks before the expected date of delivery. Your postnatal leave will then be extended by one or two weeks.

### How much maternity benefit will you get?

While you are on maternity leave, you will get a maternity benefit. The Dutch Institute for Employee Benefit Schemes (UWV) will usually pay the benefit to your employer, and your employer will pay it to you. The benefit will be the same as your wages.

The maternity benefit is subject to a maximum. See the “Figures” appendix for the amounts.

### How to apply for a maternity benefit

You do not have to claim the benefit yourself. You must give your employer a pregnancy certificate and inform your employer when you will start taking maternity leave. Your employer will then apply to UWV for the maternity benefit at least two weeks before the start of your maternity leave.

#### Maternity grant

Because you live in Belgium, you will also qualify for a one-off maternity grant from Belgium. You must apply to the National Office for Child Benefit for Employees (RKW) in Brussels for a maternity grant. If your partner works in Belgium, you can apply to your partner’s employer’s child benefit fund for the maternity grant.
### What if...

- **... you fall ill before the start of your maternity leave?**  
  If your illness is related to your pregnancy, you will get a sickness benefit, but if you have flu, for example, your employer will continue to pay your normal wages.

- **... you fall ill after you have postponed the start of your maternity leave?**  
  In that case, your maternity leave will start straight away, regardless of whether your illness is related to your pregnancy.

- **... you fall ill during your maternity leave?**  
  The duration of your leave will not change, i.e. your leave will not be suspended while you are ill.

- **... you have a temporary contract which ends while you are receiving a maternity benefit?**  
  In that case, the benefit will continue until the end date that was already fixed. After your contract has ended, the benefit will be paid directly to you.

### How much parental leave will you get?

You will get 26 times the number of working hours per week spread over a period of 12 months. The maximum leave is half of your working hours per week spread over a period of 12 months. Alternative arrangements can be made in consultation with your employer.

### What are the conditions?

- You have an employment contract for at least one year.
- You have to take your parental leave before your child turns 8.

### Will you receive a benefit during your parental leave?

In most cases, you will not be entitled to a benefit, unless other arrangements have been made in your collective labour agreement. You qualify for a reduction on your income tax which will be taken into account in your tax assessment.

### How to apply for parental leave

You need to notify your employer in writing at least two months in advance.

### What if...

- **... Your employer refuses?**  
  Your employer cannot refuse to grant parental leave but may propose an alternative arrangement as to the period(s) concerned.
Stay informed

This leaflet contains general information provided by the Bureau for Belgian Affairs. Additional conditions and exceptions may apply to your situation, and rules and regulations are subject to change. We therefore advise you to check our website regularly (www.svb.nl/bbz).

If you have any questions, feel free to get in touch with the Bureau for Belgian Affairs. We will be happy to assist you.

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Other useful addresses

National Office for Child Benefit for Employees (RKW)
Trierstraat 70
B-1000  Brussel
+32 (0)2 237 21 11
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