ZEDRA Local Country Guide Employee Leave Administration

Netherlands

Reports

The ZEDRA Leave Administration global service will provide a real-time account of all authorised/reported leave/absence via the system & app. A monthly output of all local Leave's will be provided on/by the agreed date on the Leave Management calendar. These are available in English language:

- Annual (PTO)
- Public Holidays
- Sick Leave
- Pregnancy & Maternity Leave
- Birth/Partner Leave
- Additional Birth/Partner Leave
- Pregnancy Check-up Leave
- Paternity/Partner Leave
- Parental Leave
- Adoption Leave
- Foster Care Leave
- Short-term Care Leave
- Long-term Care Leave
- Emergency Leave and Short-term Absence Leave
- Special Leave
- Marriage Leave
- Bereavement Leave
- Moving House Leave
- Consulting a Doctor Leave
- Work Anniversary Leave
- Exam Leave
- Jury Duty Leave

- Voting Leave
- Training/Study Leave
- Charity/Volunteering Leave
- Sabbatical Leave
- Unpaid Leave

Country Specific Commentary

Leave and absence categories may vary according to local legislation, applicable collective bargaining agreements and individual employer policies.

Additional country-specific leave categories or arrangements may apply and can be incorporated into the Global Absence Management service where required, subject to the agreed scope of services.

The Netherlands recognises distinct statutory arrangements for birth/partner leave, parental leave and short-term and long-term care leave. Additional special leave arrangements may apply under collective labour agreements (CAOs) or individual employer policies and may require separate tracking within the system.

Local System Functionality

The standard Leave Administration module can be supplemented with the Time module offering some Time Entry/Exit recordings at an additional charge.

Additional Services

It is possible that additional local services may be required in specific local countries to support the global standard operating model. Below is a list of additionally chargeable services for your consideration:

- Time Module.
- Leave benchmarking study.