

# Who is eligible for parental leave in the EU-28?

Parental leave is granted to parents, usually after maternity and paternity leave, allowing mothers and fathers to take care of their young children without losing their jobs. Such a policy exists in all EU Member States. The policy design and eligibility rules vary across the EU and not all women and men in the EU are eligible for parental leave.

## Restrictions in access to parental leave in the EU-28

	Employees	Self-employed	Same-sex parents	Adoptive parents	Lone parents	Non-resident parents	Other EU-28 citizens	Third country nationals	Refugees	Asylum seekers
HR	●	●	●	●	●	●	●	●	●	●
SI	●	●	●	●	●	●	●	●	●	●
FI	●	●	●	●	●	●	●	●	●	●
SE	●	●	●	●	●	●	●	●	●	●
ES	●	●	●	●	●	○	●	●	●	●
DE	●	●	●	●	●	●	●	●	●	●
EE	●	●	●	●	●	●	●	●	●	●
NL	●	●	●	●	●	●	●	●	●	●
BE	●	●	●	●	●	●	●	●	●	●
BG	●	●	●	●	●	●	●	●	●	●
DK	●	●	●	●	●	○	●	●	●	●
RO	●	●	●	●	●	●	●	●	●	●
FR	●	●	●	●	●	●	●	●	●	●
SK	●	●	●	●	●	●	●	●	●	●
AT	●	●	●	●	●	●	●	●	●	●
IT	●	●	●	●	●	●	●	●	○	○
PT	●	●	●	●	●	●	●	●	●	●
IE	●	●	●	●	●	○	●	●	●	●
LU	●	●	●	●	●	●	●	●	●	●
MT	●	●	●	●	●	○	●	●	●	●
PL	●	●	●	●	●	●	●	●	●	●
UK	●	●	●	●	●	●	●	●	●	●
CZ	●	●	●	●	●	●	●	●	●	●
LV	●	●	●	●	●	●	●	●	●	●
HU	●	●	●	●	●	●	●	●	●	●
EL	●	●	●	●	●	●	●	●	●	●
LT	●	●	●	●	●	○	●	●	●	●
CY	●	●	●	●	●	○	○	○	○	○

● Eligible without conditions      ● Eligible with conditions      ● Not eligible      ○ Information not available

Note: Countries are listed according to the number of green circles (highest to lowest); if ties occur, then according to red circles (lowest to highest); if ties still occur, then by protocol order. Employment conditions are primary criteria; eligibility for same-sex parents or non-nationals are green if no further conditions apply. Data refers to 2017.

## There are no Member States in the EU-28 that offered universal access to parental leave <sup>(1)</sup>.

In the EU-28 <sup>(2)</sup>:

- 15 countries restrict parental leave access to employees with short working duration before birth
- The self-employed are not eligible for parental leave in 10 countries
- 11 countries do not allow access for same-sex parents
- Adoptive parents and lone parents are eligible for parental leave across EU-28
- Non-resident parents are not eligible in 11 countries
- 2 countries restrict access to non-nationals through residency conditions
- 2 countries do not give access to refugees
- 19 countries do not give access to asylum seekers

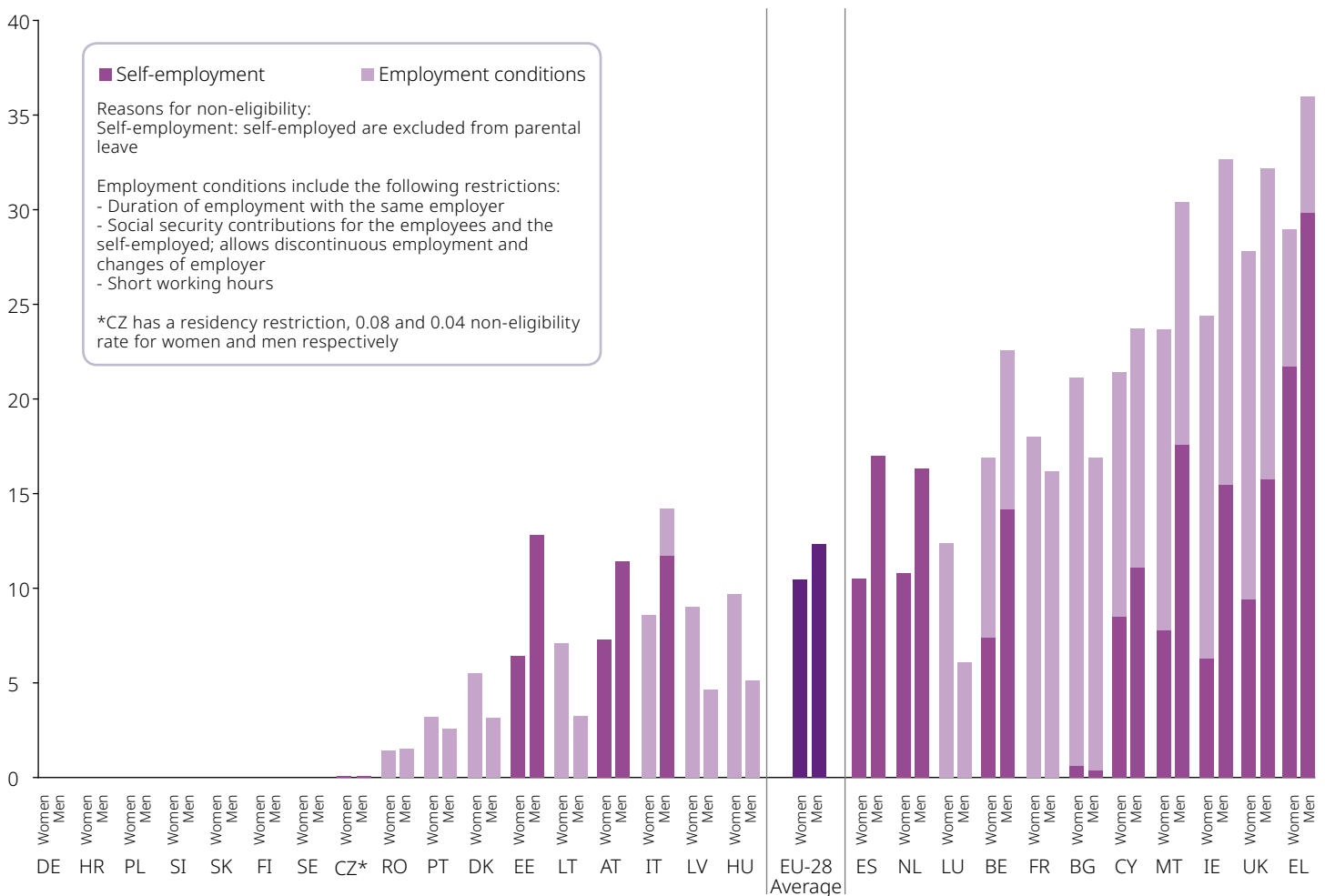
<sup>(1)</sup> Assessment based on 2017 annual reviews on leave policies by the International Network on Leave Policies and Research.

<sup>(2)</sup> The data was collected before the UK left the European Union.

# 10 % of women and 12 % of men in employment are not eligible for parental leave

This factsheet is based on an eligibility study of how many women and men (aged 20-49) would be eligible for parental leave if they had a child in 2017 <sup>(3)</sup>.

## Non-eligibility for parental leave in the EU, 2017



Non-eligibility is the highest in countries where the self-employed are not eligible and where the employees also have restrictions. The share of men not eligible for parental leave is particularly high in countries where the self-employed are not eligible. In countries where there is continuous employment requirement, women have higher non-eligibility than men.

Source: Eurostat – EU LFS, EU-SILC, 2017. EIGE’s calculations based on annual reviews on leave policies by the International Network on Leave Policies and Research. Note: EU-28, weighted average (population age 20-49, EU LFS 2017, (lfsa\_pganws)).

<sup>(3)</sup> Restrictions for same-sex couples, refugees and asylum seekers where they apply are not included in the simulations, so underestimates non-eligibility.

### European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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