

Who is eligible for parental leave in France?

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 and in France it is called **Congé parental**. The policy design and eligibility rules vary across the EU and not all women and men in the EU are eligible for parental leave.

Parental leave in France is:



Paid



36 months



Leave is an individual right and cannot be transferred between parents

18 % of women and 16 % 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 and the reasons behind their non-eligibility ⁽¹⁾.

Who is eligible for parental leave in France?

✓ **Employees**
(with conditions)

✓ **Self-employed**

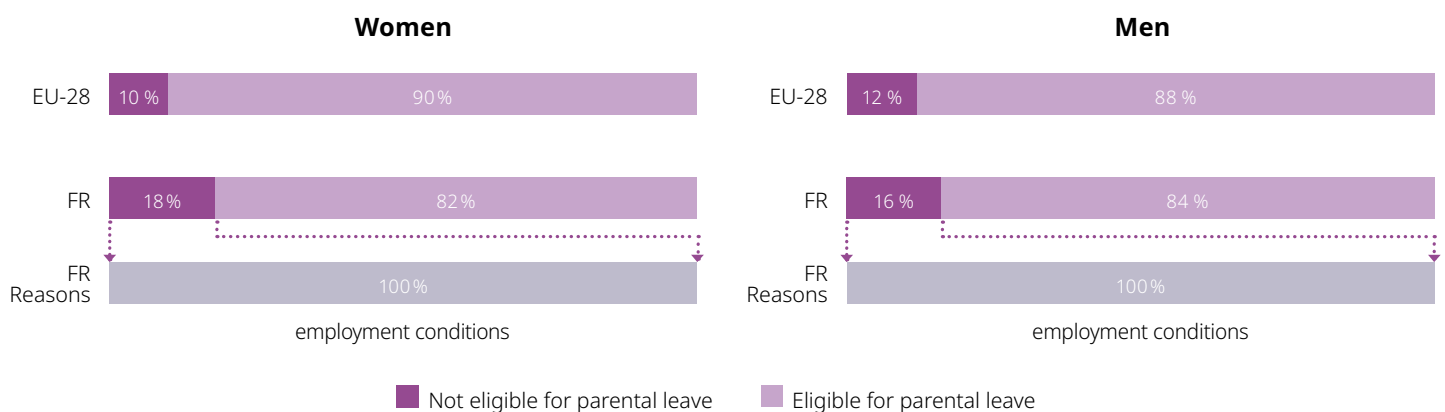
✓ **Same-sex parents**

✓ **Non-citizens ⁽²⁾**
(except refugees and asylum seekers)

In the EU-28 ⁽³⁾:

- 15 countries restrict access to employees with short working duration before birth (including France)
- The self-employed are not eligible in 10 countries (not France)
- 11 countries do not allow access for same-sex parents (not France)
- 19 limit access to refugees or asylum seekers (including no access for refugees and asylum seekers in Finland)

In France, duration conditions for the employees is the only employment-related reason for non-eligibility for parental leave.

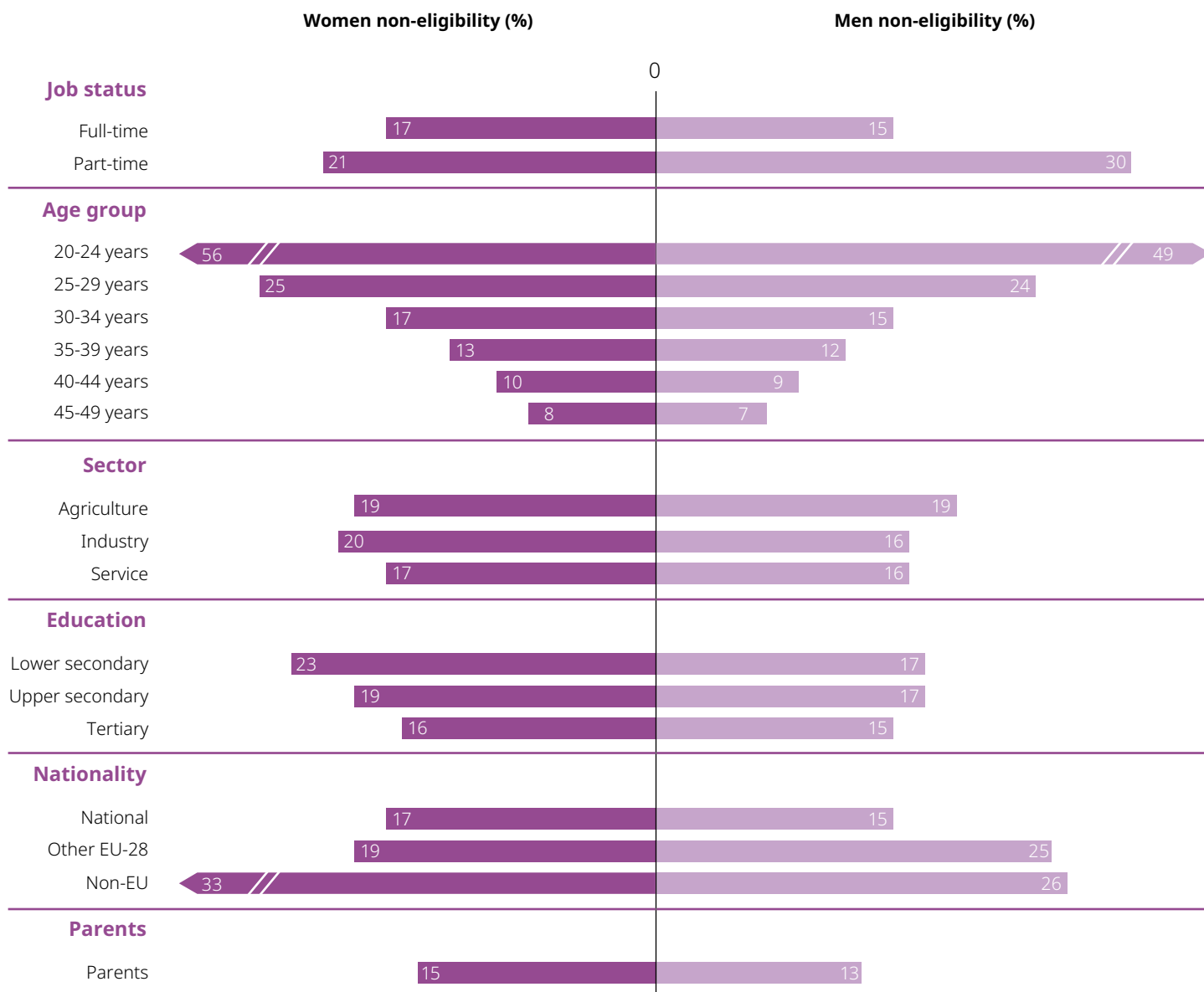


⁽¹⁾ Restrictions for same-sex couples, refugees and asylum seekers where they apply are not included in the simulations, so underestimates non-eligibility.

⁽²⁾ The non-citizens category is multidimensional and cover other EU-28 citizens, 3rd country nationals, refugees and asylum seekers.

⁽³⁾ The data was collected before the UK left the European Union.

Who is not eligible for parental leave in France?



In France, **15 %** of mothers and **13 %** of fathers with a co-resident child aged less than 3 years are not eligible for leave, there is a 2 percentage point gender gap in access to leave. The gender gap for parents with young children is the same as the national average (2 percentage points).

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)).

European Institute for Gender Equality

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