

Who is eligible for parental leave in Belgium?

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 Belgium it is called **Ouderschapsverlof/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 Belgium is:



Paid



8 months



Leave is an individual right and cannot be transferred between parents

7 % of women and 23 % of men in employment are not eligible for parental leave (1)

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. (2)

Who is eligible for parental leave in Belgium?

✓ **Employees**
(with conditions)

× **Self-employed**

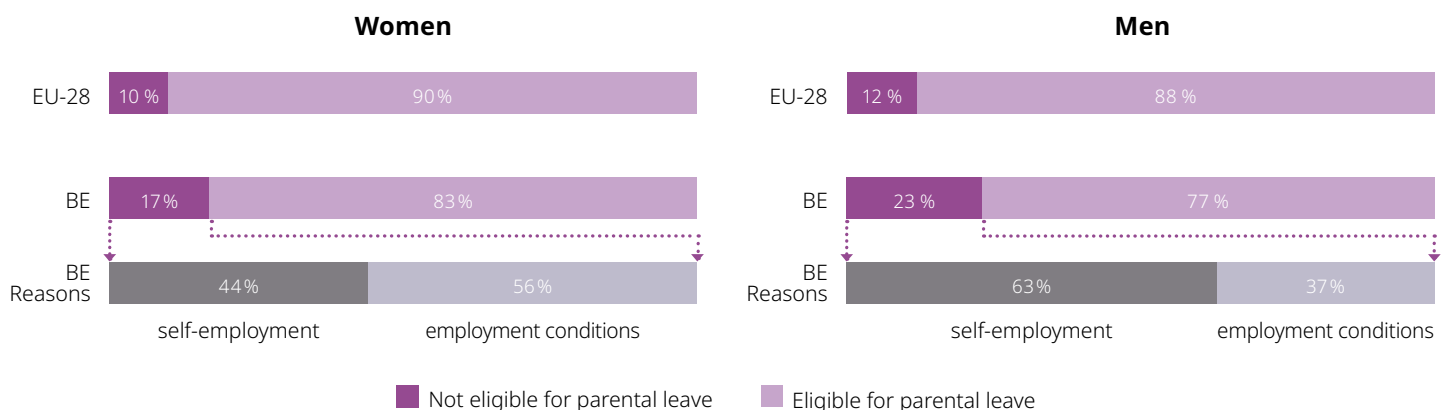
✓ **Same-sex parents**

✓ **Non-citizens (3)**
(with conditions for asylum seekers)

In the EU-28 (4):

- **15** countries restrict access to employees with short working duration before birth (including Belgium)
- The self-employed are not eligible in 10 countries (including Belgium)
- **11** countries do not allow access for same-sex parents (not Belgium)
- **19** limit access to refugees or asylum seekers (with conditions for asylum seekers in Belgium)

In Belgium, self-employment and duration conditions for the employees restrict the access to parental leave.



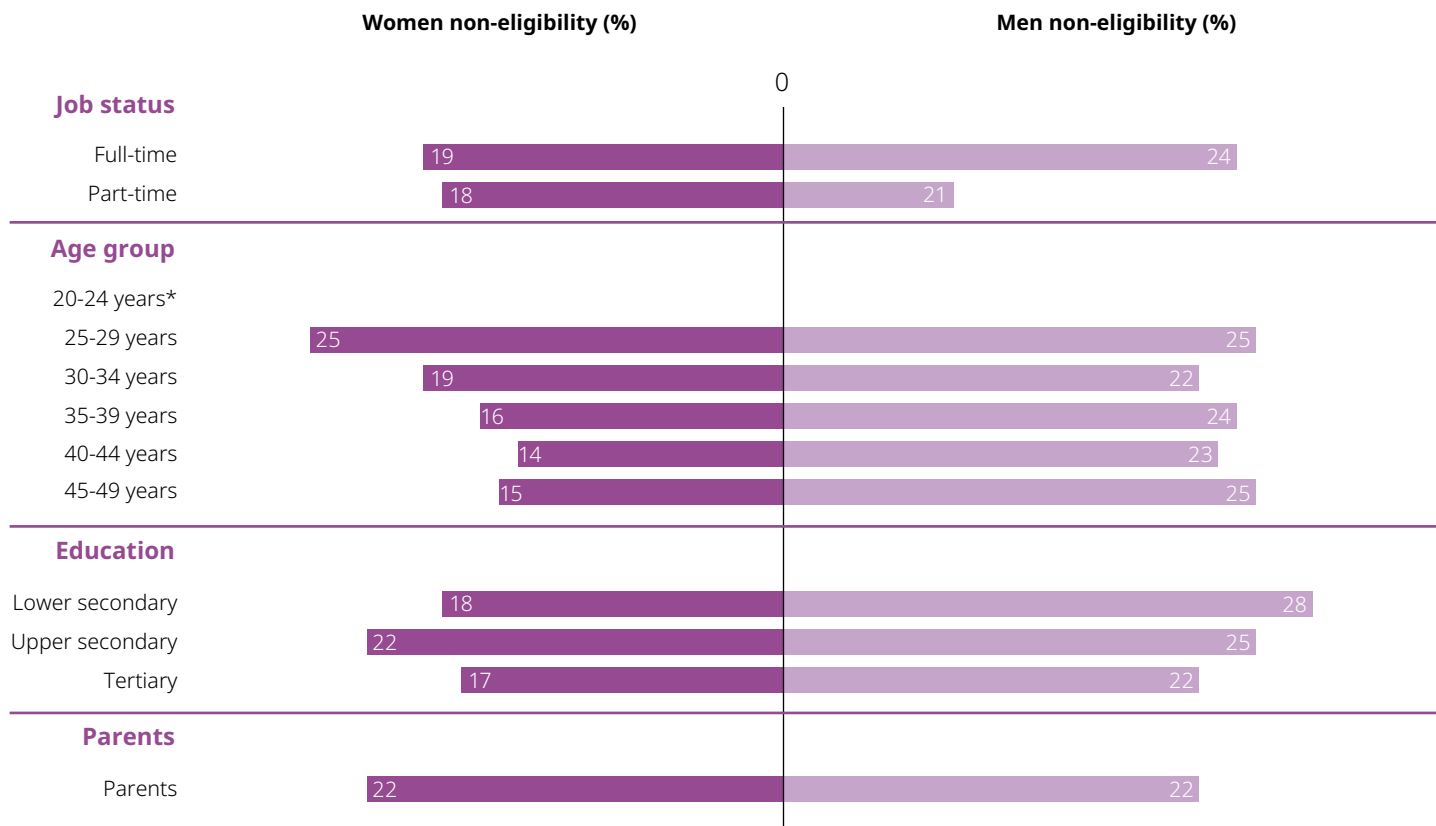
(1) In Belgium, all public-sector employees are eligible for leave. Restrictions apply to private sector workers. Eligibility rates calculated as a weighted average of workforce in public and private sector employment, OECD Government at a Glance 2019

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

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

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

Who is not eligible for parental leave in the private sector in Belgium?



*Insufficient sample size for reporting
Data on sector of employment not available

In Belgium, **22%** of mothers and **22%** of fathers with a co-resident child aged less than 3 years are not eligible for leave, there is no gender gap in access to leave. The gender gap for parents with young children is smaller than the national average (6 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

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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This factsheet is based on the work of Matthew Aldrich, Sara Connolly, Margaret O'Brien, and Merve Uzunalioglu; in collaboration with Laura Merla, Fred Deven, Bernard Fusulier and Dimitri Mortelmans and www.leavenetwork.org

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Contact details

<http://eige.europa.eu/> 
facebook.com/eige.europa.eu 
twitter.com/eurogender 
linkedin.com/company/eige/ 
youtube.com/user/eurogender 
eige.sec@eige.europa.eu 
 +370 52157444 
<https://eurogender.eige.europa.eu/> 



European Institute for Gender Equality
Gedimino pr. 16
LT-01103 Vilnius
LITHUANIA



Publications Office
of the European Union