

# Who is eligible for parental leave in Belgium?

**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:**

- Free
- Unpaid
- 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 (\*)**

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 (†)

**Who is eligible for parental leave in Belgium?**

- ✓ Employees (with conditions)
- + Self-employed
- ✓ Same-sex parents
- ✓ Non-citizens (‡) (with conditions for asylum seekers)

**In the EU-28 (‡)**

- 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)
- 17 countries do not allow access for same-sex parents (not Belgium)
- 15 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.**

Gender	Category	Eligible for parental leave	Not eligible for parental leave
Women	Self-employment	10%	90%
	Employment conditions	10%	90%
Men	Self-employment	10%	90%
	Employment conditions	23%	77%

(†) In Belgium all public sector employees are eligible for leave. Restrictions apply to private sector workers. Eligibility rules also depend on employment type of applicants (public and private sector employees). (‡) Government as of January 2018.  
 (‡) Statistics for same-sex parents, refugees and asylum seekers where this category is included in the categories. In countries where not eligible.  
 (‡) In some short working duration and/or over 10-15 years. In country research, refugees and asylum seekers.  
 (‡) The facts were collected before the 2018th European election.

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## Read more

[Factsheet: Who is eligible for parental leave in the EU-28?](#)



[Factsheets: Eligibility for parental leave in EU Member States](#)



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# Downloads



**Who is eligible for parental leave in Belgium?**

EN (PDF, 178.98 KB)

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