

Who is eligible for parental leave in Ireland?

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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 Ireland it is called Saoire do thuismitheoirí. 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 Ireland is:

- € Unpaid
- 8 months
- Leave is an individual right and cannot be transferred between parents

24 % of women and 33 % 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 Ireland?

- ✓ Employees (self-employed)
- + Self-employed
- ✓ Same-sex parents
- ✓ Non-citizens (2) (Irish-born women)

In the EU-28 (3):

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

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

	Women	Men
all employees	76% eligible for parental leave, 24% not eligible	76% eligible for parental leave, 24% not eligible
employment conditions	52% eligible for parental leave, 48% not eligible	52% eligible for parental leave, 48% not eligible

(1) Reasons for non-eligibility include refugees and asylum seekers when they apply and include in the application, to combine their own eligibility.
 (2) Women share categories multidimensional and cover all EU-28 citizens, the country variable, refugees and asylum seekers.
 (3) The facts were collected before the birth of the youngest child.

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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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