

# Who is eligible for parental leave in Luxembourg?

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

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 Luxembourg 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 Luxembourg is:**

- Fast
- 13 months
- Linked to an individual right and contract for non-tenured non-union parents

**12 % of women and 6 % of men in employment are not eligible for parental leave.**

This factheet 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 Luxembourg?**

- ✓ Employees (self-employed)
- ✓ Self-employed (self-employed)
- ✓ Same-sex parents
- ✓ Non-citizens (2) (third-country workers)

**In the EU-28 (3):**

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

**In Luxembourg, duration conditions for the employees and the self-employed, and working short hours restrict the access to parental leave.**

	Women	Men
EU-28	41% Not eligible for parental leave, 59% Eligible for parental leave	41% Not eligible for parental leave, 59% Eligible for parental leave
EU	24% Not eligible for parental leave, 76% Eligible for parental leave	24% Not eligible for parental leave, 76% Eligible for parental leave
Refugees	52% Not eligible for parental leave, 48% Eligible for parental leave	52% Not eligible for parental leave, 48% Eligible for parental leave

Legend: ■ Not eligible for parental leave ■ Eligible for parental leave

(1) References for labour law, refugees and asylum seekers when they apply are included in the references. In countries where no eligibility is mentioned, it means that the country does not have a parental leave policy. (2) Women: third-country nationals and non-EU/EEA citizens. In country remarks, refugees and asylum seekers. (3) The data are identical 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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[Who is eligible for parental leave in Luxembourg?](#)

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