

Who is eligible for parental leave in the United Kingdom?

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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 the UK it is called Parental leave. 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 the UK is:

- € (United Kingdom)
- 12 months
- Leave is an individual right and cannot be transferred between parents

28 % of women and 32 % 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 the UK?

- ✓ Employees (self-employed)
- + Self-employed
- ✓ Same-sex parents
- ✓ Non-citizens (2) (non-EU/EEA citizens)

In the EU-28 (3):

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

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

Gender	Category	Not eligible for parental leave (%)	Eligible for parental leave (%)
Women	all employees	28	72
	employees with conditions	28	72
Men	all employees	32	68
	employees with conditions	32	68

(1) References for labour rights, refugees and asylum seekers when they apply are included in the references, to understand more on eligibility.
(2) Worker status categories: multidimensional and cover all EU/EEA citizens, EU country residents, refugees and asylum seekers.
(3) The data are available before the 2018-2019 survey date.

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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](#)



Downloads



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