

Who is eligible for parental leave in Belgium?

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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 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 (%)	Eligible for general leave (%)
Women	Self-employment	100	100
	Employment conditions	93	100
Men	Self-employment	100	100
	Employment conditions	77	100

(*) In Belgium all public sector employees are eligible for leave. Restrictions apply to private sector workers. Eligibility rules also depend on the employment type and general sector employees. (Source: Eurostat, 2018)
 (**) Includes EU member states, refugees and asylum seekers whose eligibility is included in the attachment. Excludes non-EU-28 citizens.
 (***) Excludes short-courtesy, multidimensional and care after 10:30 hours. Excludes non-EU-28 citizens, refugees and asylum seekers.
 (****) 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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