

Who is eligible for parental leave in Estonia?

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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 Estonia it is called Lapsehoolduspuhkus. 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 Estonia is:

- Paid
- Uninterruptive
- Leave is to be shared between parents

6 % of women and 13 % 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).

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- ✓ Employees (self-employed)
- ✗ Self-employed
- ✓ Same-sex parents
- ✗ Non-citizens (2) (limited rights holders)

In the EU-28 (3):

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

In Estonia, self-employment is the only employment-related reason for non-eligibility for parental leave.

| Gender | Employment Status | Not eligible for parental leave | Eligible for parental leave |
|--------|-------------------|---------------------------------|-----------------------------|
| Women | All employment | 6% | 94% |
| | Self-employed | 100% | 0% |
| Men | All employment | 13% | 87% |
| | Self-employed | 100% | 0% |

(1) Reasons for non-eligibility include: refugees and asylum seekers when they apply for asylum in the applicant's country of residence or eligibility.
 (2) Women (stateless citizens, multidimensional and stateless citizens, EU citizens, EU country nationals, refugees and asylum seekers).
 (3) The facts are detailed below in the infographic's appendix.

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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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