

Who is eligible for parental leave in France?

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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 France 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 France is:

- Paid
- Unremunerated
- Linked to an individual right and contract for non-remunerated leave: parents

18 % of women and 16 % 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 France?

- ✓ Employees (self-employed)
- ✓ Self-employed
- ✓ Same-sex parents
- ✓ Non-citizens (2) (except refugees and asylum seekers...)

In the EU-28 (3):

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

In France, duration conditions for the employees is the only employment-related reason for non-eligibility for parental leave.

Gender	Not eligible for parental leave	Eligible for parental leave
Women	18%	82%
Men	16%	84%

Reasons for non-eligibility (women and men):

- 1) Not eligible for parental leave: 18% (women) / 16% (men)
- 2) Eligible for parental leave: 82% (women) / 84% (men)
- 3) The data was collected before the birth of the concerned child.

(1) Information for same-sex couples, refugees and asylum seekers where this information is available in the data source. (2) Non-citizens category 8. Multidimensional pro score value: 0.28 (citizens), 0.12 (long-term residents), 0.05 (refugees and asylum seekers). (3) The data was collected before the birth of the concerned 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](#)



Downloads



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