

# Who is eligible for parental leave in France?

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

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%

(1) Reasons for same-sex couples, refugees and asylum seekers where they do not yet contribute to the welfare of the community are not taken into account.  
 (2) The non-citizens category is multidimensional and cover other EU-28 citizens, 3rd country nationals, refugees and asylum seekers.  
 (3) The data was collected between 2014 and 2016.

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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



## Who is eligible for parental leave in France?

EN (PDF, 179.58 KB)

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