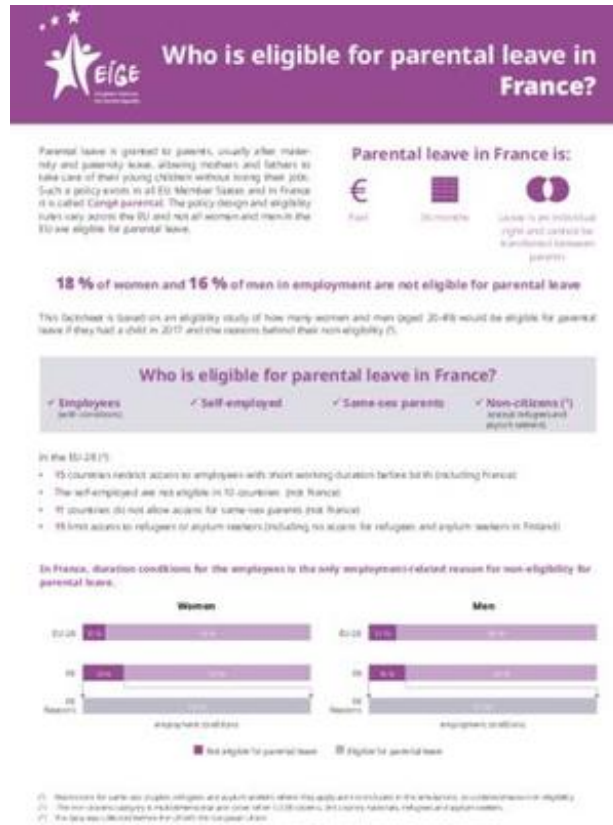


Who is eligible for parental leave in France?



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
- Uninterruptive
- Linked to an individual right and contract for transferred between 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 (with conditions)
- ✓ Self-employed
- ✓ Same-sex parents
- ✓ Non-citizens (2) (with employment and asylum status) (3)

In the EU-28 (1):

- 15 countries restrict access to employees with short working duration before birth (including France)
- The self-employed are not eligible in 10 countries (including France)
- 11 countries do not allow access for same-sex parents (including 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	Reason	Percentage
Women	Not eligible for parental leave	18%
	Eligible for parental leave	82%
Men	Not eligible for parental leave	16%
	Eligible for parental leave	84%

Reasons for non-eligibility for women and men:

- Women: 4% Not eligible for parental leave (employment conditions), 14% Not eligible for parental leave (short working duration before birth)
- Men: 16% Not eligible for parental leave (employment conditions)

(1) Reasons for same-sex parents, refugees and asylum seekers where they did not contribute to the analysis, as conditions are not eligible.
(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 before they fulfil the legal condition.

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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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