

Who is eligible for parental leave in Italy?

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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 Italy it is called Congedo Parentale. 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 Italy is:

- Free
- 13 months
- Linked to an individual right and subject to standardized business patterns

9 % of women and 14 % 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 Italy?

- ✓ Employees
- ✓ Self-employed (with conditions)
- ✗ Same-sex parents
- ✓ Non-citizens (*) (information not available for refugees and asylum seekers)

In the EU-28 ()**

- 15 countries restrict access to employees with short working duration before birth (not Italy)
- The self-employed are not eligible in 10 countries (not Italy but some conditions apply)
- 11 countries do not allow access for same-sex parents (including Italy)
- 19 limit access to refugees or asylum seekers (information not available for refugees and asylum seekers in Italy)

In Italy, restrictions on same-sex parents is the only employment-related reason for non-eligibility for parental leave for women, and self-employment is the main reason for men.

	Women	Men
Not eligible for parental leave	9%	14%
Eligible for parental leave	91%	86%

(*) Information for same-sex couples, refugees and asylum seekers where this information is included in the attachment to the questionnaire on eligibility.
 (**) Women share categories multidimensional and cover all EU-28 countries, the country variable, refugees and asylum seekers.
 (**) The data are available before the 2018-19 survey period.

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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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