

# Who is eligible for parental leave in Poland?

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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 Poland it is called *urlop rodzicielski*. The policy design and eligibility rules vary across the EU, including in Poland, and not all women and men in the EU are eligible for parental leave.

**Parental leave in Poland is:**

- € Paid. The amount of benefit is calculated based on the previous earnings and duration of leave taken.
- 7.5 months
- Leave is a family entitlement

**Almost all women and men in employment are 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). For Poland, it is not possible to simulate all the conditions that apply due to data restrictions.

Some cases are not eligible for leave.

Parental leave in Poland is an employment right available to all parents insured by social security.

Mothers' eligibility for parental leave in Poland is tied to their eligibility for maternity leave. Parents with a refugee status are eligible for parental leave if they are registered as unemployed and have paid contributions to the Labour Fund (2) for 12 months within the last 18 months.

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

- ✓ Employees
- ✓ Self-employed
- ✗ Same-sex parents
- ✗ Non-citizens (3) and asylum seekers

**In the EU-28 (2):**

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

(1) Information for lesbian couples, refugees and asylum seekers when they apply are not taken in the simulations. In countries where it applies (2) Women share categories multidimensional and cover all EU-28 citizens, the country residence, refugees and asylum seekers. (3) The fact was checked before the start of the survey in 2017.

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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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## Downloads



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

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