

Who is eligible for parental leave in Portugal?

Who is eligible for parental leave in Portugal?

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 Portugal it is called Licença parental complementar. 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 Portugal is:

- Paid
- 6 months
- Part of the leave is transferable between parents and/or is an individual right

3 % of women and 3 % 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 Portugal?

- ✓ Employees (self-employed)
- ✓ Self-employed (self-employed)
- ✗ Same-sex parents
- ✓ Non-citizens (2)

In the EU-28 (3):

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

In Portugal, duration conditions for the employee and the self-employed restrict the access to parental leave.

Category	Eligible for parental leave	Not eligible for parental leave
Women	97%	3%
Men	97%	3%

(1) Reasons for exclusion include: refugees and asylum seekers when they apply for asylum in the afternoon, no information on eligibility.
 (2) Women (same categories: multidimensional and over 40 and 50 years), 10 country restrict, refugees and asylum seekers.
 (3) The facts are valid only before the 31st of the European Union.

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 Portugal it is called Licença parental complementar. The policy design and eligibility rules vary across the EU and not all women and men in the EU are eligible for parental leave.

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 Portugal?

EN (PDF, 177.32 KB)

Metadata

COUNTRY: Portugal

AREAS: Eligibility for parental leave factsheets

ISBN: 978-92-9482-752-4

DOI: 10.2839/930704