

Who is eligible for parental leave in the United Kingdom?

Who is eligible for parental leave in the United Kingdom?

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 the UK it is called Parental leave. 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 the UK is:

- € (Symbol)
- 12 months
- Leave is an individual right and cannot be transferred between parents

28 % of women and 32 % of men in employment are not eligible for parental leave

This factheet 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 the UK?

- ✓ Employees (self-employed)
- + Self-employed
- ✓ Same-sex parents
- ✓ Non-citizens (2) (Irish, EU, EFTA)

In the EU-28 (3):

- 15 countries restrict access to employees with short working durations before birth (including the United Kingdom)
- The self-employed are not eligible in 10 countries (including the United Kingdom)
- 17 countries do not allow access for same-sex parents (not the United Kingdom)
- 15 limit access to refugees or asylum seekers (including no access for asylum seekers in the United Kingdom)

In the UK, self-employment and duration conditions for the employees restrict the access to parental leave.

Gender	Category	Eligible for parental leave	Not eligible for parental leave
Women	all employees	72%	28%
	employees with conditions	50%	50%
Men	all employees	68%	32%
	employees with conditions	47%	53%

(1) References for labour law, refugees and asylum seekers when the applicant is included in the categories: no restriction on eligibility (2) Worker status categories: multidimensional and cover all EU-28 citizens, EU country nationals, refugees and asylum seekers (3) The data are divided before the birth of the youngest child

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 the UK it is called Parental leave. 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 the United Kingdom?](#)

EN (PDF, 180.29 KB)

Metadata

COUNTRY: Non EU countries

AREAS: Eligibility for parental leave factsheets

ISBN: 978-92-9482-761-6

DOI: 10.2839/275776