

Who is eligible for parental leave in Italy?

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:



Paid



12 months



Leave is an individual right and cannot be transferred between parents

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 ⁽¹⁾.

Who is eligible for parental leave in Italy?

✓ **Employees**

✓ **Self-employed**
(with conditions)

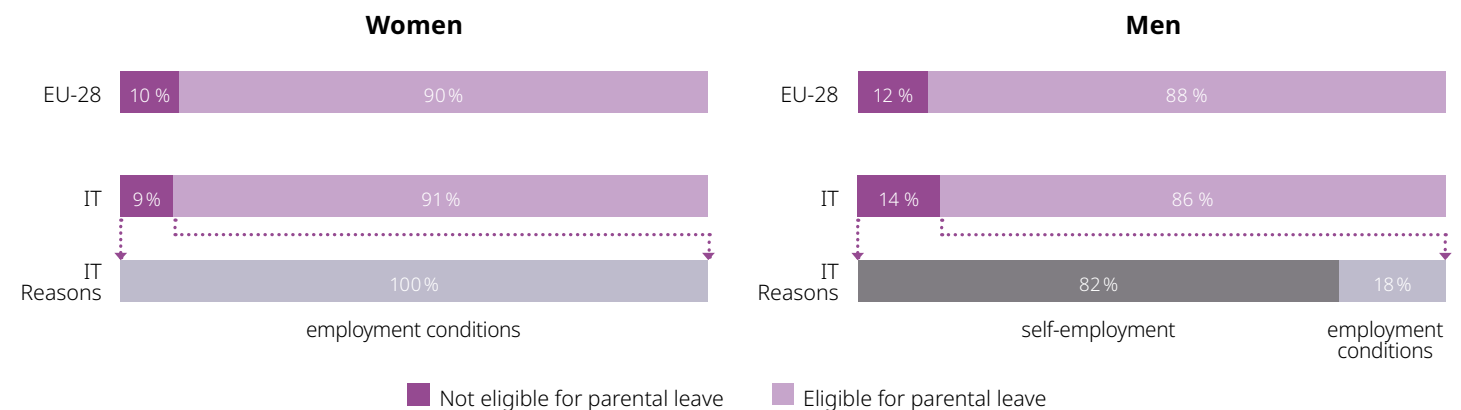
× **Same-sex parents**

✓ **Non-citizens ⁽²⁾**
(information not available for refugees and asylum seekers)

In the EU-28 ⁽³⁾:

- **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 some sectors is the only employment-related reason for non-eligibility for parental leave for women, and self-employment is the main reason for men.

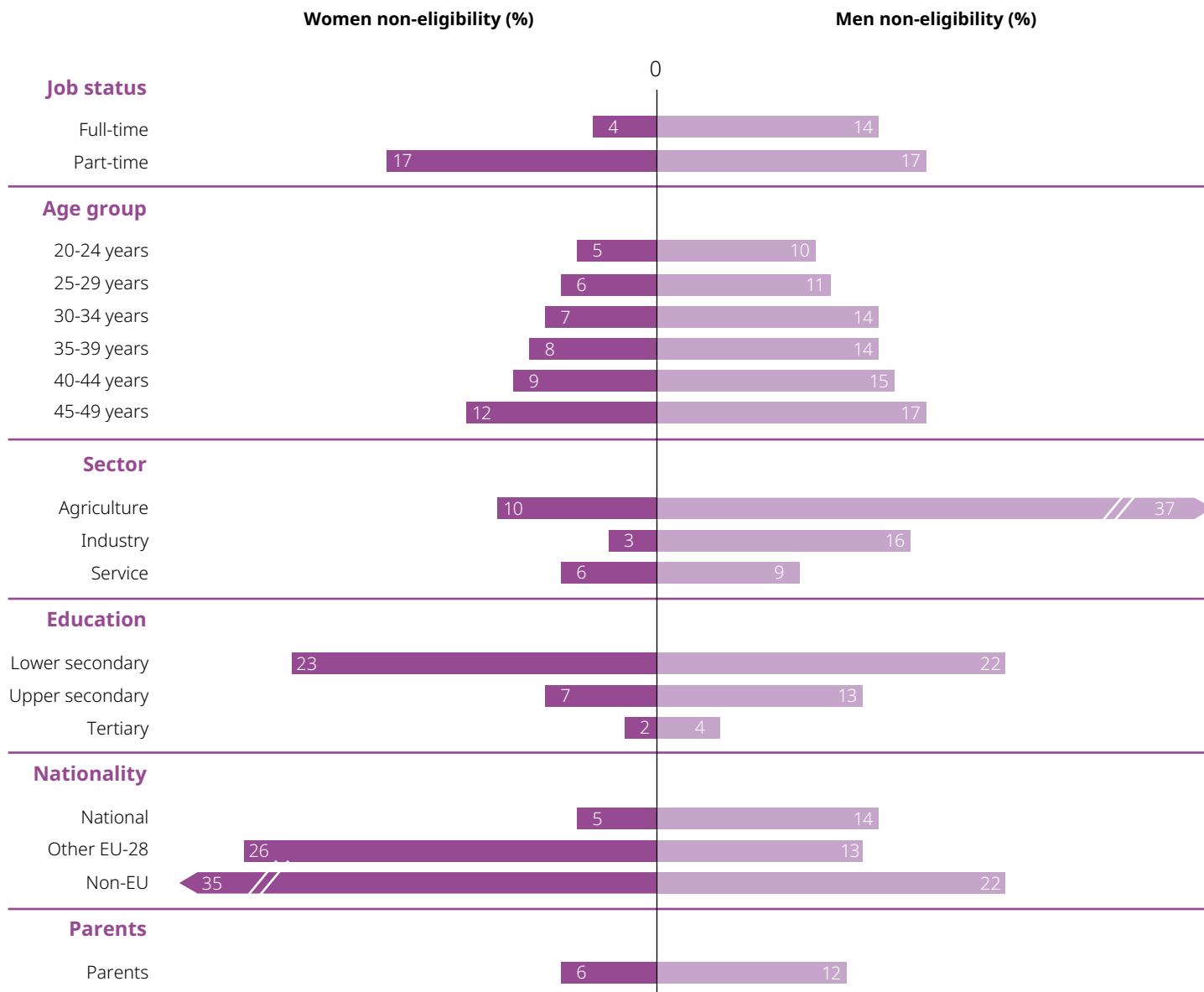


⁽¹⁾ Restrictions for same-sex couples, refugees and asylum seekers where they apply are not included in the simulations, so underestimates non-eligibility.

⁽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 the UK left the European Union.

Who is not eligible for parental leave in Italy?



In Italy, **6 %** of mothers and **12 %** of fathers with a co-resident child aged less than 3 years are not eligible for leave, a gender gap of 6 percentage points. The gender gap for parents with young children is slightly larger than the national average (5 percentage points).

Source: Eurostat – EU LFS, EU-SILC, 2017. EIGE's calculations based on annual reviews on leave policies by the International Network on Leave Policies and Research.

Note: EU-28, weighted average (population age 20-49, EU LFS 2017, (lfsa_pganws)).

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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This factsheet is based on the work of Matthew Aldrich, Sara Connolly, Margaret O'Brien, and Merve Uzunalioglu; in collaboration with Sara Mazzucchelli, Tindara Addabbo, Valentina Cardinali and Dino Giovannini and www.leavenetwork.org

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Contact details

<http://eige.europa.eu/> 
facebook.com/eige.europa.eu 
twitter.com/eurogender 
linkedin.com/company/eige/ 
youtube.com/user/eurogender 
eige.sec@eige.europa.eu 
 +370 52157444 
<https://eurogender.eige.europa.eu/> 



European Institute for Gender Equality
 Gedimino pr. 16
 LT-01103 Vilnius
 LITHUANIA



Publications Office
 of the European Union