

Who is eligible for parental leave in Luxembourg?

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 Luxembourg it is called **Congé parental**. 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 Luxembourg is:



Paid



12 months



Leave is an individual right and cannot be transferred between parents

12 % of women and 6 % 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 Luxembourg?

✓ **Employees**
(with conditions)

✓ **Self-employed**
(with conditions)

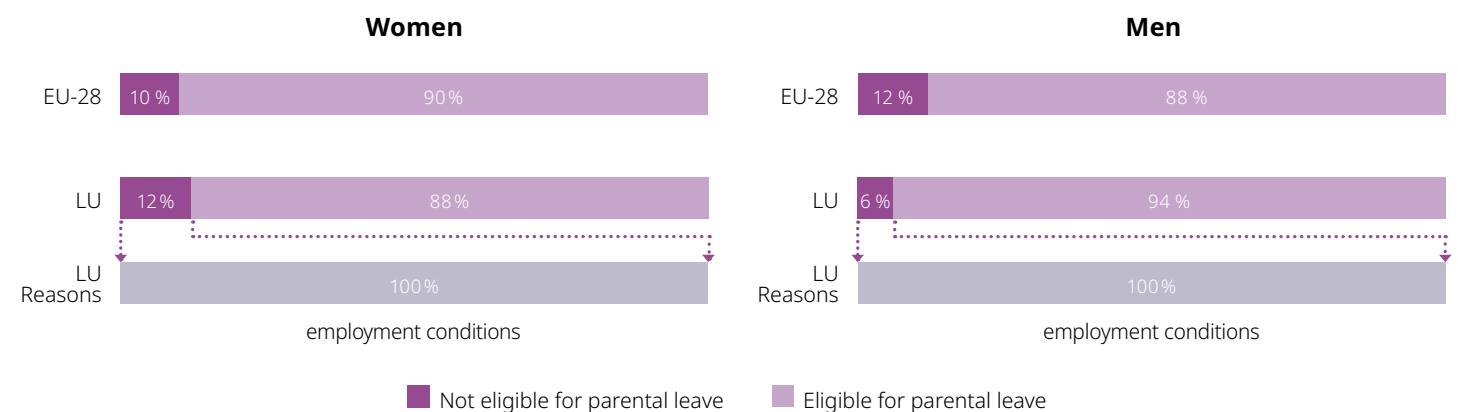
✓ **Same-sex parents**

✓ **Non-citizens ⁽²⁾**
(except asylum seekers)

In the EU-28 ⁽³⁾:

- **15** countries restrict access to employees with short working duration before birth (including Luxembourg)
- The self-employed are not eligible in 10 countries (not Luxembourg but some conditions apply)
- **11** countries do not allow access for same-sex parents (not Luxembourg)
- **19** limit access to refugees or asylum seekers (including no access for asylum seekers in Luxembourg)

In Luxembourg, duration conditions for the employees and the self-employed, and working short hours restrict the access to parental leave.



⁽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 Luxembourg?



*Insufficient sample size for reporting

Non-eligibility rates for parents not presented due to unreliable data

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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