

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 part 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**
(with conditions)

✓ **Self-employed**
(with conditions)

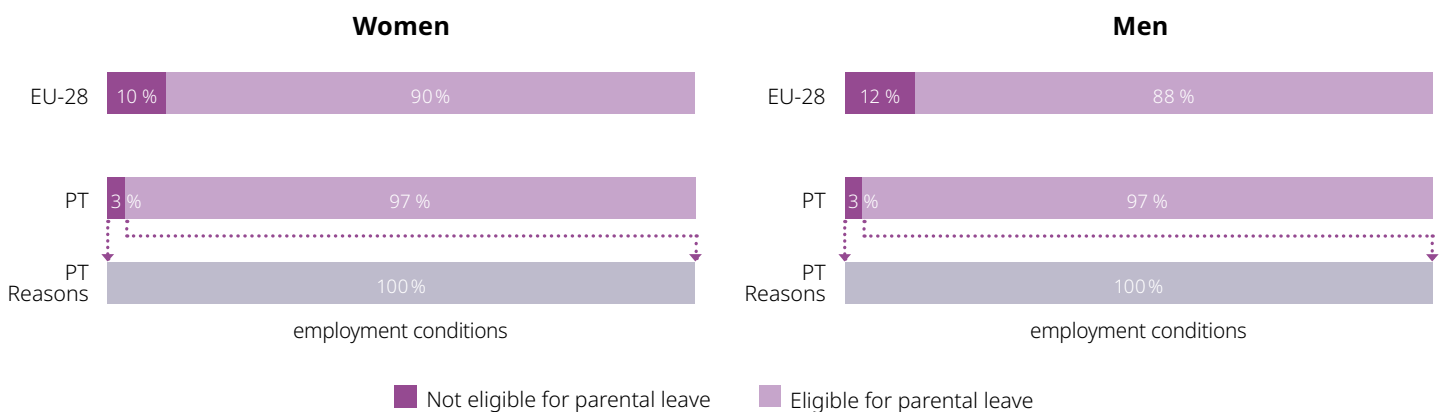
× **Same-sex parents**

✓ **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 (not Portugal but some conditions apply)
- **11** countries do not allow access for same-sex parents (including Portugal)
- **19** limit access to refugees or asylum seekers (not Portugal)

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

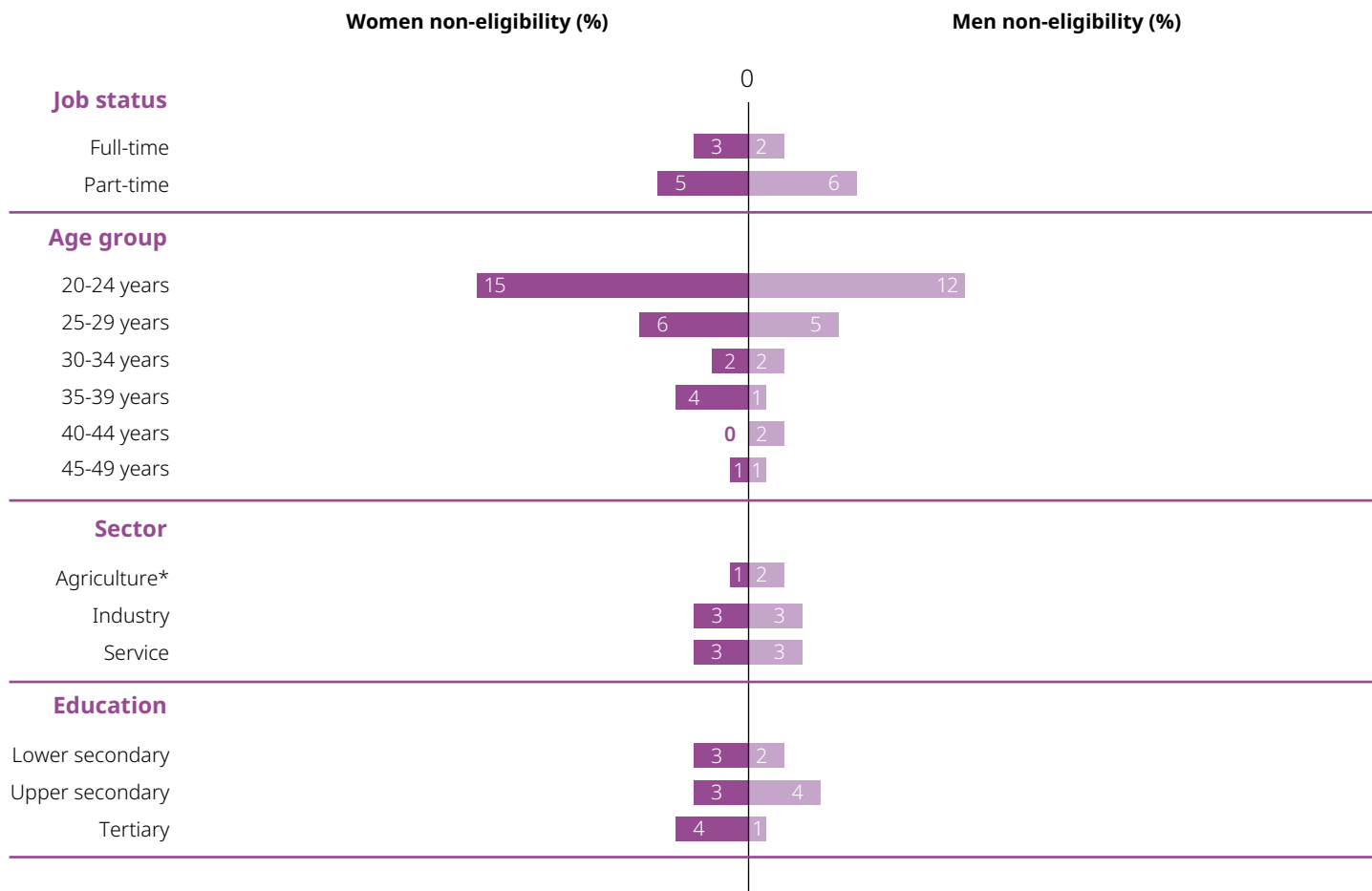


⁽¹⁾ Restrictions for same-sex couples, refugees and asylum seekers where they apply are not included in the simulations, so underestimates non-eligibility.

⁽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 Portugal?



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

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