

Who is eligible for parental leave in Poland?

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 Poland it is called **Urlop rodzicielski**. The policy design and eligibility rules vary across the EU, including in Poland, and not all women and men in the EU are eligible for parental leave.

Parental leave in Poland is:



Paid. The amount of benefit is calculated based on the previous earnings and duration of leave taken



7.4 months



Leave is a family entitlement

Almost all women and men in employment are 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⁾. For Poland, it is not possible to simulate all the conditions that apply due to data restrictions.

Same-sex couples are not eligible for leave.

Parental leave in Poland is an employment right available to all parents insured by social security.

Mothers' eligibility for parental leave in Poland is tied to their eligibility for maternity leave. Parents with a refugee status are eligible for parental leave if they are registered as unemployed and have paid contributions to the Labour Fund for 12 months within the last 18 months.

Who is eligible for parental leave in Poland?

✓ **Employees**

✓ **Self-employed**

✗ **Same-sex parents**

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

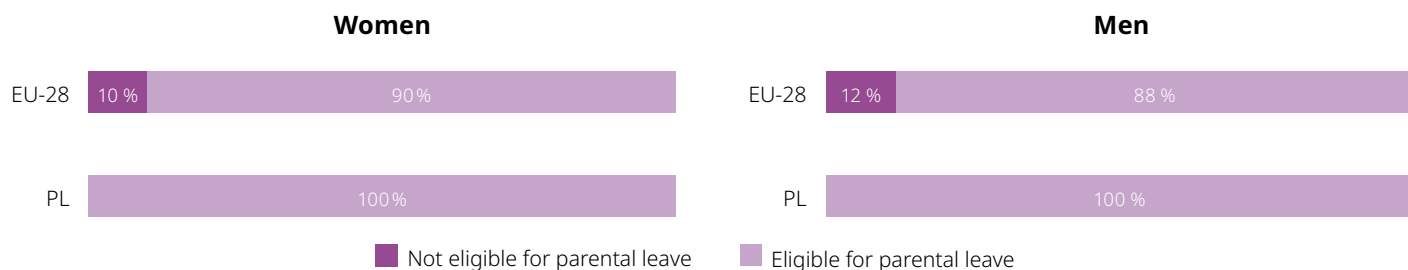
In the EU-28 ⁽³⁾:

- **15** countries restrict access to employees with short working duration before birth (not Poland)
- The self-employed are not eligible in 10 countries (not Poland)
- **11** countries do not allow access for same-sex parents (including Poland)
- **19** limit access to refugees or asylum seekers (with conditions for refugees and asylum seekers are not eligible in Poland)

⁽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.



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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This factsheet is based on the work of Matthew Aldrich, Sara Connolly, Margaret O'Brien, and Merve Uzunalioglu; in collaboration with Anna Kurowska, Piotr Michoń and Barbara Godlewska 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