Parental leave
Can everyone benefit?

15 October 2019, Brussels
Parental leave is a right to take time off from work after maternity leave to take care of small children available to mothers and fathers.

+ Benefits to compensate loss of income

JOB PROTECTION
INCOME PROTECTION
Member States limit the access to parental leave

- 18 Member States have eligibility criteria related to employment conditions
  BE, BG, DK, IE, EL, FR, IT, CY, LT, LU, HU, MT, NL, PT, RO, SI, SK, UK

- 7 Member States deny access to self-employed
  BE, IE, EL, ES, CY, AT, UK

- 11 Member States exclude same-sex couples
  EL, HR, CY, LV, LT, MT, PL, PT, RO, SI, SK

Source: Prof. Margaret O’Brien, Kelly Ward and Merve Uzunalioglu (University College London), Prof. Sara Connolly and Dr. Matthew Aldrich, (University of East Anglia), The International Network on Leave Policies and Research [www.leavenetwork.org](http://www.leavenetwork.org)
One in five people in EU can not use parental leave:
34% of women and 23% of men

Source: O'Brien et al. Data: Leavenetwork, EU-LFS, EU-SILC
One in 10 employed persons can not use parental leave. 10% of women and 12% of men.

Source: O'Brien et al. Data: Leavenetwork, EU-LFS, EU-SILC.
CARE GAP: Public childcare straight after parental leave is guaranteed by law only in 12 Member States

No ECEC* entitlements
HR  IT  LT  RO  SK

NO CARE GAP

DK  DE  MT  SI  FI  SE  HU  LV  EE  PL  ES  FR

ECEC – Early childhood education and care

Care gap: time between the end of parental leave and ECEC entitlement, months

3 years
2 years
1 year

Compiled by A. Koslowski, Source: Leavenetwork.org
Gaps in services and policies are filled in by women

- **Unpaid care** is still done mostly by women
- Share of **men using parental** leave is low in most of the Member States
- Women are more often working **not in paid** work due to care duties

- Eligibility rates are connected to gender equality in the **domain of time** and **domain of work**.
Gender equality Index is higher in countries where more people are covered by parental leave.
Parental leave policies should reflect changes in the labour market and diversity in the society.

- Non-standard and new forms of work: fast-growing trend
- Non-standard families: same-sex, non-residential, cross-border
- People in lower-skilled and manual jobs more likely ineligible
- Young people are more often ineligible

Work-life balance policies should be better coordinated.

Gaps in work-life policies have consequences for gender equality.
No matter how good a policy is – it can not be effective unless it reaches everyone

Explore Gender Equality Index
http://eige.europa.eu/gender-equality-index