

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

One in five people in EU can not use parental leave: 34% of women and 23 % of men

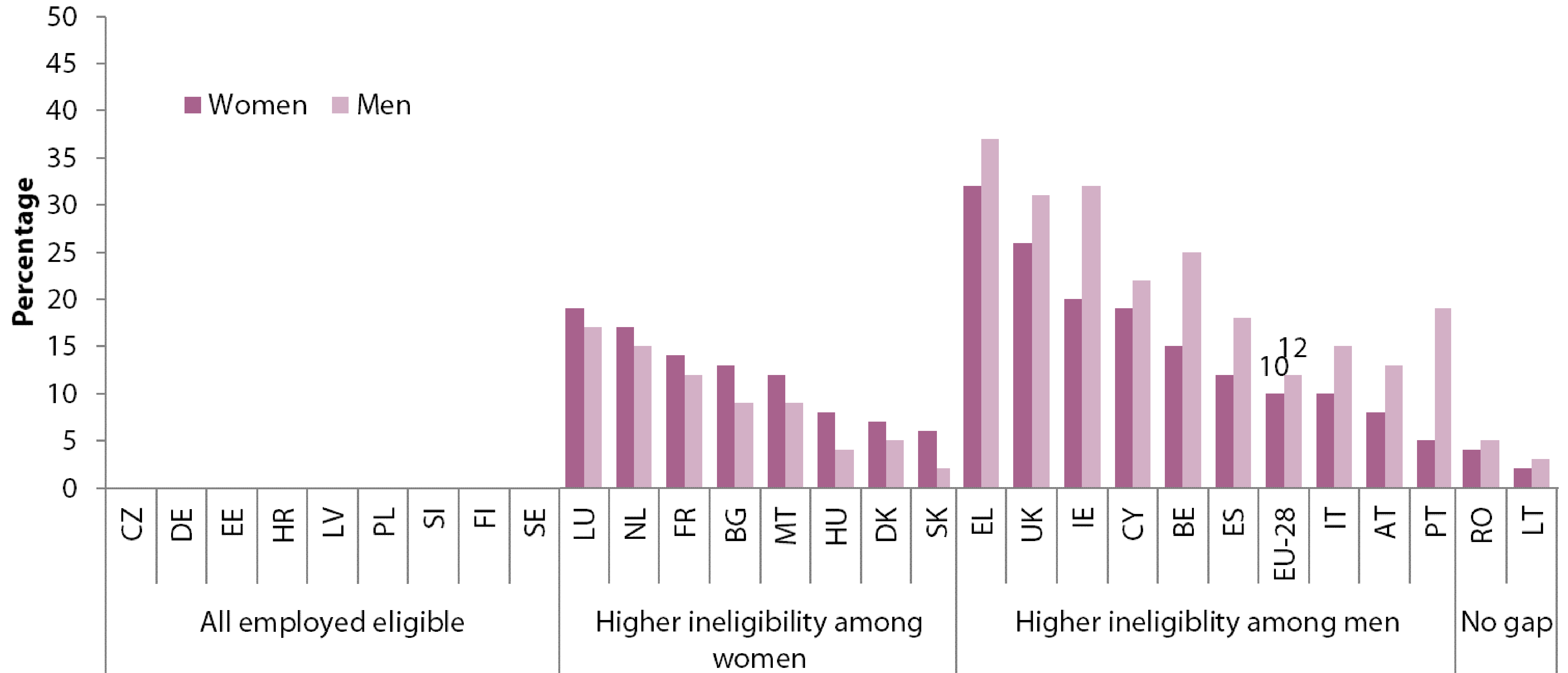


Women and men not eligible for parental leave by the reason, age 20–49 (% , 2016)



One in 10 employed persons can not use parental leave

10% of women and 12% of men



CARE GAP: Public childcare straight after parental leave is guaranteed by law only in 12 Member States



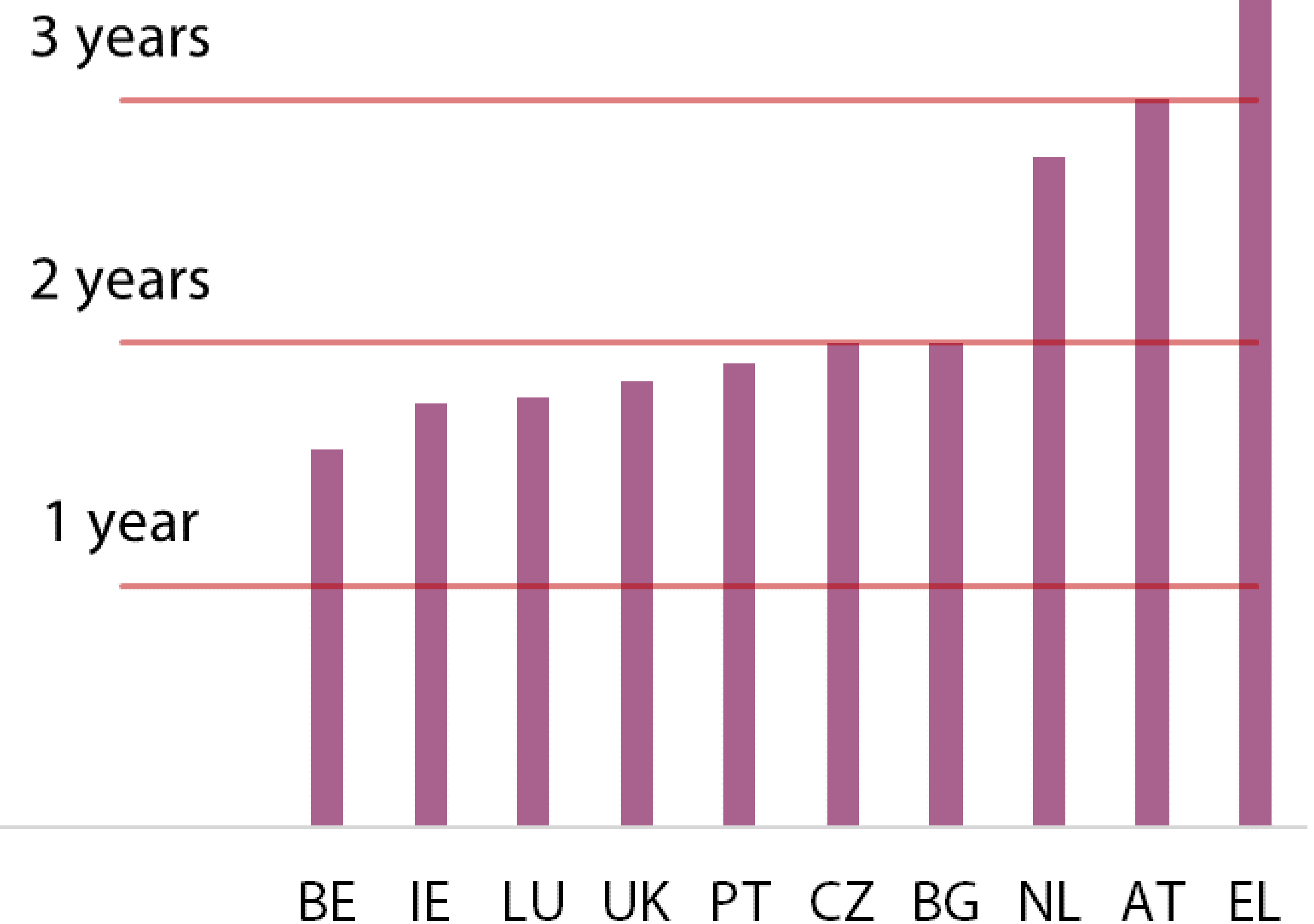
Care gap: time between the end of parental leave and ECEC entitlement, months

No ECEC* entitlements

HR IT LT RO SK

NO CARE GAP

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



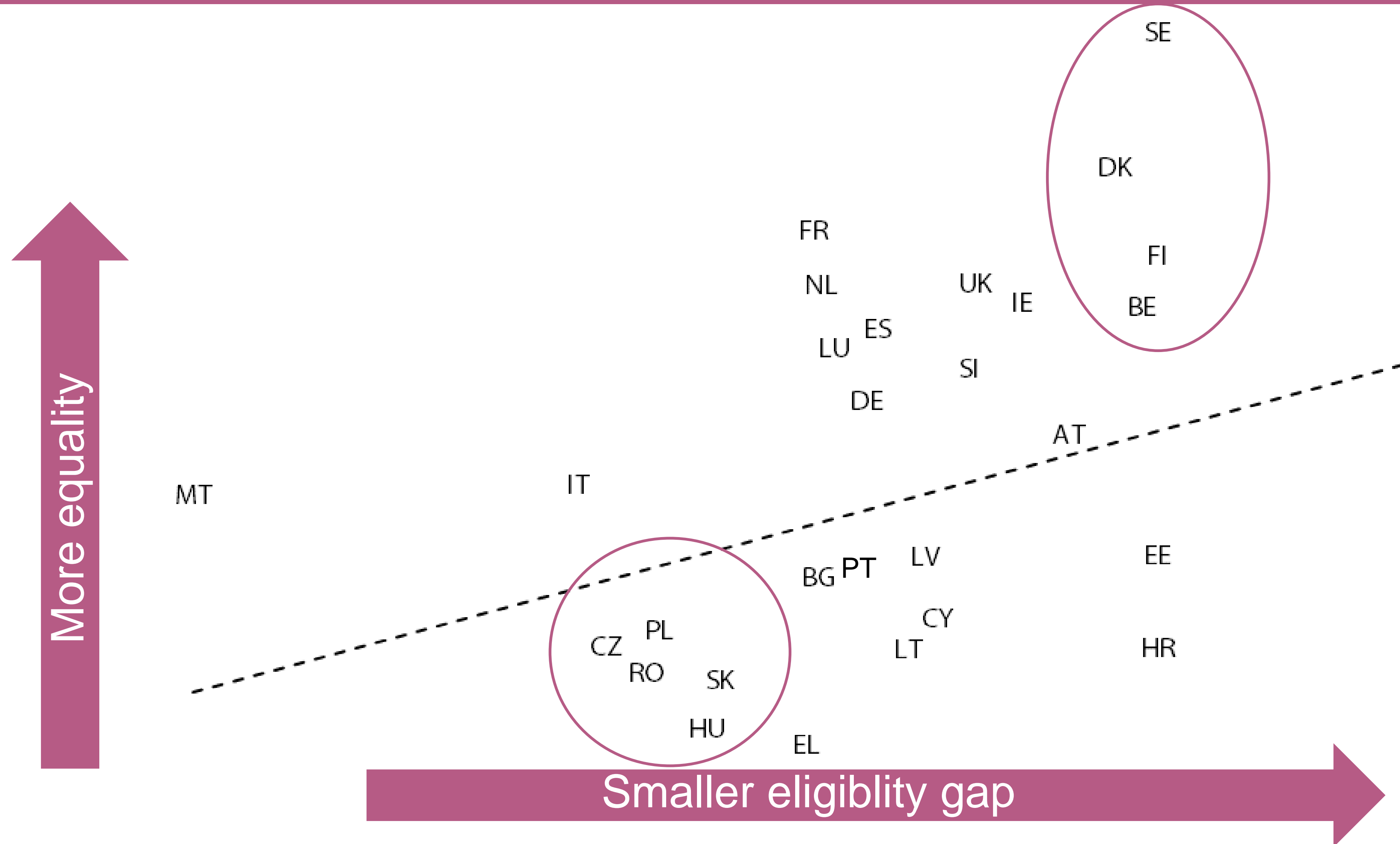
Why all this matters to gender equality?



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>