## Parental Leave Reform 2016

The Parental Leave Reform came into effect on 1 December 2016. Parental leave remains an individual entitlement but 2 types are introduced. It continues to be funded from general taxation. In addition, the Reform expanded the eligibility criteria, increased the financial replacement rate, and introduced more flexibility in use.

### 1st Parental Leave

- **Eligibility**: If both of the parents are eligible for parental leave, one of them must take the leave immediately after the end of maternity leave. Otherwise, the right to parental leave and allowance is lost for one parent. If there is only one parent eligible to parental leave, i.e. single-parent households or single-earner households, the eligible parent can take the leave anytime before the child turns 6.

### 2nd Parental Leave

- **Eligibility**: Each parent can take between four and 20 months depending on their employment hours and the leave option they choose.
- **Calculation of leave**: Parents can take leave at the same time. Calculated as a function of the income and hours worked on average during the 12 months preceding the start of the leave and the leave option chosen. There is a fixed ceiling of €3,451.83.

### Ongoing research


Fathers and Parental Leave in Luxembourg: The interplay between workplace characteristics and fathers’ behaviour. Focus on research sector. (PhD Project) Merve Uzunaloglu (UCL and LISER), under the supervision of Prof Margaret O'Brien (UCL), Dr Marie Valentova (LISER), Dr Katherine Twamley (UCL). Supported by the Luxembourg National Research Fund (FNR) (1240500).