



New law on leave for personal and family reasons

As from January 1st, 2018, leave for personal and family reasons have been adapted¹ ; an opportunity to update the different changes occurred.

Maternity/adoption leave			
Types of leave		As from 01.01.2018	Until 31.12.2017
Maternity leave	Prenatal	8 weeks	8 weeks
	Postnatal	12 weeks	8 weeks (possible extension for a max. of 12 weeks)
Adoption leave for a child under 12 years		12 weeks	8 weeks (possible extension for a max. of 12 weeks)
Extraordinary leave			
Types of leave		As from 01.01.2018	Until 31.12.2017
Enlistment for military service		Removed	1 day
Birth of a child for the father/adoption of a child under 16 years		10 days ²	2 days
Marriage of the employee		3 days	6 days
Partnership declaration of the employee		1 day	6 days
Marriage of a child		1 day	2 days
Partnership declaration of a child		Removed	2 days
Moving house		2 days over a 3-year period with the same employer ³	2 days
Death of a minor child		5 days	3 days
Death of a second-degree relative of the employee or his/her spouse/partner		1 day	1 day
Death of spouse/partner or death of a first-degree relative of the employee or his/her spouse/partner		3 days	3 days

Types of leave	As from 01.01.2018	Until 31.12.2017
<i>Leave granted to the employee with a sick dependent child</i>	Child under 4 years: 12 days over 4 years	2 days /year (for the children under 15 years)
	Child between 4 and under 13 years: 18 days over 9 years	
	Child between 13 and 18 years in case of hospitalization: 5 days over 5 years	

¹Law of December 15, 2017 modifying 1. the Labor Code; 2. the modified law of July 31, 2006 introducing a Labor Code and repealing 3. the modified law of February 12, 1999 creating a parental leave and a leave for family reasons.

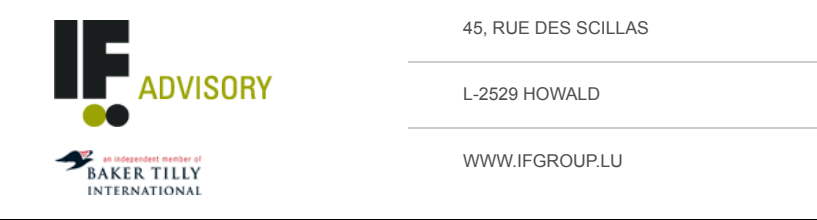
²Leave (potentially subdivided) to take within 2 months of the child's birth/adoption. The employer must be previously informed, in writing, of the expected date of the leave, with respect of 2 months' notice.

³ Except moving house for professional reasons.

EXPERTS EN FORMATIONS FISCALES ET SOCIALES

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