

Increase of postnatal leave

Article L.332-1 of the Labour Code stipulates that it is formally prohibited to employ a pregnant staff member during maternity leave.

This leave consists of a prenatal leave and a postnatal leave.

The prenatal leave refers to the 8-week period prior to the presumed date of childbirth, whereas the postnatal leave refers to the period after the date of childbirth.

As of 1 January 2018, the postnatal leave is automatically 12 weeks. It previously amounted to 8 weeks and was extended to 12 weeks only in case of breastfeeding or premature or multiple birth.

In like manner, the adoption leave for a child under 12 has also been extended from 8 to 12 weeks.

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