

Paternity leave

Since 1 January 2018, the paternity leave is raised to 10 days from 2 days previously. These 10 days granted for the birth of a child or for welcoming a child under 16 for adoption are divisible. They must, however, be taken within 2 months as of the birth or welcoming of the child.

This leave is in theory fixed according to the employee's wishes, unless the needs of the company require otherwise. If an agreement cannot be reached between the employer and the employee, the leave must be taken at one go immediately after the birth or welcoming of the child.

The employee must inform his employer, by means of 2 months' notice, of the dates on which he plans to take said leave. He must do so in writing, accompanied by a copy of the medical certificate attesting to the estimated time of birth, or where appropriate, a document attesting to the estimated time of arrival of the child to be adopted. If the employee does not comply with this notification period, the employer may reduce the leave to 2 days.

As regards the financing of this leave, the first 2 days shall be at the employer's expense, whereas the other 8 days shall be covered by the State budget. The employer must then apply to have salaries thus advanced reimbursed within 5 months as of the birth or welcoming of the child. He must attach documents in support of his application, which must be addressed to the Minister for Labour. The salary taken into account for reimbursement shall nonetheless be limited to an amount of five times the minimum social wage, i.e. €9,992.95.

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