

New additional birth leave

Key takeaways

What is it ?

This new leave applies to **BOTH** parents, without exception.



It is in **addition to maternity leave and paternity/child-care leave (or adoption leave).**

Each parent may **take 1 or 2 additional months of birth leave**, paid by Social Security. The employment contract will be automatically suspended (no part-time work allowed).

The law states that parents wishing to take this new additional birth leave must first have taken their maternity, paternity and child-care, or adoption leave.



Who is eligible ?

Any parent of a child born or adopted from 1 January 2026 or born prematurely when the expected due date was on or after this date.



When ?



Children born or adopted between 1 January and 30 June 2026:

The leave may be taken between 1 July 2026 and March 2027 (9-month period).

Children born or adopted from 1 July 2026:

The leave must be taken within 9 months of the birth or arrival in the household.

What are the impacts for the employer ?

Transition from a short leave to a potentially long leave :



Example: A mother already benefiting from long maternity leave (6 months for a 3rd child) may add up to 2 additional months.



Partial but significant compensation.



Major organizational impact, especially for SMEs.

Key-points



Optional leave

Cannot be refused if eligibility conditions are met

Notice period: 1 month (or 15 days after paternity leave)

Counted as effective working time (paid leave accrual)

Protection against dismissal

For any specific question, our experts remain available to support you.

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