

**Additional Birth Leave
(prior to implementing decree)**

1. What is additional birth leave?

Additional birth leave is a **new right for parents**, created by the **Social Security Financing Act for 2026**. It is in addition to existing leave (maternity, paternity and child care/adoption) and aims to allow parents to spend more time with their child in the first months after birth or adoption.

⚠ **This leave does not replace parental leave or existing leave (maternity/paternity).**

It can be taken immediately following maternity leave.

2. Who is it for?

The following are eligible:

- **Any parent** of a child **born or adopted on or after 1 January 2026** (or born prematurely when the expected date was on or after that date).
- Employed parents, self-employed workers, civil servants, non-salaried agricultural workers, etc., provided they meet the eligibility requirements at the time of application.

⚠ **This leave is an individual right and is not transferable between parents.**

3. How long does it last?

Each parent may choose:

- 1 month or 2 months of paid leave,
- **which can be split** into two 1-month periods if desired.

4. Conditions of implementation (when & how)



Effective

date:

The scheme will be **available from 1 July 2026**.

Deadline for taking leave:

- Leave must be taken **within 9 months after the birth or arrival (following adoption) of the child** in the house of the parents.

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Procedures for employees:

The employer must be notified **at least one month**** before the start of the leave, specifying:

- the start date of the birth leave
- the chosen duration
- whether the leave is split into separate periods or not.

This period is reduced to **15 days if the leave begins immediately after paternity/childcare or adoption leave.

5. Remuneration (the decree will specify exactly how it is calculated)

Leave is **compensated by Social Security (CPAM)** according to a sliding scale:

- **1st month:** approximately **70% of previous net salary** (up to the Social Security ceiling: €4,005 per month in 2026),
- **2nd month:** approximately **60% of previous net salary** (up to the social security ceiling: €4,005 per month in 2026),
- Capped at the Social Security thresholds).

6. Important conditions

- ✓ Birth leave **is in addition to statutory leave:** maternity, paternity or adoption.
- ✓ It **cannot be taken at the same time** as certain other benefits, such as parental leave allowance.
- ✓ There is **no specific length of service** requirement within the company for this leave (unlike parental leave).

7. Summary

- Each parent has this **individual and personal right**; it cannot be transferred to the other parent.
- This leave can be taken **simultaneously or alternately** by the parents.
- A certain extension of the deadline is planned for children born at the beginning of 2026 to compensate for the delayed implementation of the scheme.

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