

# About to go on maternity leave?

## The CNE supports you

**YOUR PREGNANCY IS COMING TO AN END AND THE BIRTH IS JUST AROUND THE CORNER? FIRST OF ALL, WE WISH YOU ALL THE BEST DURING THIS VERY SPECIAL TIME. YOU PROBABLY HAVE A LOT OF QUESTIONS... FOR THOSE CONCERNING THE PROFESSIONAL FIELD, YOU CAN COUNT ON US: THE CNE TEAM TELLS YOU EVERYTHING YOU NEED TO KNOW ABOUT MATERNITY LEAVE.**

### **NOTIFY THE EMPLOYER**

You must give the employer a certificate stating the expected date of delivery no later than 7 weeks before the due date (9 weeks in the case of a multiple pregnancy). Keep a written record of this.

### **15 WEEKS OF REST**

Maternity leave lasts 15 weeks. It consists of 6 weeks of prenatal leave and 9 weeks of postnatal leave. You are not obliged to take the 6 weeks of antenatal leave: only the last week (7 calendar days) before the expected date of delivery must be taken as antenatal leave. The other 5 weeks of prenatal leave can be carried over (in whole or in part) after the 9 weeks of postnatal leave. Please note that it is the actual date of delivery that counts. If you give birth before or after the expected date, you will have to recalculate. Maternity leave is extended in the event of multiple births or hospitalization of the child.

### **MATERNITY BENEFITS**

During your maternity leave, you will not receive any salary from your employer. Instead, you will receive compensation from INAMI (Federal Institute for Health Insurance) and paid by your mutual insurance company. For the first 30 days, you will receive 82% of your gross salary. For the following days, you will receive 75% of your gross salary (capped if it exceeds a certain amount - €4,758 gross per month as at 1 February 2025). Don't forget to contact your mutual insurance company.

### **FAMILY ALLOWANCES**

Through social security, you or the other parent will receive child benefit for your child. Contact your family allowance fund to find out what you need to do ([here](#) for the Walloon Region and [here](#) for the Brussels Region).

### **PROTECTION AGAINST DISMISSAL**

From the time the employer has been informed of your pregnancy until one month after your maternity leave, he cannot dismiss you, except for reasons unrelated to your maternity. This includes any act that could lead to dismissal, such as a declaration of intent, steps to recruit a replacement or the reorganization of work to dispense with your post. If in doubt, contact the company's CNE team or the CNE secretariat in your region as soon as possible!

### **PARENTAL LEAVE**

Do you want to extend these moments with your child? Parental leave allows you to stop working entirely for 4 months, to reduce your working hours to 50% for 8 months, to 80% for 20 months or to 90% for 40 months (for this one, you need your employer's agreement). The ONEM pays you allowances to compensate (in part) for the loss of salary. You can take parental leave for each of your children, from their birth until their 12th birthday. Both parents are entitled to parental leave.

**Need to mail us ?** Please write to : [cne.advice@acv-csc.be](mailto:cne.advice@acv-csc.be) (English only!)

**Need to contact us ?** Please call 067 88 91 00 on Mondays, Tuesdays and Wednesdays from 9AM to 12PM and Tuesdays from 1.30PM to 4.30PM (French).

**Need to meet us ?** Our offices are open on Mondays, Tuesdays and Wednesdays from 1.30PM to 4.30PM and Tuesdays from 9AM to 12PM (French).

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