

Soon-to-be father or co-parent? The CNE supports you

YOU ARE A SOON-TO-BE FATHER OR CO-PARENT? CONGRATULATIONS ON THE HAPPY NEWS! YOU CERTAINLY HAVE A LOT OF QUESTIONS... FOR THOSE CONCERNING THE PROFESSIONAL FIELD, COUNT ON US: THE CNE TEAM TELLS YOU EVERYTHING YOU NEED TO KNOW ABOUT BIRTH LEAVE.

NOTIFY THE EMPLOYER

You must notify your employer of your intention to take childbirth leave. This notification can be given orally or in writing, but it is recommended to inform your employer in writing (for example, by e-mail with acknowledgement of receipt or by handing in a written document with a copy signed for receipt by the employer) so that you can keep a written record, which will be useful in the event of any disagreement.

20 DAYS LEAVE

The birth of your child entitles you to 20 days' birth leave (also known as "paternity leave"). You can spread these 20 days over the 4 months following the day of the birth.

ALLOWANCES

The first 3 days of childbirth are paid by the employer. The following 17 days entitle you to allowances by INAMI ((Federal Institute for Health Insurance) but paid by your mutual insurance company. These allowances correspond to 82% of the 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.

PROTECTION AGAINST DISMISSAL

From the moment the employer has been informed of the employee's wish to take childbirth leave until the fifth month after the birth, he may not dismiss you, except for reasons unrelated to the taking of childbirth leave. This includes any act leading to dismissal, such as a declaration of intent, steps to recruit a replacement or the reorganization of work in order 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 (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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