Maternity, Paternity & Parental Leave in France

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Introduction

- Expectations?
- Previous knowledge?
- Previous experiences?
- Question when needed!

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Contents

- Maternity leave
- Paternity leave
- Parental leave
- Additional birth leave

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Maternity leave

- Governed by the Labour code
- Compulsory
- Duration varies

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Maternity leave

Duration

Status of the child to be born	Length of antenatal leave	Length of postnatal leave	Total length of leave
1st	6 weeks	10 weeks	16 weeks
2nd	6 weeks	10 weeks	16 weeks
3rd or more	8 weeks	18 weeks	26 weeks

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Maternity leave

- Minimum 8 weeks
- 6 weeks after the birth
- Its starting date can be:
  - Postponed
  - Anticipated
- Antenatal care
- “*Congé pathologique*”
- Risk assessment?

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Maternity leave

Process & Pay

- Notify the employer
- Payment by the social security
- End of the leave
  - Same role or similar role
  - At least equivalent pay
  - Occupational health visit
  - *“Entretien de parcours professionnel”*

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Any questions?

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Congé de 3 jours pour naissance

3 days birth leave

- No requirement or conditions
- Compulsory
- 3 working days
- Start date is not chosen
- Pay is normal
- Employee must provide a birth certificate

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Paternity leave

Duration

- 25 calendar days (for one child)
- Two separate periods
  - 4 calendar days: compulsory
  - 21 calendar days: optional
- 6 months delay

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Paternity leave requirements

- Who can benefit?
  - Father or
  - No length of service requirement
  - Any type of contract

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Paternity leave

Process & Pay

- Notify the employer
  - In writing or verbally
  - At least one month before
  - Employer cannot refuse
- Payment by the social security
  - Check the convention collective
- End of the leave
  - Same role or similar role
  - At least equivalent pay

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Any questions?

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Congé parental d'éducation

Parental leave

- Following a birth or adoption
- Conditions
- Two types of parental leave:
  - Full leave (contract is suspended)
  - Part-time work
- Initial duration of 1 year
- Can be extended twice

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Congé parental d'éducation

Parental leave

- Inform the employer:
  - One month before the end of maternity or adoption leave
  - Or two months before the leave
- Parental leave can be switched
  - Between full leave…
  - … and part time
  - The employer cannot refuse

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Congé parental d'éducation

Parental leave

- Employment contract is suspended
- Benefits are retained
- They cannot work (except as childminder)
- No pay from the employer
- End of the leave
  - The leave can be terminated early
  - Same role or similar role
  - At least equivalent pay
  - *Entretien de parcours professionnel*

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Any questions?

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Congé supplémentaire de naissance

Additional birth leave

- Brand new leave
- In addition to other leaves
- Fight declining birth rates
- Conditions
  - Available to employees eligible for other child related leave
  - Must have taken 100% of said leave

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Congé supplémentaire de naissance

Additional birth leave

- Duration
  - 1 or 2 months
  - Per parent
  - Can be split
- Must be taken within 9 months
- Paid by the social security
  - First month : 70%
  - Second month : 60%

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Congé supplémentaire de naissance

Additional birth leave

- Notify employer
  - 1 month before
  - 15 days if it follows the previous leave
- Specify
  - Desired duration (1 or 2 months)
  - If split in separate periods
- The employer has the responsibility to contact social security

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Any questions?

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Thank you

- Baptiste@viridianhr.co.uk
- We will send you a post-training form
- Thank you in advance for your feedback!
- We send info in our monthly newsletter – if you'd like to be added, please send a message to Emmanuelle who can add you

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