

You are adopting? The CNE supports you

YOU ARE WELCOMING A CHILD THROUGH ADOPTION? CONGRATULATIONS ON THE HAPPY NEWS! YOU CERTAINLY HAVE A LOT OF QUESTIONS TO ASK... FOR THOSE CONCERNING THE PROFESSIONAL FIELD, COUNT ON US: THE CNE TEAM TELLS YOU EVERYTHING YOU NEED TO KNOW ABOUT ADOPTION LEAVE.

NOTIFY THE EMPLOYER

To take your adoption leave, you must give the employer at least one month's notice in writing, delivered against a receipt or by registered post, specifying the start and end of the leave. At the latest on the first day of the leave, you must also provide the documents proving the adoption.

MINIMUM 6 WEEKS LEAVE

Each adoptive parent has an individual credit of 6 weeks of leave. In addition, both adoptive parents have a further three weeks' credit to be shared between them (four weeks from 1 January 2025). These periods are doubled if the child is disabled. You must take this leave within 2 months of registering the child as part of your household. You do not have to take the entire leave period, but it must be taken in one go and include at least one week or a multiple of one week.

SALARY

The first 3 days of adoption leave are paid normally by your employer. The following days entitle you to compensation the INAMI ((Federal Institute for Health Insurance) via your Mutual insurance company. These allowances correspond to 82% of your gross salary (capped if it exceeds a certain amount - €4,668 gross per month as at 1 May 2024). 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

During a period beginning two months before the adoption leave is taken and ending one month after the end of the leave, the employer may not dismiss you, except for reasons unrelated to the adoption leave. Any act leading to dismissal is covered, such as a declaration of intent, steps to recruit a replacement or the reorganisation 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 the latter, 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 contact us? Call us on 067 88 91 00 on Mondays, Tuesdays and Wednesdays from 9am to 12pm and Thursdays from 1:30pm to 4:30pm.
Need to meet us? Our secretariats are open on Mondays, Tuesdays and Wednesdays from 1.30 to 4.30 pm and Thursdays from 9 am to 12 pm.
Need to write to us? Just one address: cne.info@acv-csc.be

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