



Paternity Leave

On December 12, 2023, the Plenary of the Chamber of Deputies approved the Draft Decree amending and adding various provisions of the Federal Labor Law and the Federal Law on Employees in the Service of the State regulating in Section B of Article 123 of the Constitution, concerning paternity leave.

With this new amendment, it is proposed to modify section XXVII Bis of article 132 of the Federal Labor Law, which currently

mandates employers are obliged to grant paternity leave with pay in the event of the birth or adoption of children, to increase such leave from five to twenty working days.

Additionally, the possibility of extending this leave of up to thirty days is introduced in the event of complications after childbirth that adversely affect the mother or the newborn, subject to the presentation of a medical certificate.

Since the initiative was approved by the Chamber of Deputies, it was sent to the Senate to continue with the legislative process in question. If approved, it will enter into force the day after its publication in the Official Journal of the Federation.

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