Parenthood

For absences resulting in a suspension of the employment contract for more than 1 month, employees are advised to take 1 or 2 days of paid leave (CP) to maintain their MESE and Klésia coverage.



Events		Duration of absence
Maternity / Adoption (Parent 1)	Extension of Maternity / Adoption Leave	• Maternity leave provided by CPAM. • Plus 4 additional consecutive weeks paid at 100% (or 1 day per week over a period of 5 months). • Plus 1 month paid by CPAM, up to 70% of the Monthly Social Security Ceiling (PMSS). • Plus 1 month paid by CPAM, up to 60% of the Monthly Social Security Ceiling (PMSS).
	Part-time following maternity/adoption/ paternity leave	• Possibility of part-time work at 80 % paid at 90 % for 6 months (to be taken before the child's 3rd birthday). • Possibility of contributing on a full-time basis pension plan (provided the employee pays his or her own share) • Salary impact: -10 % in remuneration
	Paid absence for examinations/ treatment related to birth or procreation	• Duration according to medical advice • Concerns mandatory medical surveillance appointments • Second parent can benefit 3 absences
Paternity / Adoption (Parent 2)	Paternity leave / Adoption (married, pacs partner, live-in)	• 25 calendar days (32 days for multiple birth) • Schneider supplements the Daily Allowances of CPAM • The first 4 days are mandatory and must follow the leave of birth. The remaining days can be split, up to a limit of 6 months after birth.
	Extension of Paternity / Adoption Leave	• 1 month paid by CPAM, up to 70% of the Monthly Social Security Ceiling (PMSS). • An additional 1 month paid by CPAM, up to 60% of the Monthly Social Security Ceiling (PMSS).
	Additional quarters for children for retirement	• 6 quarters per child for the mother + 2 trimesters per child to be allocated by choice between the parents • The request must be made when the child is aged between 4 and 4.5 years
Hospitalization of a child	Immediately after birth	A maximum of 2 to 30 days
	Under 16 years	5 days max per calendar year, can be split
Illness / disability	Sick child ≤ 16 years old	• 4 days max per calendar year (paid at 50 %) • 5 days if the child is less than 1 year or if the employee is responsible for at least 3 children under 16 • 1 additional day of leave per year for each child under 16 years of age for single-parent families.
	Disabled children	Special leave for regular medical check-ups
Schooling (SEI-SEF agreement)	Back to school child ≤ 12 years old	2 hours for each parent working at Schneider Electric. Possible renewable if several back to school dates subject to proof. (1/2 day for those working according to contract by days rather than hours)
Additional paid leave (SEI-SEF agreement)	Leave per dependent child aged under 16 (parent 1 and 2)	• 1 day per year per child For employees who already have 2 days per child, extension until 31 May 2027 • 2 days per year and per child for single-parent family

(1) PMSS: Monthly Social Security Ceiling (2026 value: €4,005).