



Belgium expands bereavement leave rights for employees

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Employees in Belgium are entitled to expanded bereavement leave rights under changes that took effect on 25 Jul 2021.

- Employees may now take 10 days of bereavement leave — up from three — upon the death of their spouse or cohabiting partner, their child, the child of their spouse or cohabiting partner, or a foster child placed in the employee's long-term care. The leave can be taken flexibly, starting with three days to be taken between the date of the death and funeral, and the seven remaining days to be taken within a year after the person's death.
- Employees are entitled to one day's leave for the funeral of a foster child living with them as part of a short-term foster placement.
- Employees can take two days of leave upon the death of the following relatives who live with the employee: sibling; sibling-in-law; grandparent; grandchild; great-grandparent; great-grandchild; son-in-law, daughter-in-law; or cohabitating partner. The leave should be taken between the date of the death and funeral.
- Employees can take three days of leave on the death of their parent; the parent of their spouse or cohabiting partner; their parent-in-law or the stepparent of their spouse or cohabiting partner; or the employee's long-term foster parent. The leave is to be taken between the date of the death and funeral.

Employees and the employer can agree to different arrangements regarding the timing of bereavement leave.

Related resources

- [Law on bereavement leave](#) (French and Dutch) (Official Journal, 15 Jul 2021)
- [Background information](#) (French) (Ministry of Work, Employment and Social Dialogue, 15 Jul 2021)

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