

# BIRTH OF A CHILD

**Company name :** Simmons & Simmons Luxembourg LLP

**Activity sector :** Autres

**Company category :** PME

## Description of the action

When parents from the same sex : legal uncertainty regarding the leave for the "2nd parent". We grant the 2nd parent a leave equivalent to the length of the paternity leave (10 days of absence).

## Context

In the context of evolving family structures and legal uncertainties surrounding parental leave for same-sex couples, the firm has introduced a policy to address the absence of specific guidelines for the "2nd parent" in such cases.

## Objectives

Equality: Ensure equal treatment for all parents, irrespective of gender or family structure.  
Legal Clarity: Address legal uncertainties by establishing a clear and consistent policy for same-sex couples.  
Supportive Environment: Foster a workplace culture that recognises and supports diverse family structures.

## Approach

To provide equitable support, the firm grants the "2nd parent" leave equivalent to the duration of paternity leave, typically 10 days of absence.

## Impact

Inclusivity: The policy promotes inclusivity by acknowledging and supporting same-sex couples.  
Employee Satisfaction: Enhance employee satisfaction and engagement by demonstrating commitment to diverse family needs.

## « To do »

## « Not to do »

Assume Uniformity: Avoid assuming that one policy fits all situations; be open to individual circumstances.