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NEWS

# Active Fatherhood: The New Law and the Leadership That Transforms Generations

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The enactment of Law 15.371, dated March 31, 2026—which takes effect on January 1, 2027—marks a necessary advancement in how Brazil perceives the father figure. Until now, standard paternity leave was only five days, a period that barely allowed for basic administrative registrations. The new legislation institutes a paternity benefit funded by Social Security and establishes a schedule for expansion.

More than just a few extra days, the law now guarantees job stability for up to one month after returning and grants the father the right to combine leave with vacation, provided certain conditions are met, ensuring a more humane transition for the entire family.

## **This evolution reflects a profound cultural shift.**

The father figure is no longer limited to merely “helping” the mother. He serves as an essential caregiver, being as present and vital to the baby’s development as the mother, strengthening the bond and emotional security from the first moments of life.

In cases of adoption or children with disabilities (where leave is increased by 1/3), the law recognizes that quality time determines physical and mental health for a lifetime. Being present at this beginning is not “rest,” but the most significant moment in constructing a parent’s identity.





## At /asbz, this understanding is an essential part of our culture.

Since 2017, **the firm has implemented 180-day leave for both maternity and paternity**, covering adoptive parents as well as heterosexual and same-sex couples. We were **the first law firm in Brazil to adopt this stance**, understanding that the leadership of a different future begins at home. For us, extended leave is not a cost, but an investment in people.

A professional who fully experiences the arrival of a child returns with a more empathetic, resilient view, connected to human values—something increasingly important in a world where Artificial Intelligence tends to replace much of what a human being performs. After all, the awareness and feeling of being present at birth or adoption is what makes us truly human. By ensuring the father assumes his role as a protagonist rather than a supporting actor, we are creating a generation less dependent on exclusive maternal care and fostering more balanced leaders.

**/asbz believes that the meaning of a new life in the family is one of the most important milestones in anyone's trajectory.** Valuing this moment is respecting the essence of those who move our companies and ensuring that the legacy of care begins where it is most needed: in the cradle.

How has your organization balanced the pursuit of high performance with institutional support for parenthood? While the new legislation establishes the minimum standard of compliance, the tangible impact on talent retention and the consolidation of the ESG agenda manifests when institutions choose to transcend the rigor of the law in favor of valuing human capital and family bonds.

Thinking about this, we have prepared an executive summary with everything your company needs to know:



**Gradual Increase in Leave Days:** the old 5-day limit will end. Duration will increase progressively: 10 days in 2027, 15 days in 2028, and 20 days from 2029 onwards.





**Extra Days via "Empresa Cidadã":** if the company participates in the Empresa Cidadã Program, the worker is entitled to an additional 15-day extension. Employers receive tax incentives, such as IRPJ deductions for the amount paid during this extension.





**Extension for Hospitalization:** if the mother or newborn remains hospitalized due to birth complications, paternity leave and benefit payments are extended for the duration of the stay. The regular leave period only begins upon hospital discharge.


**+** **Protection in Case of Maternal Death:** in the tragic event of the mother's passing, the father (or legal guardian) has the right to use the entire period equivalent to maternity leave.

 **Creation of the "Paternity Benefit":** payment during the absence becomes an official Social Security benefit. This allows self-employed workers, MEIs, domestic workers, and voluntary insured individuals to receive the benefit. For salaried employees, the company advances the payment and is reimbursed by the INSS.

 **Job Stability:** the worker cannot be dismissed without just cause from the start of the leave until one month (30 days) after its conclusion.

 **Adoption and Special Cases:** the law covers biological children, adoption, and legal guardianship. For children with disabilities, the leave period increases by 1/3.

 **Worker Requirements:** it is mandatory to notify the company 30 days in advance. In cases of premature birth, leave is immediate. Combining leave with vacation is permitted with 30 days' notice.

 **Focus on Well-being:** the benefit may be suspended or canceled if there is evidence of domestic violence, aggression, or material abandonment of the child and family.

The new legislation aims not only for the economic adaptation of companies through a smooth transition but also for an essential strengthening of family relationships and equality in the labor market. If you are an employer, reviewing your policies and HR management has never been more interesting or necessary.

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