51

Paternity, parental and adoption leave

3.1 Paternity leave 52

National provisions and duration 52

Eligibility for paternity leave 55

Cash benefits

Trends from 1994 to 2013 in paternity leave provision 59

3.2 Parental leave 60

National provisions and duration 64

Eligibility for parental leave 14

Cash benefits 65

Take-up rates 55

Flexible leave arrangements and other innovative policies 67

3.3 Adoption leave

73

Employment protection and non-discrimination

4.1 Employment protection during maternity 76

Protection against dismissal in national laws

Length of protection against dismissal in national laws

Permissible grounds for dismissal 78

Burden of proof

Compensation and other remedies in case of dismissal

Guaranteed right to return to work

Maintaining employment benefits 82

4.2 Non-discrimination in employment in relation to maternity

Legal prohibition against discrimination in relation to maternity 34

Prohibitions against pregnancy tests 85

Monitoring and implementation 85

89

Health protection at the workplace

5.1 Arrangement of working time

Night work 90

Overtime 92

Time off for medical examinations 92

5.2 Dangerous or unhealthy work

Workplace risk assessment 96

Protective measures related to maternity

