

be employed between the hours of 10 p.m. and 5 a.m. from her sixth month of pregnancy and up to three months after childbirth. In Azerbaijan, Belarus and Hungary, night work is prohibited during pregnancy and until a child is 3 years old (in Hungary, single fathers are also covered by this protection).

**6.** In Belgium, night work between 10 p.m. and 6 a.m. is prohibited for pregnant women during the eight weeks before the expected date of birth and, on the basis of a medical certificate, at any other time up to four weeks immediately after the end of maternity leave. In Tunisia, women should not work between 10 p.m. and 6 a.m. for a period of at least 16 weeks before and after childbirth. This prohibition also applies during other periods of pregnancy and after childbirth on production of a medical certificate. The chief labour inspector may authorize night work, after medical advice, if the woman so requests in writing and provided that her health and that of her child are not endangered.

**7.** In the Republic of Korea, overtime is prohibited for pregnant women and limited to two hours per day or six hours per week for new mothers with children under the age of 1. In Afghanistan, overtime is prohibited for pregnant women and women with children under the age of 2. In addition, pregnant women's hours must be reduced to 35 per week.

**8.** In Tajikistan, pregnant women, and both women and single fathers with children under the age of 3 shall not work overtime or on weekends or holidays or be sent on business trips. Those with children between the ages of 3 and 14 can only work overtime or be sent on business trips with their consent.

**9.** In Viet Nam, a female employee may not work overtime from her seventh month of pregnancy or if she is nursing a child under the age of 12 months. Nursing mothers (as well as pregnant women) are also prohibited from working overtime in Austria and Mexico.

**10.** In Mongolia, pregnant women, women with children under 8 years of age, and single fathers with children under 16 years of age may only work overtime or go on business trips (or work at night) with the worker's consent. In Tajikistan, pregnant women, and both women and single fathers with children under the age of 3 shall not work overtime or on weekends or holidays or be sent on business trips. Those with children between the ages of 3 and 14 can only work overtime or be sent on business trips with their consent.

**11.** Other countries with explicit prohibitions include Albania, Barbados, Belgium, Comoros, Ecuador, the Republic of Korea, Malta, Mexico, Morocco, Panama, Qatar, Sri Lanka, Switzerland and Viet Nam.

**12.** Other countries with provisions to ensure that women are under no obligation to undertake dangerous work include Belarus, China, Dominican Republic, Gabon, Portugal, Sao Tome and Principe and the United Kingdom.

**13.** In Mongolia, women are prohibited from lifting and carrying weights heavier than those approved by government regulations. In Afghanistan, women and youths may not be employed in work that is physically arduous. Provisions protecting women from arduous work also exist in Croatia, Libya and Tajikistan.

**14.** These countries include Bolivia, Colombia, El Salvador, Honduras, Mexico, Russian Federation and Thailand.

**15.** In Viet Nam, a female employee performing strenuous work must be transferred to lighter work with no reduction

in pay from her seventh month of pregnancy. In Mauritius, a woman working in the salt manufacturing industry is not required to lift or carry baskets of salt from her seventh month of pregnancy. There are also restrictions on arduous work for pregnant women in Paraguay (three months prior to the expected date of childbirth).

**16.** In Niger, pregnant women and women who have returned to work after birth within the previous three weeks, may not carry, push or pull any load whatsoever. There are restrictions on arduous work for pregnant women and nursing or new mothers in Albania, Austria, Azerbaijan (until the child is 3 years old), Belgium, Central African Republic, Germany, Guinea, Ireland (until the child is ten weeks old), Italy (until the child is 7 months old), Madagascar and Senegal.

**17.** In Belgium, pregnant women and nursing mothers may not be exposed to chemical agents, such as lead and mercury, or to biological hazards, such as certain bacteria and viruses. In addition, they may not work in jobs in which they may be exposed to ionizing radiations. Other countries that protect pregnant women and/or nursing mothers from biological, chemical and physical agents include Austria, Denmark, France, Ireland, Malta and Slovakia.

**18.** In Mexico, limits are set on the levels of radiation to which women of childbearing age, pregnant women and nursing mothers may be exposed. In addition, pregnant women shall not perform work involving the handling, transport or storage of teratogenic or mutagenic substances, or where xylene or benzene are used. Limits are set on the level of radiation to which women of child-bearing age, pregnant women and nursing mothers may be exposed. Tunisia, also, has lower limits for pregnant women's exposure to radiation than for other workers. General protections from radiation for pregnant women and/or nursing mothers are also present in Ireland, Israel (pregnant women only), Slovakia, Spain and Russian Federation (pregnant women only).

**19.** In Mexico, pregnant women may not perform work involving abnormal atmospheric pressure or work in conditions in which the environmental temperature is altered, undertake work producing vibration, or work involving standing for long periods. In Belgium, pregnant women may not be exposed to temperatures higher than 30°C. The following countries also restrict pregnant women's ability to work in jobs involving physical strain: Chile, France, Germany, Israel, Lao People's Democratic Republic (until six months after childbirth), Latvia, Mauritius, Paraguay (beginning three months before the expected date of childbirth), Romania and Thailand.

**20.** For detailed information on the provisions of the Directive, see European Economic Community, 1992, Articles 4–6.

**21.** These are Albania, Austria, Belgium, Bulgaria, Canada, Chile, Czech Republic, Denmark, Estonia, France, Germany, Hungary, Iceland, Ireland, Italy, Luxembourg, Malta, Peru, Portugal, Romania, Russian Federation, South Africa, Spain, Switzerland and the United Kingdom.

**22.** Additionally, in Belgium, in order to establish the necessary measures to protect an employee, the employer, in collaboration with an occupational health physician and the public authority of security and hygiene, must assess the nature, degree and duration of risk factors arising from conditions of work and their incidence in pregnant or nursing women workers. Similar assessments are also required in Denmark, France and Hungary.