

Appendix V**Key national statutory provisions on employment protection and non-discrimination, by region, 2013**

Country	Protection from unlawful dismissal	Burden of proof	Right to return to work	Non-discrimination prohibition	Pregnancy test
AFRICA					
Algeria	No protection	***	***	Sex	***
Angola	Pregnancy, Leave, Additional period	***	Not guaranteed	Sex	No prohibition
Benin	Pregnancy, Leave	Not provided	Not guaranteed	Sex	No prohibition
Botswana	Pregnancy	Not provided	Not guaranteed	Sex	No prohibition
Burkina Faso	Pregnancy, Leave	Employer	Not guaranteed	Sex	No prohibition
Burundi	Pregnancy, Leave	Not provided	Not guaranteed	Sex	No prohibition
Cameroon	Pregnancy, Leave	Not provided	***	No prohibition	No prohibition
Cape Verde	Pregnancy, Leave, Additional period	Not provided	***	Sex	***
Central African Republic	No protection	***	Same position	Sex	***
Chad	Pregnancy	Employer	Not guaranteed	Sex	No prohibition
Comoros	No protection	Not provided	Not guaranteed	Sex	No prohibition
Congo	No protection	Not provided	Not guaranteed	No prohibition	No prohibition
Côte d'Ivoire	Pregnancy, Leave, Additional period	Not provided	Same position	Sex	No prohibition
Democratic Republic of the Congo	Pregnancy, Leave	Not provided	Not guaranteed	Maternity	Explicit
Djibouti	Pregnancy, Leave	***	***	Sex	No prohibition
Egypt	Leave	Not provided	Not guaranteed	Sex	No prohibition
Equatorial Guinea	Pregnancy, Leave	***	Same position	Sex	No prohibition
Eritrea	Leave	Not provided	Same position or equivalent	Sex	No prohibition
Ethiopia	Pregnancy, Leave, Additional period	Not provided	Not guaranteed	Sex	No prohibition
Gabon	Pregnancy, Leave, Additional period	Not provided	Not guaranteed	Sex	Implicit
Gambia	***	***	***	***	***
Ghana	Pregnancy, Leave	Not provided	Not guaranteed	No prohibition	No prohibition
Guinea	Pregnancy, Leave, Additional period	Not provided	Not guaranteed	Sex	No prohibition
Guinea-Bissau	No protection	Not provided	Not guaranteed	Sex	No prohibition
Kenya	Pregnancy, Leave	Employer	Same position or equivalent	Pregnancy	Implicit
Lesotho	Leave	Not provided	Not guaranteed	Sex	No prohibition
Libya	Leave	Not provided	Not guaranteed	Sex	No prohibition
Madagascar	Pregnancy, Leave	Not provided	Not guaranteed	No prohibition	No prohibition
Malawi	Pregnancy, Leave	Employer	Same position or equivalent	No prohibition	No prohibition
Mali	Leave	Not provided	Not guaranteed	No prohibition	No prohibition