

Country	Protection from unlawful dismissal	Burden of proof	Right to return to work	Non-discrimination prohibition	Pregnancy test
Mauritania	Pregnancy, Leave, Additional period	Employer	Not guaranteed	Sex	No prohibition
Mauritius	Pregnancy	Not provided	***	Sex, Pregnancy, Family responsibilities	No prohibition
Morocco	Pregnancy, Leave	Not provided	Not guaranteed	Sex	No prohibition
Mozambique	Pregnancy, Leave, Additional period	***	Not guaranteed	Sex	No prohibition
Namibia	Pregnancy, Leave, Additional period	Worker	Not guaranteed	Sex, Pregnancy, Family responsibilities	No prohibition
Niger	Pregnancy, Leave	Not provided	Not guaranteed	Sex	No prohibition
Nigeria	Pregnancy, Leave	***	***	***	***
Rwanda	Leave	Not provided	Same position or equivalent	Sex, Pregnancy, Family responsibilities	No prohibition
Sao Tome and Principe	No protection	Not provided	Not guaranteed	Sex	No prohibition
Senegal	Leave	***	***	Sex	
Seychelles	Leave	Not provided	Not guaranteed	No prohibition	No prohibition
Sierra Leone	***	***	***	***	***
Somalia	Pregnancy, Leave, Additional period	Not provided	Not guaranteed	Sex	No prohibition
South Africa	Pregnancy	Employer	Same position	Sex, Pregnancy	No prohibition
Sudan	Pregnancy, Leave	Not provided	Not guaranteed	Sex	No prohibition
Swaziland	Pregnancy, Leave, Additional period	Not provided	Same position or equivalent	Sex	No prohibition
Tanzania, United Republic of	Pregnancy	Employer	Same position or equivalent	Sex, Marital status, Family responsibilities, Pregnancy	Implicit
Togo	Pregnancy, Leave	Not provided	Not guaranteed	Sex	No prohibition
Tunisia	Pregnancy, Leave, Additional period	***	***	Sex	***
Uganda	Pregnancy, Leave	Employer	Same position or equivalent	Sex	No prohibition
Zambia	Pregnancy	Employer	Not guaranteed	Sex, Pregnancy	No prohibition
Zimbabwe	No protection	Not provided	Not guaranteed	Sex, Pregnancy	Implicit
ASIA					
Afghanistan	Implicit	Not provided	Not guaranteed	No prohibition	No prohibition
Bangladesh	No protection	Not provided	Not guaranteed	***	***
Brunei Darussalam	No protection	Worker	Not guaranteed	No prohibition	No prohibition
Cambodia	Leave	Not provided	Not guaranteed	Sex	No prohibition
China	Pregnancy, Leave, Additional period	Not provided	Not guaranteed	Sex	No prohibition
Fiji	Pregnancy	Employer	Same position or equivalent	Pregnancy	Implicit
Hong Kong (China)	***	***	***	***	***
India	Pregnancy, Leave	Not provided	Not guaranteed	Pregnancy	No prohibition
Indonesia	Pregnancy, Leave, Additional period	Not provided	Not guaranteed	Pregnancy	No prohibition
Iran, Islamic Republic of	No protection	Not provided	Same position	Sex	No prohibition
Kiribati	Leave	Employer	Not guaranteed	Sex	No prohibition