

Country	Protection from unlawful dismissal	Burden of proof	Right to return to work	Non-discrimination prohibition	Pregnancy test
Korea, Republic of	Pregnancy, Leave, Additional period	Employer	Same position or equivalent	Sex, Marital status, Family responsibilities, Pregnancy	Implicit
Lao People's Democratic Republic	Pregnancy, Leave, Additional period	Not provided	Not guaranteed	Sex	No prohibition
Malaysia	Leave	Not provided	Not guaranteed	No prohibition	No prohibition
Mongolia	Pregnancy, Leave, Additional period	Not provided	Same position or equivalent	Sex	Explicit
Myanmar	Pregnancy, Leave	Not provided	Not guaranteed	No prohibition	No prohibition
Nepal	No protection	Not provided	Not guaranteed	No prohibition	No prohibition
Pakistan	Pregnancy, Leave	Not provided	Not guaranteed	Sex	No prohibition
Papua New Guinea	Pregnancy	Not provided	Not guaranteed	Sex	No prohibition
Philippines	Pregnancy, Leave	Not provided	Not guaranteed	Sex	No prohibition
Singapore	Leave	Not provided	Not guaranteed	No prohibition	No prohibition
Solomon Islands	Leave	Not provided	Not guaranteed	No prohibition	No prohibition
Sri Lanka	Pregnancy, Leave	Employer	Not guaranteed	Sex	No prohibition
Thailand	Pregnancy, Leave	Not provided	Not guaranteed	Sex	No prohibition
Vanuatu	Pregnancy, Leave	Not provided	Same position or equivalent	No prohibition	No prohibition
Viet Nam	Pregnancy, Leave, Additional period	Not provided	Same position or equivalent	Sex	No prohibition
DEVELOPED ECONOMIES					
Andorra	***	***	***	***	***
Australia	Pregnancy, Leave	Not provided	Same position or equivalent	Sex, Pregnancy, Family responsibilities	No prohibition
Austria	Pregnancy, Leave	Not provided	Not guaranteed	Sex, Pregnancy, Family responsibilities	Implicit
Belgium	Pregnancy, Leave	Employer	Same position or equivalent	Pregnancy	No prohibition
Bulgaria	Pregnancy, Leave, Additional period	Not provided	***	Sex	Implicit
Canada	Pregnancy, Leave	Not provided	Same position	Sex, Pregnancy	No prohibition
Channel Islands, Guernsey	***	***	***	***	***
Channel Islands, Jersey	***	***	***	***	***
Cyprus	Pregnancy, Leave	Employer	Same position or equivalent	Sex, Marital status, Family responsibilities, Pregnancy	No prohibition
Czech Republic	Pregnancy, Leave	Not provided	Not guaranteed	Sex	No prohibition
Denmark	No protection	Employer	Not guaranteed	Sex	Explicit
Estonia	Pregnancy, Leave, Additional period	Not provided	Not guaranteed	Sex, Pregnancy, Family responsibilities	No prohibition
Finland	Pregnancy, Leave	Employer	Same position or equivalent	Pregnancy	Implicit
France	Pregnancy, Leave, Additional period	Employer	Same position or equivalent	Sex, Pregnancy, Family responsibilities	Explicit
Germany	Pregnancy, Leave, Additional period	Employer	***	Sex	No prohibition
Greece	Pregnancy, Leave, Additional period	Not provided	Same position or equivalent	Sex, Pregnancy, Family responsibilities	No prohibition