

Country	Protection from unlawful dismissal	Burden of proof	Right to return to work	Non-discrimination prohibition	Pregnancy test
Hungary	Pregnancy, Leave	Employer	Not guaranteed	Pregnancy	Implicit
Iceland	Pregnancy, Leave	Employer	Same position or equivalent	Sex	No prohibition
Ireland	Pregnancy, Leave, Additional period	***	Same position	Sex, Pregnancy, Family responsibilities	No prohibition
Isle of Man	***	***	***	***	***
Israel	Pregnancy, Leave, Additional period	Employer	Not guaranteed	Sex	No prohibition
Italy	Pregnancy, Leave, Additional period	Employer	Same position	Sex, Marital status, Family responsibilities, Pregnancy	Implicit
Japan	Pregnancy, Leave, Additional period	Employer	Not guaranteed	Sex	No prohibition
Latvia	Pregnancy, Leave, Additional period	Employer	Same position or equivalent	Sex	Implicit
Lithuania	Pregnancy, Leave, Additional period	Not provided	Same position or equivalent	Sex	Implicit
Luxembourg	Pregnancy, Leave, Additional period	Employer	Same position or equivalent	Sex	Implicit
Malta	Pregnancy, Leave, Additional period	Not provided	Same position or equivalent	Sex, Pregnancy, Family responsibilities	Implicit
Monaco	***	***	***	***	***
Netherlands	Pregnancy, Leave, Additional period	Employer	Not guaranteed	Sex	Implicit
New Zealand	Pregnancy, Leave, Additional period	Employer	Same position	Sex, Marital status, Family responsibilities, Pregnancy	No prohibition
Norway	Pregnancy, Leave, Additional period	Employer	Not guaranteed	Sex	No prohibition
Poland	***	***	***	***	***
Portugal	Pregnancy, Leave, Additional period	Employer	Not guaranteed	Sex	Explicit
Romania	Pregnancy, Leave, Additional period	Employer	Same position or equivalent	Sex, Family responsibilities	Explicit
San Marino	***	***	***	***	***
Slovakia	Pregnancy, Leave	Not provided	Not guaranteed	Sex, Pregnancy, Family responsibilities	Explicit
Slovenia	Pregnancy, Leave, Additional period	Employer	Not guaranteed	Sex, Pregnancy, Family responsibilities	Explicit
Spain	Pregnancy, Leave	Not provided	Same position or equivalent	Sex	Implicit
Sweden	Pregnancy, Leave	Employer	Same position	Sex	No prohibition
Switzerland	Pregnancy, Leave, Additional period	Employer	Not guaranteed	Pregnancy	No prohibition
United Kingdom	Pregnancy, Leave	Employer	Same position	Pregnancy	No prohibition
United States	Pregnancy, Leave	Not provided	Same position or equivalent	Sex	No prohibition
EASTERN EUROPE AND CENTRAL ASIA					
Albania	Pregnancy	Employer	Not guaranteed	Sex	Explicit
Armenia	Pregnancy, Leave, Additional period	***	***	Sex	
Azerbaijan	Pregnancy, Leave, Additional period	Employer	***	Sex, Pregnancy, Family responsibilities	Implicit