

Country	Protection from unlawful dismissal	Burden of proof	Right to return to work	Non-discrimination prohibition	Pregnancy test
<b>Belarus</b>	Pregnancy, Leave, Additional period	Not provided	Same position	Sex	Implicit
<b>Bosnia and Herzegovina</b>	Pregnancy	Employer	Same position or equivalent	Sex, Pregnancy, Family responsibilities	***
<b>Croatia</b>	Pregnancy, Leave	Employer	Same position	Sex, Pregnancy, Family responsibilities	Implicit
<b>Georgia</b>	***	***	***	***	***
<b>Kazakhstan</b>	Pregnancy, Leave, Additional period	Employer	Not guaranteed	Sex, Pregnancy, Family responsibilities	
<b>Kyrgyzstan</b>	***	***	***	***	***
<b>Moldova, Republic of</b>	Pregnancy, Leave, Additional period	Not provided	Not guaranteed	Sex, Pregnancy, Family responsibilities	Implicit
<b>Montenegro</b>	***	***	***	***	***
<b>Russian Federation</b>	Pregnancy, Leave	***	Same position or equivalent	Sex	Implicit
<b>Serbia</b>	Pregnancy, Leave, Additional period	Employer	Not guaranteed	Pregnancy, Family responsibilities	Explicit
<b>Tajikistan</b>	Pregnancy, Leave, Additional period	Not provided	Same position	Sex	Implicit
<b>The former Yugoslav Republic of Macedonia</b>	Pregnancy, Leave	Employer	Not guaranteed	Sex	Explicit
<b>Turkey</b>	Pregnancy, Leave	Employer	Not guaranteed	Sex, Pregnancy	No prohibition
<b>Turkmenistan</b>	***	***	***	***	***
<b>Ukraine</b>	***	***	***	***	***
<b>Uzbekistan</b>	Pregnancy, Leave, Additional period	Not provided	Same position	Sex	Implicit
<b>LATIN AMERICA AND THE CARIBBEAN</b>					
<b>Antigua and Barbuda</b>	No protection	Not provided	Not guaranteed	Sex	No prohibition
<b>Argentina</b>	Pregnancy	Employer	Same position or equivalent	Sex	Explicit
<b>Bahamas</b>	Pregnancy, Leave	Employer	Same position or equivalent	Sex	***
<b>Barbados</b>	Pregnancy, Leave	***	Same position or equivalent	***	***
<b>Belize</b>	Leave	Worker	***	***	***
<b>Bolivia, Plurinational State of</b>	Pregnancy, Leave, Additional period	Not provided	Not guaranteed	Sex	No prohibition
<b>Brazil</b>	Pregnancy, Leave, Additional period	Not provided	Same position or equivalent	Pregnancy	Explicit
<b>British Virgin Islands</b>	***	***	***	***	***
<b>Chile</b>	Pregnancy, Leave, Additional period	Not provided	Not guaranteed	Sex	Explicit
<b>Colombia</b>	Pregnancy, Leave, Additional period	Employer	Same position	Sex	Explicit
<b>Costa Rica</b>	Pregnancy, Leave, Additional period	Employer	Same position or equivalent	Sex	***
<b>Cuba</b>	Pregnancy, Leave	***	Same position	Sex	***
<b>Dominica</b>	No protection	Not provided	Same position or equivalent	No prohibition	No prohibition