

Country	Protection from unlawful dismissal	Burden of proof	Right to return to work	Non-discrimination prohibition	Pregnancy test
Dominican Republic	Pregnancy	***	***	***	***
Ecuador	Pregnancy, Leave	Not provided	Not guaranteed	Sex	No prohibition
El Salvador	Pregnancy, Leave	Not provided	Same position	Sex	Explicit
Grenada	Pregnancy, Leave	Employer	Same position or equivalent	Pregnancy	No prohibition
Guatemala	Pregnancy, Leave, Additional period	Employer	Not guaranteed	Sex, Pregnancy, Family responsibilities	No prohibition
Guyana	Pregnancy	Worker	Not guaranteed	Sex, Pregnancy	Implicit
Haiti	Pregnancy	Not provided	Same position	Sex	No prohibition
Honduras	Pregnancy, Leave, Additional period	Employer	Not guaranteed	Sex	***
Jamaica	Pregnancy, Leave	Not provided	Same position	No prohibition	No prohibition
Mexico	No protection	***	Same position	Sex	***
Nicaragua	Pregnancy, Leave	Not provided	Same position	Sex	Explicit
Panama	Pregnancy, Leave	Employer	Not guaranteed	Sex	Prohibition
Paraguay	Pregnancy, Leave	***	***	***	***
Peru	Pregnancy, Leave, Additional period	Employer	Same position	Sex	Implicit
Puerto Rico	***	***	***	***	***
Saint Kitts and Nevis	Pregnancy, Leave	Employer	Same position	Sex	No prohibition
Saint Lucia	Pregnancy, Leave	Employer	Same position or equivalent	Sex, Pregnancy	Implicit
Saint Vincent and the Grenadines	Leave	***	***	***	***
Trinidad and Tobago	No protection	Not provided	Same position or equivalent	Sex	***
Uruguay	Pregnancy, Leave	Not provided	Same position	Sex	Explicit
Venezuela, Bolivarian Republic of	Pregnancy, Leave, Additional period	Not provided	Same position or equivalent	Sex	Explicit
MIDDLE EAST					
Bahrain	Leave	Not provided	Not guaranteed	Sex, Marital status	No prohibition
Iraq	Pregnancy, Leave	Not provided	***	***	***
Jordan	Pregnancy, Leave	***	Same position	No prohibition	No prohibition
Kuwait	Leave	Not provided	Not guaranteed	No prohibition	No prohibition
Lebanon	Pregnancy, Leave	***	***	***	***
Occupied Palestinian Territory	***	***	***	***	***
Qatar	***	***	***	***	***
Saudi Arabia	Pregnancy, Leave	***	***	***	***
Syrian Arab Republic	Leave	Not provided	Not guaranteed	Sex, Marital status	No prohibition
United Arab Emirates	No protection	Not provided	Not guaranteed	No prohibition	No prohibition
Yemen	No protection	Not provided	Not guaranteed	Sex	No prohibition

Source: ILO Working Conditions Laws Database – Maternity Protection. Available at: <http://www.ilo.org/travdatabase> [5 Apr. 2014].