

Night work

- NO OBLIGATION = pregnant or breastfeeding workers cannot be obliged to do night work.
- NO OBLIGATION (W) = all women cannot be obliged to do night work.
- PROHIBITION = pregnant or breastfeeding workers are prohibited from doing night work.
- PROHIBITION (W) = all women are prohibited from doing night work.
- NO RESTRICTION = there are no legal provisions to limit night work.
- *** = information is not available, could not be identified or is not applicable.

Health protection – Paragraph 6(4) of Recommendation No. 191:

A pregnant or nursing woman should not be obliged to do night work if a medical certificate declares such work to be incompatible with her pregnancy or nursing.

This indicator determines whether the legislation includes any provision to limit night work (defined according to national legislation) by pregnant or breastfeeding workers. It distinguishes between “NO OBLIGATION”, namely the worker’s right not to be obliged to do night work, and “PROHIBITION”, namely the statutory interdiction to prevent pregnant or breastfeeding from doing night work. In some cases, the legislation forbids night work to all women, irrespective of their pregnancy or nursing status. These instances are marked by (W).

Time off for prenatal medical examinations

- PAID = women are entitled to time off from work with pay to attend prenatal medical examinations.
- UNPAID = women are entitled to time off from work without pay to attend prenatal medical examinations.
- PROVIDED = women are entitled to time off from work to attend prenatal medical examinations, but the law does not specify whether this time off is paid.
- NOT PROVIDED = the legislation does not provide for paid or unpaid time off to attend prenatal medical examinations.
- *** = information is not available, could not be identified or is not applicable.

Health protection – Paragraph 6(6) of Recommendation No. 191:

A woman should be allowed to leave her workplace, if necessary, after notifying her employer, for the purpose of undergoing medical examinations relating to her pregnancy.

This indicator assesses whether the legislation provides pregnant workers with time off to attend antenatal health care visits and whether this time off is paid.