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Female Empowerment in Science, Technology, Engineering and Mathematics in Higher Education



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# I fear I will get laid off if I reveal I am pregnant



By: Maria Christofi

# Pregnancy Discrimination

It includes all forms of unfavorable treatment during all phases of the employment process.

Three main types of pregnancy-based discrimination:

- Discrimination during the hiring process
- Discrimination during pregnancy
- Discrimination upon returning to work



<https://www.embroker.com/blog/examples-of-pregnancy-discrimination/>

# Pregnancy Discrimination

## Examples:

- Being not hired for or fired from your job
- Failure to provide maternity leave
- Losing assignments, bonuses and their career trajectory
- Being denied reasonable accommodations
- Losing benefits
- Being Terminated for Pretextual Reasons

# Worldwide phenomenon

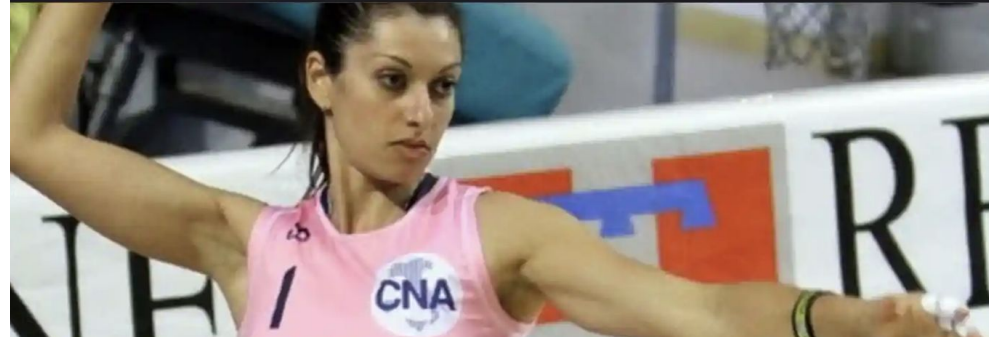
Pregnancy discrimination remains widespread, even in the USA.

Between 2010 and 2015, nearly 31,000 pregnancy discrimination charges were filed with the US Equal Employment Opportunity Commission, according to the National Partnership for Women and Families.

Recent example in Italy:

## Italian volleyball club sues player for contract breach over pregnancy

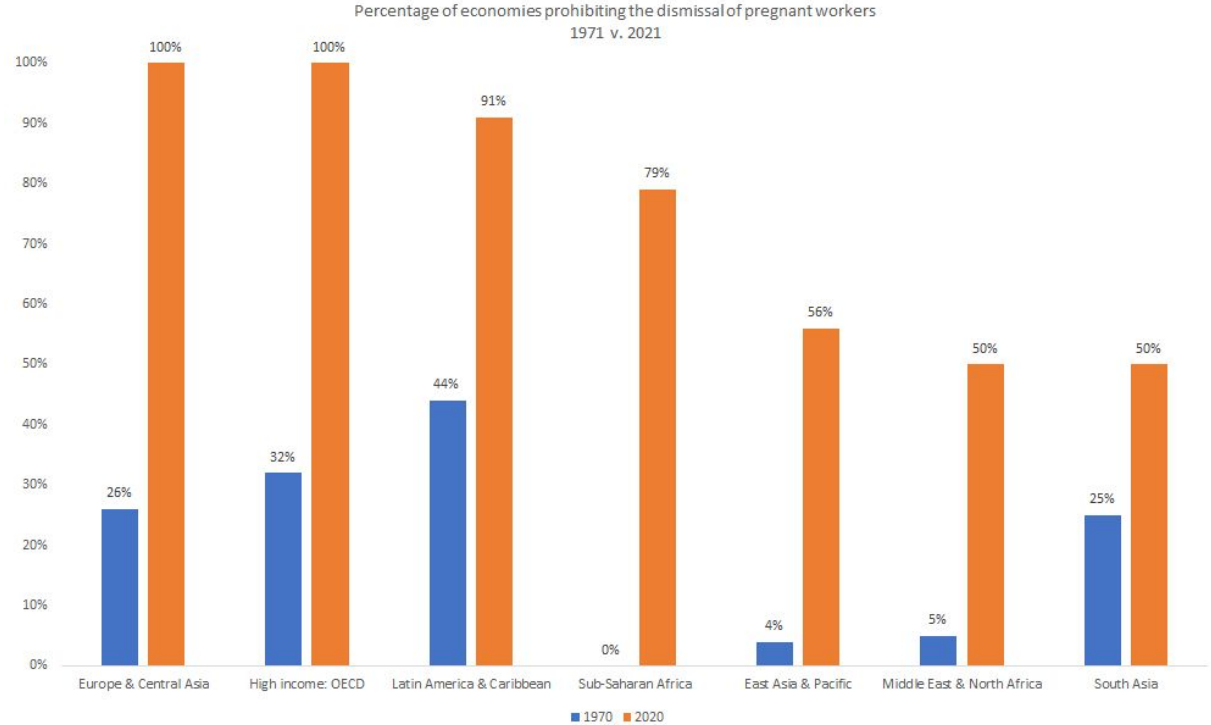
Politicians and Olympics chief back Lara Lugli, who was fired and is now being sued after requesting back pay



<https://blogs.worldbank.org/developmenttalk/38-countries-women-can-still-be-fired-being-pregnant>

According to the Women, Business and the Law 2021 report, 38 of 190 economies do not prohibit dismissal of pregnant workers in their laws.

The data show that all economies in only two regions provide protection from termination on grounds related to pregnancy – OECD high-income and Europe and Central Asia.



Source: Women, Business and the Law

<https://blogs.worldbank.org/developmenttalk/38-countries-women-can-still-be-fired-being-pregnant>

# What Can Be Done ?

- Offer flexible work schedules
- Inform employees of their rights and the benefits they can receive during pregnancy and upon returning to work
- Provide pregnancy accommodation, including days off for prenatal care and doctor's appointments
- Create clear policies for the prevention of pregnancy discrimination at work

**USA:** The Family and Medical Leave Act (FMLA) and the Federal Pregnancy Discrimination Act (PDA) both prohibit U.S. employers from terminating employees due to pregnancy and pregnancy-related conditions.



# Cyprus Legislation

- The Protection of Maternity Laws of 1997 to 2011
- The Equal Treatment for Men and Women in Employment and Vocational Training Laws of 2002 to 2009
- The Parental Leave and Leave on Grounds of Force Majeure Laws of 2002 to 2010
- The Protection of Maternity (Safety and Health at Work) Regulations of 2002



# Cyprus Legislation: Protection During Pre-Birth Period



## The Protection of Maternity Laws of 1997 to 2011

- This Law ensures that pregnant workers are entitled to time off, without loss of pay, in order to attend antenatal examinations
- Dismissal or notice of dismissal to a pregnant worker is prohibited
- Dismissal or notice of dismissal to a working woman who intends to adopt a child is prohibited
- Moreover, it is noted that the non renewal of a pregnant worker's employment contract, as set out in article 4(1)(c), should not be based on a reason associated with her condition.

[http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/all/149BC293DF0F2669C22580E600437F4C/\\$file/1\\_Guide%20on%20Pregnancy%20and%20Equality%20in%20the%20Workplace%20-%20Revised%20edition%202011.pdf?openelement](http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/all/149BC293DF0F2669C22580E600437F4C/$file/1_Guide%20on%20Pregnancy%20and%20Equality%20in%20the%20Workplace%20-%20Revised%20edition%202011.pdf?openelement)



# Thank you !



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