

The pregnancy test: Ending discrimination at work for new mothers ^[1]

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Source: Trade Union Congress

Format: Report

Publication Date: 1 Dec 2014

AVAILABILITY

Full report in PDF ^[2]

Description

The first legislation protecting women from unfair dismissal because of pregnancy was introduced 40 years ago. Since then, successive legislation has strengthened maternity rights. Women are now protected from any unfavourable treatment at work because of pregnancy or maternity leave. They can take up to 52 weeks' leave and 39 weeks' statutory maternity pay and have the right to return to the same or similar job when they return.

Despite these legal rights, pregnancy and maternity leave is still a time when everything changes for many women at work. A recent survey found that six in ten mothers felt sidelined at work as soon as they announced their pregnancy and four in ten managers admitted that they were wary of hiring a woman of childbearing age. Another survey of 1,000 low-paid women found that one in ten were given a more junior role when they came back to work.

Region: Europe ^[3]

Tags: mother's labour force participation ^[4]

Source URL (modified on 27 Jan 2022): <https://childcarecanada.org/documents/research-policy-practice/14/12/pregnancy-test-ending-discrimination-work-new-mothers>

Links

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