

Maternity protection in the workplaces (GEO no. 96/2003 - on the maternity protection at work, as amended and supplemented)

When the pregnancy is not visible, the employer has the obligation to keep confidential the worker's pregnancy status and will not announce other workers except with the written consent of the worker (in question) and only in the interest of the good progress of the working process.

Based on the recommendation of the family physician, the pregnant worker who cannot perform the normal working time due to health reasons, of herself or foetus, is entitled to one-fourth reduction of her normal working time, for an equal salary that shall be fully covered by the salary fund of the employer, according to the legal regulations.

The employers are required to grant breastfeeding workers, during the working programme, two breaks of one hour each for breastfeeding, up to the age of one year of the child.

These breaks also include the time needed for the return travel to the place where the child is.

Upon mother's request, the breastfeeding breaks will be replaced by reducing the normal working time with 2 hours daily.

The breaks and reduction in the normal working time granted for breastfeeding shall be included in the working time and shall not diminish the wage income, and are entirely covered by the employer's salary fund.

If the employer ensures special rooms for breastfeeding within the undertaking, they shall meet hygiene conditions according to the sanitary standards in force.

The pregnant worker, the worker who has recently given birth and the worker who is breastfeeding cannot be obliged to perform night work.

It is forbidden for the employer to order the termination of employment or service relationships in the case of:

- a pregnant worker, a worker who has recently given birth and a worker who is breastfeeding, for reasons directly related to her condition;
- a worker who is on maternal risk leave;
- a worker who is on maternity leave;
- a worker who is on leave for raising the children up to the age of 2 or, in the case of a disabled child, up to the age of 3;
- a worker who is on leave for taking care of a sick child up to the age of 7 or, in the case of a disabled child with intercurrent diseases, up to the age of 18.

The interdiction on termination of employment relationships does not apply for redundancies that occur as a result of judicial reorganization, dissolution or bankruptcy of the employer, according to the law.