

# You are pregnant? The CNE supports you

**YOU ARE EXPECTING A CHILD? CONGRATULATIONS ON THE HAPPY NEWS! YOU CERTAINLY HAVE A LOT OF QUESTIONS... FOR THOSE CONCERNING THE PROFESSIONAL FIELD, COUNT ON US: THE CNE TEAM TELLS YOU EVERYTHING YOU NEED TO KNOW ABOUT PREGNANCY AT WORK.**

## **INFORMING THE EMPLOYER**

The law protects pregnant women at work. To benefit from these protections, the employer must have been informed of the pregnancy. We therefore advise you to notify the employer, keeping a written record of this. From that moment on, you will be covered by the law on maternity protection.

## **RISK ASSESSMENT**

If your work is likely to be dangerous or harmful to your health or that of your child, the employer is obliged to organise a risk assessment, and to communicate the general measures to be taken to the Committee for Prevention and Protection at Work (CPPT) or the Trade Union Delegation (DS). The assessment and the measures are also communicated to you.

## **MEDICAL APPOINTMENTS**

You have the right to be absent from work, without loss of pay, to attend antenatal clinics. Make sure you provide your employer with a doctor's certificate and keep a copy.

## **OVERTIME AND NIGHT WORK**

Throughout your pregnancy, you cannot do any extra work. Eight weeks before the expected date of delivery, you can refuse to work at night (between 8 p.m. and 6 a.m.) and your employer will then be obliged to transfer you to a day job\*. If this is technically and objectively impossible, you are dismissed.

## **IF YOU ARE DISCARDED**

If the occupational physician decides to discard you, you are not entitled to the guaranteed salary paid by the employer, but to health insurance benefits (which implies a loss of income), paid by your mutual insurance company. Remember to contact your mutual insurance company.

## **PROTECTION AGAINST DISMISSAL**

From the moment the employer has been informed of your pregnancy until one month after your maternity leave, he cannot dismiss you, except for reasons unrelated to your maternity. To find out more about maternity leave, see our factsheet "Going on maternity leave soon? The CNE supports you", available from your company's CNE team or on our website [www.lacsc.be/cne](http://www.lacsc.be/cne).

*\* On the basis of a medical certificate, this prohibition may cover the entire pregnancy and up to 4 weeks after the end of maternity leave.*

**Need to contact us?** Call us on 067 88 91 00 on Mondays, Tuesdays and Wednesdays from 9am to 12pm and Thursdays from 1:30pm to 4:30pm.  
**Need to meet us?** Our secretariats are open on Mondays, Tuesdays and Wednesdays from 1.30 to 4.30 pm and Thursdays from 9 am to 12 pm.  
**Need to write to us?** Just one address: [cne.info@acv-csc.be](mailto:cne.info@acv-csc.be)

The content of this publication is intended for both men and women  
**Update: August 2022**

