

# 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 has to organize 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 8PM and 6AM) and your employer will then be obliged to transfer you to a day job\*. If this is technically and objectively impossible, you are temporary laid off. Based on a medical certificate, this restriction may apply throughout the entire pregnancy and for up to 4 weeks after the end of maternity leave.

### **IF YOU ARE TEMPORARY LAID OFF**

If the occupational doctor decides to lay you off due to your exposure to a risk that is dangerous to your health or that of your child in the context of your work, you are not entitled to the guaranteed salary paid by the employer. You are entitled to health insurance benefits corresponding to 78% of your gross salary (capped if it exceeds a certain amount - €4,953 gross per month since September 1, 2026), paid by your mutual insurance company. Thanks to Social Security—which didn't just fall from the sky and certainly wasn't a gift from governments or employers: it was built gradually through the organization, mobilization, and struggles of workers! In the face of those who would like to roll back collective protections and dismantle our mechanisms of solidarity, it is more necessary than ever to defend and strengthen it.

### **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).

**Need to mail us ?** Please write to : [cne.advice@acv-csc.be](mailto:cne.advice@acv-csc.be) (English only!)

**Need to contact us ?** Please call 067 88 91 00 on Mondays, Tuesdays and Wednesdays from 9AM to 12PM and Tuesdays from 1.30PM to 4.30PM (French).

**Need to meet us ?** Our offices are open on Mondays, Tuesdays and Wednesdays from 1.30PM to 4.30PM and Tuesdays from 9AM to 12PM (French).

**Last update :** July 2026