

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.



Arizona has planned to start night shifts at midnight instead of 8PM in certain sectors. As with all its attacks on the working class, it is still possible to reverse this decision. But to do so, we must organize, fight, and defend a more just and united society together. To learn more and join the fight, click [here](#) or scan this QR code.



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 - €4,758 gross per month since February 1, 2025), paid by your mutual insurance company. Remember to contact them.

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.

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

Need to mail us ? Please write to : 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).

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