Employment of Women
(Maternity Leave) Act
Cap 345A
Maternity leave after twenty-eight (28) weeks of pregnancy. Not less than twelve (12) weeks of maternity leave. (Leave can be taken six (6) weeks prior and six (6) weeks after confinement as the female desires.)

The right not to be dismissed or required to resign because she is pregnant.

The right not to be dismissed or asked to resign during the leave.

Seniority rights on resumption of duty after leave.

Six (6) additional weeks leave in the case of illness arising from the confinement.

DID YOU KNOW?

A female employee is entitled to:

Maternity leave after twenty-eight (28) weeks of pregnancy.

Not less than twelve (12) weeks of maternity leave. (Leave can be taken six (6) weeks prior and six (6) weeks after confinement as the female desires.)

The right not to be dismissed or required to resign because she is pregnant.

The right not to be dismissed or asked to resign during the leave.

Seniority rights on resumption of duty after leave.

Six (6) additional weeks leave in the case of illness arising from the confinement.

DID YOU KNOW?

To qualify for maternity leave the pregnant employee must:

Be employed for a minimum of twelve (12) months with the employer.

Present to the employer a certificate from a medical practitioner giving the expected or the actual date of confinement.

Not have received three (3) previous grants of maternity leave from the same employer.