Pregnancy discrimination

The law protects you against unfair treatment and dismissal because of your pregnancy. This information sheet looks at what kind of treatment amounts to discrimination and what you can do if you are being discriminated against at work. It covers:

- Pregnancy discrimination
- Sickness and health and safety during pregnancy
- Time off for antenatal care
- How to resolve disputes at work, and Benefits for families

Your rights during pregnancy:

- you have the right to health and safety protection for you and your baby.
- you have the right to reasonable paid time off for your antenatal care.
- you are protected against unfair treatment and unfair dismissal because of your pregnancy.

All employees have the right to 52 weeks maternity leave and you may qualify for maternity pay. See Pregnant at work, for more information on maternity leave, maternity pay and other rights and benefits.

Pregnancy discrimination

What is pregnancy discrimination?

The law says that it is pregnancy discrimination to treat a woman unfavourably on the grounds of her pregnancy or because she wants to take or has taken maternity leave (Equality Act 2010 s.18). To show discrimination a woman does not have to compare herself to how a man might have been treated but she needs to show that the treatment was because of her pregnancy.

All employees, casual workers, agency workers, freelancers and contractors are protected by pregnancy and maternity discrimination law from day one of their employment.

Employees are also protected from detrimental treatment or dismissal on the grounds of pregnancy or maternity leave (Employment Rights Act 1996 s99 and Maternity and Parental Leave etc Regulations 1999 reg. 19). This protection applies to employees only from day one of their employment.

This information sheet covers discrimination during pregnancy. For information on your rights during maternity leave and on return to work see the information sheet Discrimination during maternity leave and on return to work. Examples of unfavourable treatment and detrimental treatment include:

- selection for redundancy on the grounds of pregnancy,
- dismissal because of pregnancy,
- refusal of training or promotion opportunities,
- reduction of pay or hours,
- pressure to resign and
- failure to carry out a risk assessment and take action to protect your health and safety.

When does pregnancy discrimination apply?

You are protected against discrimination if you can show that the reason for your treatment was because of pregnancy. It is entirely up to you to decide when you want to tell your employer and colleagues about your pregnancy. Legally, you do not have to tell your employer about your pregnancy.
until the 15th week before your baby is due which is the latest date for giving notice to take maternity leave. Obviously your employer is very likely to be aware of your pregnancy by then. However, you may need to tell your employer earlier in order to ask for action to protect your health and safety or to take time off for antenatal care. Once you have told your employer of your pregnancy you are protected against unfair dismissal, unfair treatment and discrimination on the grounds of pregnancy.

### The Equalities and Human Rights Commission conducted a formal investigation into pregnancy discrimination in 2015. Their final report found that 54,000 women a year are forced out of their job because of pregnancy discrimination, one in five mothers experienced harassment and negative comments because of their pregnancy and 10% of mothers were discouraged from taking time off for their antenatal care.

The main areas of unfair treatment during pregnancy were found to be denial of a pay increase, refusal of promotion, having to take lower-paid work, being excluded from training and refusal of time-off for ante-natal care.

Women involved in the in-depth interviews experienced a wide range of negative treatment at work, ranging from more subtle changes in the attitudes of their colleagues and employers, to unfair selection for redundancy, dismissal, denial of promotion opportunities and sexual and verbal harassment. Many also reported enforced changes to their job during pregnancy.


There may be some circumstances in which you think that you have been discriminated against because your employer believed you were pregnant or assumed you were trying to get pregnant, for example, following a miscarriage or during fertility treatment. You would need to be able to show that the treatment was connected with pregnancy and you should seek legal advice.

**I am worried about telling my employer about my pregnancy. When do I have to do it?**

Firstly, it is up to you to decide when to tell your employer about your pregnancy. Most women wait until their first scan, for instance, but you may need to tell your employer in order to ask for paid time off for antenatal appointments or if you need health and safety adjustments at work. If you are not feeling well in the early stages of pregnancy and think that you might need to take sick leave, it may be a good idea to tell your employer about your pregnancy so that any pregnancy-related sick leave is not taken into account or used for disciplinary purposes.

Legally, you do not have to tell your employer about your pregnancy until the 15th week before your baby is due which is the latest date for giving notice to take maternity leave. In most cases it will be obvious by then! When you decide to tell your colleagues about your pregnancy it may be a good idea to follow it up with an email to your employer, line manager and/or HR department so that you have a record of when you notified your employer.

You are protected against pregnancy discrimination if you can show that the unfavourable treatment was because of your pregnancy. It may be difficult to show that any unfair treatment was because of pregnancy if you do not have evidence of when you told your employer. If you can show that your employer guessed you were pregnant and that you were made redundant because of pregnancy, for example, you may still be able to claim pregnancy discrimination but you should get advice.

**I have started a new job and discovered that I am pregnant. I have a six month probation period. Can my employer end my contract?**

Firstly, you only need to tell your employer about your pregnancy once you are ready to do so (see the questions above). That also applies if you are going for job interviews or starting a new job.

Secondly, if you were already pregnant when you started your job, you will not be able to qualify for Statutory Maternity Pay (SMP) so you will need to claim Maternity Allowance from the JobCentre Plus. You will still be entitled to maternity leave, with the right to return to the same job, even if you will not receive any SMP from your employer. If you are not sure if you can get SMP you should give notice to your employer in the 15th week before your baby is due and ask them to work it out. For more information, see [Maternity Pay Questions](#)

If your employer treats you unfavourably because of your pregnancy, for example, by ending your contract, extending your probation period, taking account of pregnancy-related sickness or suddenly raising performance issues that had not previously been mentioned, you are protected by pregnancy discrimination law. If you feel that the treatment is related to your pregnancy, you can talk informally to your HR department, union representative or a more senior manager. You should try to keep talking to your employer for as long as possible to try to
My employer has reduced my shifts because of a downturn in work but no-one else has had their shifts reduced and it is going to affect my maternity pay.

You may have a claim for pregnancy discrimination and loss of wages if your employer is cutting your shifts because of your pregnancy or in order to avoid payment of Statutory Maternity Pay (SMP). In some cases there may be a genuine reduction in work and an employer will have to reduce the amount of work offered to its employees but this must be done in a fair and non-discriminatory manner.

If your pay is reduced during the calculation period for SMP, which is approximately weeks 18 to 26 of your pregnancy, your SMP may be lower or you may not qualify for SMP at all. If you think that your employer reduced your hours or shifts or refused to give you work to avoid paying SMP you can contact the HMRC Statutory Payments Disputes Team on 0300 0560 630 and ask for a formal decision, see Where to go for more help below. HMRC can order your employer to pay your SMP or pay it directly. If HMRC decide that you are not entitled to SMP you can claim Maternity Allowance from the JobCentre Plus. For more information on how to get your maternity pay, see Maternity Pay Questions.

You should speak to your employer about the reduction in your shifts. It is best to ask to have an informal chat at first and try to resolve things amicably. If necessary, you can write to your employer, your HR department or a senior manager and ask them to look into it. If you are in a union you should speak to your local representative or you can get legal advice from the union’s legal department. It may also help to send your employer information on your rights to maternity pay and other rights during pregnancy.

If you are unable to resolve it and your employer continues to refuse work, you may be able to claim loss of wages and pregnancy discrimination in an employment tribunal, see How to resolve disputes at work, below.

Case study

Miss W worked about 13 hours a week (over two to three days) as a maid in a hotel. A roster was drawn up each week. She informed her employer that she was pregnant and took three days off sick. She was rostered to work for two weeks but, thereafter, was not rostered for any more work.

The tribunal found that she had been treated unfavourably because of her pregnancy. Her employer said that she was not rostered because there was not enough work available but the tribunal found that another employee had been allocated more than her usual contractual hours. Walton v The Nottingham Gateway Hotel Ltd.

My employer has reduced my workload since I became pregnant and I feel that I am being side-lined.
Unfavourable treatment because of pregnancy can include a wide range of behaviour, such as reducing an employee’s workload, removing certain projects or clients, changing duties or responsibilities.

If your employer has reduced your workload because of your pregnancy you may have a claim for pregnancy discrimination and detrimental treatment. Your employer may be cutting work for other reasons, for example, a genuine downturn in the work available so it is a good idea to speak to your employer informally at first to try to resolve it.

If necessary, you can write to your employer, your HR department or a senior manager and ask for a meeting to discuss it further. If you are in a union you should speak to your local representative or you can get legal advice from the union’s legal department.

You should continue talking to your employer for as long as possible to try to resolve things but if it is not possible to resolve it you can make a complaint using your employer’s grievance procedure. If you are thinking of making a claim in an employment tribunal you must contact ACAS first to try to resolve it through Early Conciliation. You must contact ACAS within the time limit of three months (less one day) from the date of the act you are complaining about.

In some circumstances, if your employer’s conduct is so bad that you feel unable to continue working, you could resign and claim constructive dismissal but you should get advice first as these can be difficult cases to bring.

Ever since I became pregnant my manager has made my job difficult. What should I do?

Unfortunately many women experience unfavourable treatment after announcing their pregnancy at work. Unfavourable treatment can include a range of behaviour, such as refusing training or promotion, making comments or assumptions or making the job more difficult. Many women who experience discrimination during their pregnancy are reluctant to make a complaint for fear of rocking the boat before their maternity leave or of jeopardising their return to work. You should bear in mind that there are strict time limits for making tribunal claims so you cannot always raise matters that arose during pregnancy at a later stage.

If you feel that the treatment is related to your pregnancy, you can talk informally to your HR department, union representative or a more senior manager. You should try to keep talking to your employer for as long as possible to try to resolve things amicably. It can help to get information on your rights to show to your employer as many are not aware of the law in this area. If you are unable to solve the matter at work, see How to resolve disputes at work, below.

Some women experience discrimination during maternity leave or on return to work, for example, changes to their job, demotion or refusal of flexible work. There is more information on your rights during maternity leave and on return to work in the information sheet Discrimination during maternity leave and on return to work

Mrs C advised her line manager of her pregnancy. Her manager began treating her unfavourably throughout her pregnancy, forcing her to work long hours and sidelining her. Mrs C was reluctant to raise a complaint. However, on return from maternity leave, she made a flexible working request which her manager refused. She appealed against the refusal of flexible work and informed HR of the treatment to which she had been subjected during her pregnancy. Her line manager was reprimanded and her flexible working request was granted.

Refusal of a request for flexible work may be grounds for an indirect sex discrimination claim. For more information on flexible work and what to do if your request is refused, see Child-friendly working hours.

Sickness and health and safety during pregnancy

I have asked my employer if I can sit down more while I am working but they will not provide a chair.

The Management of Health and Safety at Work Regulations 1999 require employers to carry out a workplace risk assessment if they employ women of childbearing age. You should notify your employer in writing that you are pregnant and your employer must consider the risks and take reasonable action to protect your health and safety. If you are concerned about your health and safety at work, you could discuss it with your midwife or GP and, if necessary ask for a letter to show your employer.

Your employer must look at any aspect of your working conditions or hours of work that could affect your health and safety or your baby’s. Your employer should take reasonable action to remove any risks or prevent your exposure to risks. If a risk remains, your employer should alter your working hours or conditions, such as providing somewhere to sit down or extra rest breaks. Employees and agency workers who have been in the same placement for at least 12 weeks are entitled to be offered suitable alternative work on similar terms and conditions or, if no work exists, you are entitled to be suspended on full pay. For more information, see Health and safety during pregnancy and on return to work.
If your employer has not dealt with any health and safety issues adequately and you are forced to take sick leave your Statutory Maternity Pay may be reduced. If you do not qualify for SMP at all you should claim Maternity Allowance instead.

It may help to give your employer information about your rights during pregnancy. You can find Government information on health and safety here: www.hse.gov.uk/mothers/faqs.htm

Ask to have an informal chat at first and try to resolve things amicably. If necessary, you can write to your employer, your HR department or a senior manager and ask them to look into it. If you are in a union you should speak to your local representative or you can get legal advice from the union’s legal department.

If you are unable to resolve it and continue to take sick leave or to be refused work because of lack of health and safety protection, you may be able to claim for any loss of wages and pregnancy discrimination in an employment tribunal, see How to resolve disputes at work, below.

Mrs H was a care assistant in a nursing home. Her job involved lifting elderly residents. She informed her employer that she was pregnant and needed a risk assessment. She provided a medical certificate stating that she should avoid heavy lifting. Her employer did not do a risk assessment but offered her a cleaner’s job instead. The court decided that failure to do a risk assessment during pregnancy with the risks involved in this type of work was discrimination.

Hardman v Mallon t/a Orchard Nursing Home [2002] IRLR 516.

I have had to take a lot of sick leave during my pregnancy, can my employer dismiss me?

No, it is automatic unfair dismissal and pregnancy discrimination to dismiss a woman for a reason connected to her pregnancy. Your employer should record any pregnancy-related sickness absence separately from other sickness absence so that you are not disadvantaged. Pregnancy-related sickness absence should not be taken into account for redundancy or disciplinary matters.

If your employer normally pays full sick pay, when you are off sick, you are entitled to full sick pay for pregnancy-related sickness. If you do not usually get full sick pay from your employer, you are entitled to Statutory Sick Pay if you are off sick during your pregnancy, see: www.gov.uk/statutory-sick-pay. If your employer refuses to pay Statutory Sick Pay you can ring the HMRC Statutory Payments Disputes Team on 0300 0560 630 for more help. For more information on your rights to sick leave and pay, see Sickness during pregnancy and maternity leave.

If your pay is reduced because you are on Statutory Sick Pay during the calculation period for Statutory Maternity Pay, which is approximately weeks 18 to 26 of your pregnancy, your SMP may be lower or you may not qualify for SMP at all. If you do not qualify for SMP you can claim Maternity Allowance from the JobCentre Plus. See Maternity Pay Questions for more information on maternity pay.

If you think that your sickness is being caused by your work conditions you should talk to your midwife or GP. You could ask them to write a letter for your employer asking them to take action to protect your health and safety. Your employer should remove any risks to your health and safety and, if necessary, make changes to your working hours or conditions or offer you suitable alternative work. For more information, see Health and safety during pregnancy and on return to work.

Time off for antenatal care

My employer has complained about the amount of time off I am taking for my antenatal appointments.

Time off for antenatal care can be a leading cause of resentment amongst colleagues and employers.

However, it is important for yours and your baby’s health that you see your medical practitioners at regular intervals so that any problems are picked up as early as possible. The amount of time off you need is a very individual matter and no two pregnancies are the same. It may help to give your employer as much notice as possible of your appointments, try to minimise disruption as much as you can and talk to your employer about how your work will be covered during your absences.

The law says that employees (and agency workers who have been in the same placement for at least 12 weeks) are entitled to reasonable paid time off for their antenatal care. Your employer cannot ask you to take appointments outside working hours. If you work part-time, you are still entitled to time off where your appointments fall during your normal working hours if this is unavoidable. You should do everything possible to minimise disruption to your working day by making appointments at a time that will reduce your absence from work but if you have no control over your appointments you are entitled to take a reasonable amount of time off for your antenatal care.

Antenatal care can include classes providing they are recommended by a registered midwife, nurse or GP as part of your antenatal care. If your employer asks, you must provide proof of pregnancy and proof of the appointment. Your employer cannot ask for proof for the first appointment.
My employer is refusing to pay for antenatal classes?

You are entitled to reasonable paid time off for all antenatal appointments, scans and classes providing they are recommended by a registered medical practitioner as part of your antenatal care. Apart from the first appointment, your employer is entitled to ask for proof of your pregnancy and the appointment e.g. by showing your appointment card.

You are entitled to be paid for a reasonable amount of time off for your antenatal care. You should try to resolve it amicably at first by asking to speak to your employer informally. If necessary, you can write to your employer or agency, your HR department or a senior manager and ask for a meeting to discuss it. If you are in a union you should speak to your local representative or you can get legal advice from the union’s legal department.

It may help to provide your employer or agency with information on your rights as many are not aware of your rights in this area. As a last resort you could make a formal complaint using your employer’s grievance procedure.

If your employer still refuses to allow you to take time off for antenatal care or refuses to pay for all or part of your time off you can bring a claim in an employment tribunal under section 57 of the Employment Rights Act 1996 (section 57ZC for agency workers). You must bring a claim within three months (less one day) of the date of your appointment. If you are thinking of making a claim in an employment tribunal you must contact ACAS first to see if you can resolve the dispute by Early Conciliation. You must contact ACAS on 0300 123 11 00 within the time limit of three months (less one day) from the date of your dismissal or the act or series of acts you are complaining about.

You may be able to take the matter to mediation or to negotiate with your employer before your case reaches a tribunal hearing.

If you are dismissed during pregnancy or maternity leave you are entitled to written reasons.

You will need to have worked for your employer for two years to claim ordinary unfair dismissal but you can claim pregnancy discrimination and automatic unfair dismissal on the grounds of pregnancy and maternity leave from day one of your employment.

If your employer is refusing to pay your Statutory Maternity Pay, you can claim it from HMRC Statutory Payments Disputes Team on 0300 0560 630, see Where to go for more help below.

See the information sheet, Dealing with problems at work, for more on how to negotiate with your employer and how to bring a claim in a tribunal.

Benefits for families

Are there any other benefits I can claim?

Once your baby is born you can claim Child Benefit. Families in receipt of Child Benefit will be subject to a high earner child benefit charge if one or more parent earns over £50,000.

If you are already claiming Child Tax Credit and/or Working Tax Credit you may be able to claim an additional amount for a new baby. The first £100 per week of SMP and all of Maternity Allowance is ignored as income for tax credits purposes so you may be entitled to more help during your maternity pay period. You should get advice before making a new claim for Universal Credit as you cannot go back onto tax credits and you may be worse off on Universal Credit. For more information contact the
You may be able to claim Universal Credit if you are on a low income or you have a new baby and you are not receiving Child or Working Tax Credit. SMP is treated as earnings and is partially disregarded under Universal Credit rules but all of Maternity Allowance is treated as unearned income and is deducted from a Universal Credit award. You can get further advice from Maternity Action, see Where to go for more help below. For more information on Universal Credit, see: www.gov.uk/universal-credit

For an online benefits calculator, see www.betteroffcalculator.co.uk

If you or your partner are receiving Income Support, income-based Jobseekers Allowance, Universal Credit or Child Tax Credit you may be entitled to a Sure Start Maternity Grant of £500 for your first child (or if there are no other children aged under 16 in your family) or first multiple birth. Claim on form SF100 (Sure Start), available from Jobcentre Plus offices, from 11 weeks before the baby is due until 6 months after the birth.

For more information on benefits for families, see Money for Parents and Babies.

This information sheet was produced in March 2019. It is very important to get up-to-date advice as law and guidance changes. This guide is for information purposes only and should not be treated as legal advice. You are strongly advised to get personal legal advice about the individual circumstances of your case.

Where to go for more help

Maternity Action
For information on maternity and parental rights at work and benefits, see: www.maternityaction.org.uk

Maternity Rights Advice Line:
Nationwide (except London) - 0808 802 0029
London - 0808 802 0057

For opening hours see: https://maternityaction.org.uk/advice-line/

ACAS
For advice on employment rights or for Early Conciliation if you are thinking of making a tribunal claim
www.acas.org.uk

Helpline: 0300 123 11 00 (offers telephone interpreting service)

Citizens Advice
For information about your rights and to find details of local advice bureau
www.citizensadvice.org.uk

Factsheets available in English, Welsh, Bengali, Gujarati, Punjabi, Urdu and Chinese

Citizens Advice is currently developing a national advice phone service. If you live or work in Wales call 03444 77 20 20. For England, call 03444 111 444 or check your local bureau’s contact details as it is not available in all areas yet.

Civil Legal Advice
If you are eligible for legal aid you can get free legal advice on 0345 345 4 345 (offers translation service). To check your eligibility see www.gov.uk/civil-legal-advice

To search for specialist legal advisers or solicitors in your area see: find-legal-advice.justice.gov.uk

Equality Advisory Support Service
Help and advice on discrimination and human rights
www.equalityadvisoryservice.com

Helpline: 0808 800 0082 Mon – Fri 9am – 7pm, Sat 10am – 2pm
Textphone: 0808 800 0084

Equalities and Human Rights Commission (EHRC)
For information and advice about discrimination law
www.equalityhumanrights.com

For information for employees and employers about pregnancy and maternity rights in the workplace see:

GOV.UK
The government’s online information service www.gov.uk

Jobcentre Plus
To make new telephone benefit claims or request claim forms, including Maternity Allowance and Sure Start Maternity Grant: 0800 055 6688 Mon – Fri 8am – 6pm

For ESA/JSA/Income Support claims: 0800 169 0310 Mon – Fri 8am – 6pm

For Maternity Allowance claims: 0800 169 0283 Mon – Fri 8am – 6pm

For Sure Start Maternity Grant claims: 0800 169 0140 Mon – Fri 8am – 6pm

www.maternityaction.org.uk
Universal Credit helpline - if you cannot make an online claim:
0800 328 9344 Mon – Fri 8am – 6pm

Universal Credit helpline – for new claims and existing online claims: 0800 328 5644.

HM Revenue & Customs

Tax Credit Helpline: 0345 300 3900 Mon – Fri 8am-8pm, Sat 8am-4pm, Sun 9am -5pm

Child Benefit: 0300 200 3100 Mon – Fri 8am-8pm, Sat 8am- 4pm

For queries about Statutory Maternity Pay, Adoption Pay, Paternity Pay and Shared Parental Pay:

Employees helpline 0300 200 3500

Employers helpline 0300 200 3200

For detailed guidance for employers on SMP, SAP, SPP and Statutory Sick Pay see www.gov.uk/government/collections/statutory-pay

HMRC Statutory Payments Disputes Team

For payments of Statutory Maternity Pay/Adoption Pay/ Paternity Pay/Shared Parental Pay when your employer is insolvent or refusing to pay: 0300 0560 630

Insolvency Service Helpline

What you can claim when your employer goes out of business: www.gov.uk/your-rights-if-your-employer-is-insolvent/claiming-money-owed-to-you

National Insolvency Unit Helpline 0300 678 0015/0017

Companies House 0303 1234 500

Redundancy payments enquiry line 0330 331 0020

Turn2us

Online benefits calculator and grant search www.turn2us.org.uk

Working Families

For information and advice on benefits and rights at work www.workingfamilies.org.uk  Helpline 0300 012 0312

Your Employment Settlement Service

For advice and help with settling disputes at work, including 15 minutes free advice www.yesslaw.org.uk

Tel. 020 3701 7530/7531

More Maternity Action information sheets
Rights during pregnancy and maternity leave

Pregnant at work

Time off for antenatal care

Pregnancy discrimination

Discrimination during maternity leave and on return to work

Resigning during pregnancy and maternity leave

Keeping in touch days

Pregnant during maternity leave (when you are expecting again)

More than one job – your maternity rights and benefits

Shared parental leave and pay

Time off for working parents

Premature births – rights to maternity leave and pay

Miscarriage, stillbirth and neonatal death – rights to time off and pay for parents

Maternity and parental rights for self-employed parents

Maternity pay and benefits

Maternity pay questions

Money for parents and babies

Benefit and tax credit rates

Asking to change your working hours or go part-time

Child-friendly working hours

Redundancy, dismissal and discrimination

Dealing with problems at work

Redundancy during pregnancy and maternity leave

Redundancy – additional questions

Pregnancy discrimination
Discrimination during maternity leave and on return to work

Health and safety, breastfeeding and sickness

Sickness during pregnancy and maternity leave

Health and safety during pregnancy and on return to work

Postnatal depression and depression during pregnancy – your maternity rights and benefits

Breastfeeding on return to work

Breastfeeding while out and about

Childbirth injuries – rights at work and benefits for new mothers

Apprentices, agency workers and zero hours contracts

Apprentices – maternity rights and benefits

Agency workers – maternity rights and benefits

More than one job – your maternity rights and benefits

Zero hours contracts – maternity and parental rights

Fathers and partners, including same sex partners

Rights at work for fathers and partners

Shared parental leave and pay

Maternity and parental rights for self-employed parents

Time off for working parents

Child-friendly working hours

Dealing with problems at work

Adoption or surrogacy

Adoption leave and pay – rights for parents

Surrogacy arrangements – time off and pay for parents

Shared parental leave for adoptive parents

Coming from abroad – maternity rights and benefits

Indefinite leave to remain, right of abode and UK citizens – maternity rights and benefits

Charging for NHS maternity care

NHS care for women from abroad (England)

NHS care for women from abroad (Scotland, Wales and Northern Ireland)

Indefinite leave to remain, right of abode and UK citizens – entitlement to NHS maternity care

Polish language guides to maternity and parental rights

Ciaza i uprawnienia macierzynskie dla pracownic z Polski

Pregnancy and maternity rights for Polish workers (in English)

Karmienie piersia w miejscach publicznych

Breastfeeding in public places (in English)

Uprawnienia w pracy dla ojcow i partnerow polscy pracownicy

Rights at work for Polish fathers and partners (in English)

Spanish language guides to maternity rights and benefits

Derechos por embarazo y maternidad de las mujeres trabajadoras de habla hispana

Pregnancy and maternity rights for Spanish speaking workers (in English)

Información para mujeres de habla hispana sobre ayudas económicas para progenitores y bebés

Money for parents and babies for Spanish speakers (in English)
Portuguese language guides to maternity rights and benefits

Gravidez e direitos de maternidade para trabalhadoras que falam português

Pregnancy and maternity rights for Portuguese speaking workers (in English)

Auxílio financiê para pais e bebês que falam português

oney for parents and babies for Portuguese speakers (in English)

Available at www.maternityaction.org.uk