RECONCILIATION OF WORK AND FAMILY LIFE

PREGNANCY

Unlawful direct discrimination

• Dekker
• Hertz
Confirmation of Protection

• *Busch v Klinikum Neustadt GmbH & Co*

Female only condition

• *Myar*

IVF not pregnancy but can only affect women.
Surrogacy

Restrictive approach

- Z v A Government Department

Employees assisting the pregnant employee

Hakelbracht and others v WTG Retail BVBA
PREGNANCY DISCRIMINATION AND PAY

• Gillespie
• Ornano
• Alabaster
• Lewen

PAYMENT DURING PREGNANCY RELATED SICK LEAVE

McKenna
Benefits during pregnancy related transfer or leave

• Parvianinen
• Gassmayr

THE PREGNANCY DIRECTIVE
Defining a Pregnant Worker

Danosa
Guisado

Protecting Breastfeeding Workers

• Castro

• Otero Ramos
Protective Provisions
Dismissal; Article 10

Melgar; Direct effects

Dismissal Letter

- Paquay; Guisado
Maternity Leave

• Hoffman

• Estrella Rodriguez Sanchez

Paternity Leave
Parental Leave

- 1996 Directive
- Replaced 2010
- New Directive on Work/Life Balance; August 2022

Interrupted leave
Commission v Luxembourg
Parental Leave and National Service
_Osterreichischer Gewerkschaftsund_

Parental Leave and multiple births
_chatzi v ypourgos oikonomikon_

Parental leave and calculating financial entitlements

_meerts_
_lyreco_
_riezniecE_
_praxair_
Parental leave and Probation

H v Land Berlin

Conclusions