Recommendations:

The workshop concluded with a number of recommendations, including:

1. Although the legislator prohibits dangerous, strenuous, and hard work, it has not specified what these tasks are, leaving room for interpretations that may not be in the best interest of women. Therefore, it is recommended to clearly specify these hazardous jobs, ensuring that future tasks are defined by competent authorities, such as the Ministry of Labor and Social Affairs.

2. Emphasizing the prohibition of women working during maternity and childcare leave to protect them from the pressures of employers who may use the shortage of workforce as a reason to exploit them.

3. Reviewing the deductions made from a woman’s salary during long leave periods, as this issue has led many female workers to waive their legal entitlement to leave, due to the negative impact it has on their monthly income.

4. Activating the role of institutions in educating women workers and employees about their rights, in order to achieve the goals of the law that protects this group and to bridge the gap between the legislative text and its implementation mechanisms.