

# Maternity protection in the workplace: information sheet and checklist

## Information sheet for maternity protection in the workplace

To guarantee the protection of women's health during pregnancy and maternity, employers are required by law to employ pregnant and nursing women in such a way that their working environment does not pose a hazard to the health of the mother or child.

Article 62 of Ordinance 1 of the Labor Act (ArGV 1) therefore stipulates that risk analyses must be carried out to evaluate hazardous or arduous tasks in the workplace. These analyses must document the expected specific risk factors to which the mother and child are exposed.

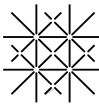
Potentially dangerous or problematic activities and environmental factors are described in more detail in the Maternity Protection Ordinance from March 20, 2001. Some of these are entirely prohibited or depend on specific working conditions and precautions taken during pregnancy and breastfeeding for health reasons.

The particular situation of expectant or breastfeeding mothers, i.e. whether the exposure factors that are present pose any health risk if the safety precautions are adhered to, is determined by the attending gynecologist, who must be provided with the risk analysis.

Please complete the attached checklist together with your supervisor. Questions answered with "yes" may reflect a risk to the expectant mother and/or child. These items require further assessment of the risks, and the results should be discussed with the attending gynecologist.

For questions or further risk assessment, please contact:

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Checklist: workplace hazards to expectant mothers

Employee:

Faculty/department/institute/division:

Place of employment:

Function:

Do you have to perform tasks under the following conditions?

**Moving heavy objects**

Yes

No

Repeatedly moving objects > 5 kg (more than once in 5 minutes)

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Occasionally moving objects > 10 kg (maximum once in 5 minutes)

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☐

**Prohibited:**

Occasionally moving objects > 10 kg from the 7th month of pregnancy

**Movements and positions that hasten fatigue**

Yes

No

Frequent considerable stretching

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☐

Frequent considerable bending

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Continuous crouching/squatting

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☐

Continuous stooped-over posture

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☐

Static posture without freedom of movement

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☐

**Prohibited:**

Standing for more than 4 hours/day from the 6th month of pregnancy

**Cold, heat, moisture**

Yes

No

Indoor temperature > 28°C

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Indoor temperature < - 5°C

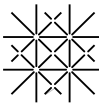
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Work involving excessive moisture (e.g. working outdoors or in greenhouses)

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**Note:**  
Warm beverages are to be provided when temperatures are below 15°C.  
When working at temperatures between 10°C and -5°C, temperature- and situation-appropriate clothing is to be provided.

<b>Hazard of exposure to microorganisms</b>	<b>Yes</b>	<b>No</b>
Laboratory work with known microorganisms with no available vaccine	<input type="checkbox"/>	<input type="checkbox"/>
Work with blood or other bodily fluids	<input type="checkbox"/>	<input type="checkbox"/>
Working with patients with known infectious diseases < with no available vaccine	<input type="checkbox"/>	<input type="checkbox"/>

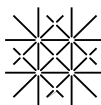
**Prohibited:**  
*Working with certain microorganisms that pose a heightened risk for mother and child (if necessary, these must be discussed by consulting with specialists in occupational safety)*

<b>Exposure to hazardous chemicals</b>	<b>Yes</b>	<b>No</b>
Regular work with chemicals	<input type="checkbox"/>	<input type="checkbox"/>

**Prohibited:**  
*Working with:*  
- *Lead and lead compounds*  
- *Mercury or mercury compounds*  
- *Mitotic inhibitors (cytostatics)*  
- *Carbon monoxide*

<b>Physical factors</b>	<b>Yes</b>	<b>No</b>
Vibrations	<input type="checkbox"/>	<input type="checkbox"/>
Jolting	<input type="checkbox"/>	<input type="checkbox"/>
Impacts	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to ionizing radiation (closed systems)	<input type="checkbox"/>	<input type="checkbox"/>
Working openly with radionuclides	<input type="checkbox"/>	<input type="checkbox"/>
Noise	<input type="checkbox"/>	<input type="checkbox"/>

**Prohibited:**  
- *High pressure*  
- *Noise > 85 dB(A) over 8 hours/day*  
- *Breastfeeding mothers must not perform work where there is a hazard of absorbing radionuclides*



***High-stress systems for arranging work hours***

***Prohibited:***

***- Work days longer than 9 hours***

*- Regular reverse shift rotations (night shift → late shift → morning shift)*

*- More than three consecutive night shifts*

*- Night and shift work involving the activities and exposure factors listed in this checklist*

*- Work between 8:00 p.m. and 6:00 a.m. during the last eight weeks before birth*

Date: \_\_\_\_\_

Employee: \_\_\_\_\_

Supervisor: \_\_\_\_\_

Signature: \_\_\_\_\_

\_\_\_\_\_