

Checklist Wish to Have Children (m/f), Pregnancy and Breastfeeding



Measures (solutions) in order of importance:

1. Changes to the duties (e.g. substitute materials, different working environment, assistance with lifting);
2. More protection, for example, personal protective equipment;
3. More and/or extended periods of rest;
4. Exemption from duties (if the above measures are not feasible).

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In cases of doubt: consult an expert. Persistent doubt: do NOT perform the duties.

The terms m/f and the symbols ♂ ♀ are used in their biological sense to refer to conceiving a child and becoming pregnant and they are not used to refer to gender identity and gender expression.

Inventory of risks and measures to be taken (m/f)

m/f	Risk factor	Module	Symbol	Risk? (Yes/No)	Measures to be taken/comments
♀	Physical strain <i>heavy work/repetitive movements/static load in the case of computer work/standing - vibrations <0.25 m/s²</i>	A			
♂ ♀	Carcinogenic substances <i>H350, H351</i> Mutagenic substances <i>H340, H341</i> Reprotoxic substances <i>H360d, H360f, H361d, H361f, H362</i>	B			FORBIDDEN during pregnancy + period of breastfeeding ADVICE: Do not use in the case of a wish to have children
♀	Nanomaterials	B			ADVICE: Do not use in the case of a wish to have children
♂ ♀	Solvents <i>Xylene, toluene, chloroform, etc.</i>	B			
♂ ♀	Biological agents <i>human material- bacteria-viruses-parasites- fungi-experimental animals</i>	C			
♂ ♀	Ionising radiation <i>radioactive sources-X-ray equipment- accelerators</i>	D			
♂ ♀	Non-ionising radiation <i>high field strength: ELF fields, RF fields, etc.</i>	D			
♀	Magnetic fields	D			FORBIDDEN in the case of pregnancy: magnetic field > 0.5 mT
♀	Harmful noise <i>working with/near machines</i>	D			FORBIDDEN in the case of pregnancy: sound > 80 dB(A) or peaks > 112 Pa
♀	Working under hyperbaric pressure <i>diving, wearing breathing apparatus, working in confined spaces</i>	D			FORBIDDEN during pregnancy
♀	Vibrations or ultrasonic vibrations <i>machines, vehicles, ultrasonic bath, sonicator</i>	D			FORBIDDEN during pregnancy: body vibrations > 0.25 m/s ² + direct contact or >20kHz + >110 dB(A) per third octave band
♀	Trips and expeditions	E			FORBIDDEN during pregnancy: travelling on a ship from 27th week; travelling by plane from 37th week
♀	Night work	F			
♀	Stress or psychological pressure <i>Work pressure-home situation</i>	G			
♂ ♀	Extreme temperatures <i>Weather conditions, refrigeration/freezer cells, warm rooms</i>	G			
♀	Emergency response activities	I			

Rights during pregnancy/ the period of breastfeeding (f)

The pregnant employee has the right to:	Discussed?
Regular work and rest periods during pregnancy <i>agree on frequency</i>	
Pregnancy examinations during work time	
Preventative medical consultation with the company doctor if desired <i>depends on the risks</i>	
Pregnancy and childbirth leave; <i>information from P&O Department</i>	
Additional information about pregnancy and work	
Until six months after childbirth	
A suitable room that can be locked (enter a room number)	
Extra rest periods <i>up to a maximum of 1/8 of the working hours</i>	
No obligation to do overtime and night shifts	
In the case of breastfeeding up to 9 months after childbirth¹	
A suitable room that can be locked where the employee can express breast milk (enter a number)	
Expressing breast milk or breastfeeding during work <i>up to a maximum of 1/4 of the working hours</i>	

Conclusion (tick what is applicable)

The employee can carry out the work safely if all described measures are taken.

In the current position, it is not possible to carry out the activities safely. In relation to the activities, it is important to offer other tasks on a temporary basis. (See agreements made)

Agreements made (see also Table 1)

Date:

Employee: _____ Supervisor: _____

A copy will be provided to the P&O department to be kept in the personnel file.

¹ If an employee wants to breastfeed for more than 9 months, then that is possible when agreements are made about this. The institute or office will then ensure that the right facilities are available.