



## Maternity Protection at the University of Zurich (UZH)

Hazard	During Pregnancy	Month 4	Month 6	Month 7	Month 8	*Birth*	entire lactation	Birth until Week 8	Week 14 after birth	Week 16 after birth
Working time ArG <sup>1</sup> , Art. 35a ArGV1 <sup>2</sup> , Art. 60	maximum 9 hours/day, working only with agreement of the pregnant woman						During the first year of the child's life, the time taken to breastfeed or express milk is counted as paid working time <sup>3</sup> .	<b>Prohibition from working</b>	Working only with agreement of the mother	
Dismissal OR <sup>4</sup> , Art. 336c	Prohibition of dismissal for employer (if probation period has concluded). If dismissal had been issued before pregnancy → suspension temporary work contracts: Contract is terminated at expiration date, independent of a pregnancy							Prohibition of dismissal		
Working Times and Rest Periods, Maternity leave ArGV1, Art. 61 ArG, Art. 35a	Mainly standing activity: 12 hours daily rest period and 10 minutes additional break time every 2 hours		Mainly standing activity is only possible 4 hours per day maximum					Maternity leave The employee may commence her total of 16 weeks of maternity leave two weeks prior to the expected birth date at the earliest.  More information's concerning maternity and parenthood can be found at <a href="#">Human Resources</a> .		
				Prohibition of working between 8:00 p.m. and 06.00 a.m.						
Shift Work MsV <sup>5</sup> , Art. 14	Night or shift work is prohibited if the work is dangerous or exhausting (MsV Art. 7.-13) or if the shift system is particularly straining to one's health (risk assessment). Shift systems exhibiting a continuous backward rotation (e.g. night, late, and morning shift), or with more than three consecutive night shifts are considered particularly straining to health and are prohibited.									
Moving Heavy Weights MsV, Art. 7	Moving heavy weights > 5 kg on a regular basis is prohibited. <sup>6</sup> Occasional moving heavy weights > 10 kg is prohibited, even when utilizing mechanical devices such as levers or cranks, if the effort exceeds 5 kg and 10 kg respectively.		moving heavy weights (> 5 kg) prohibited							

<sup>1</sup> ArG: Arbeitsgesetz

<sup>2</sup> ArGV: Verordnung zum Arbeitsgesetz

<sup>3</sup> Paid working time limitations: For a work day of at least 4 hours, 30 minutes; For a work day longer than 4 hours, 60 minutes; For a work day of more than 7 hours, 90 minutes.

<sup>4</sup> OR: Obligationenrecht

<sup>5</sup> MsV: Mutterschutzverordnung

<sup>6</sup> As a rule of thumb "occasional" means twice per hour or during a working day not more than 30 minutes accumulated totally. Activities on a "regular basis" mean more than 3x per hour or more than 60 minutes during a working day.



<p>Working at High or Low Temperature or Wet Conditions MsV, Art. 8</p>	<p>Working at temperatures above +28°C or below -5°C is prohibited Working at temperatures between -5 °C and +10 °C are allowed as long as the employer provides clothing suitable for the thermal situation and the activity. Activities in connection with severe wetness at regular intervals are prohibited. If working at temperatures below +15°C, warm drinks must be provided. For activities in high air humidity, draft or long exposure, a <b>risk assessment</b> must be conducted.</p>				
<p>Movements and Postures Leading to Early Exhaustion MsV, Art. 9</p>	<p>Activities are prohibited if they lead to frequent unfavorable movements or postures such as severely expanding or bending, permanently crouching or bending down. Equally prohibited are activities involve fixed postures without the possibility to move. Application of force to the body such as strokes, vibrations, and shocks is prohibited (<b>risk assessment</b>).</p>				
<p>Piece Work and Clock-dependent Work MsV, Art. 15</p>	<p>Piece work is prohibited. Clock-dependent work is prohibited if the work pace is determined by machinery or technical equipment and cannot be influenced by the employee.</p>				
<p>Exposure to Noise MsV, Art. 11</p>	<p>A sound level of <math>\geq 85</math> dB(A) (<math>L_{EX}</math> 8 hours) must not be exceeded. Exposure to subsonic noise or ultrasonic sound must be evaluated by a <b>risk assessment</b>.</p>				
<p>Exposure to Ionizing Radiation MsV, Art. 12 StSV<sup>7</sup>, Art. 36</p>	<p>The equivalent dose at the surface of the abdomen of women occupationally exposed to radiation must not exceed 2 mSv, and the effective dose as a consequence of incorporation must not exceed 1 mSv.</p>	<p>No activities with radioactive material if a risk of incorporation or radioactive contamination exists.</p>			
<p>Over-pressure MsV, Art. 16</p>	<p>Working under the conditions of over-pressure, e.g., in pressure chambers or working as a diver is prohibited.  <i>The risk starts with the first day of pregnancy. If there are any doubts of a pregnancy, it is strictly forbidden to work under this conditions.</i></p>				
<p>Oxygen reduced atmosphere MsV, Art. 16</p>	<p>For pregnant women it's prohibited to enter places with a reduced oxygen atmosphere.  <i>The risk starts with the first day of pregnancy. If there are any doubts of a pregnancy, it is strictly forbidden to enter places with reduced oxygen atmosphere.</i></p>				

<sup>7</sup> Strahlenschutzgesetz



<p>Noxious Matter and Chemicals MsV, Art. 13</p>	<p>It has to be ensured that the exposure to noxious matter cannot result in impairment of mother or child (<b>risk assessment</b>).</p> <p>An exposure or possible exposure to carcinogenic, mutagenic, or teratogenic material is prohibited (MSDS: Material Safety Data Sheet, Chemikalienverordnung (ChemV):</p> <ul style="list-style-type: none"> <li>– Germ cell mutagenicity: Category 1A, 1B or 2 (H340, H341)</li> <li>– Carcinogenic: Category 1A, 1B or 2 (H350, H350i, H351)</li> <li>– Reproduction toxicity: Category 1A, 1B or 2 or causing harm to breast-fed babies (H360, H360D, H360FD, H360Fd, H360Df, H361, H361d, H361fd, H362)</li> <li>– Target organ toxicity single exposure: Category 1 or 2 (H370, H371)</li> <li>– Mercury and Mercury compounds</li> <li>– Mitosis inhibitors</li> <li>– Carbon monoxide</li> <li>– Lead, Lead compounds</li> <li>– Ethidiumbromide</li> <li>– Acrylamide</li> <li>– Diaminobenzidine</li> <li>– Mercaptoethanol</li> <li>– Halothane</li> <li>– Cytostatics</li> <li>– Ethylenoxide</li> <li>– Risk statement R 40 Limited evidence of a carcinogenic effect</li> <li>– Risk statement R 45 May cause cancer</li> <li>– Risk statement R 46 May cause heritable genetic damage</li> <li>– Risk statement R 49 May cause cancer by inhalation</li> <li>– Risk statement R 60 May impair fertility</li> <li>– Risk statement R 61 May cause harm to the unborn child</li> <li>– Risk statement R 62 Possible risk of impaired fertility</li> <li>– Risk statement R 63 Possible risk of harm to the unborn child</li> <li>– Risk statement R 64 May cause harm to breast-fed babies</li> </ul> <p>When working with any of these chemicals during pregnancy, a risk assessment must be carried out. The exposure and the protective measures have to be considered.</p> <p>The existing safety rules must be implemented in particular during pregnancy. i.e. the exposure to skin resorptive material requires wearing adequate personal protection equipment such as impermeable gloves or other protective clothing.</p>			
<p>Microorganisms MsV, Art. 10</p>	<p><b>Activities</b> with microorganisms of Group 2 (SAMV, Appendix 2.1) are only allowed if evidence is provided that no hazard exists for the pregnant woman, breast-feeding mother, as well as for the child (<b>risk assessment</b>).</p> <p>The same applies for <b>activities</b> with a potential of exposure to organisms of Groups 2 – 4 (<b>risk assessment</b>).</p> <p>Prohibited is: working with microorganisms of Group 3 or 4 (SAMV), or with microorganisms of Group 2 if they are known to be teratogenic (except when employee is sufficiently immunized).</p> <p>Prohibited is: working with patients with a contagious disease caused by a microorganism of Group 3 or 4 (SAMV), or of Group 2 if it is known to be teratogenic (except when employee is sufficiently immunized).</p>			



Risk assessments	<p>Risk assessments have to be carried out by occupational health physicians and industrial hygienists.</p> <p>Occupational health physician at the University of Zurich: Dr. med. Giovanna Ales, <a href="mailto:giovanna.alles@uzh.ch">giovanna.alles@uzh.ch</a> Dr. med. Christine Guckenberger, <a href="mailto:christine.guckenberger@uzh.ch">christine.guckenberger@uzh.ch</a></p> <p>Industrial hygienists at the University of Zurich: Annette Hofmann, <a href="mailto:annette.hofmann@uzh.ch">annette.hofmann@uzh.ch</a> Dr. Christoph Weber, <a href="mailto:christoph.weber@uzh.ch">christoph.weber@uzh.ch</a></p>
Vaccinations during pregnancy	<p>Vaccinations during pregnancy depend on the exposure (hazard) and the immunization status of the pregnant. It has to be decided individually. Vaccinations against influenza and pertussis (whooping cough) are recommended for pregnant women.</p> <p>In case of urgent indication and missing immunization protection, a vaccination with inactivated vaccines is possible. Vaccinations with live vaccines against tuberculosis, measles, mumps, rubella, and chicken pox should not be applied. If an indicated vaccination is not possible, compliance with hygienic measures is imperative (<b>risk assessment</b>).</p>