

Maternity Protection at the University of Zurich (UZH)

Hazard	From Pregnancy	Month 4	Month 6	Month 7	Month 8	*Birth*	entire lactation	Birth until Week 8	Week 14	Week 16	
Working time ArG , Art. 35a ArGV1 , Art. 60	maximum 9 hour	rs/day, working on	ly with agreement	of the pregnant	Breast-feeding at workplace is deemed as working time for a maximum of 1 year (off-site 50%)	Prohibition to work	Working only with agreement of the mother				
Dismissal OR , Art. 336c	Prohibition of dismissal for employer (if probation period concluded). If dismissal had been issued before pregnancy> suspension Temporary work contracts: Contract is terminated at expiration date, independent of a pregnancy										
Working Times and Rest		Mainly standing time every 2 hou	daily rest period ar		Maternity leave The employee may commence her total of 16						
Periods, Maternity leave ArGV1, Art. 61		Mainly standing activity is only possible 4 hours per day maximum						weeks of maternity leave two weeks prior to the expected birth date at the earliest.			
ArG, Art. 35a					Prohibition of wo			More information's concerning maternity and parenthood is listed on <u>Abt. Personal</u> .			
Shift Work MsV , Art. 14	Night or shift work is prohibited if the work is dangerous or exhausting (MsV Art. 713) or if the shift system is particularly health straining (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 health straining and are prohibited.										
Moving Heavy Weights MsV, Art. 7	prohibited. [†] Occasional movi prohibited, even	eights > 5 kg on a ng heavy weights when utilizing med r cranks, if the effo g.	> 10 kg is chanical devices	moving heavy w	eights (> 5 kg) pro	hibited					

^{*} ArG: Arbeitsgesetz; ArGV: Verordnung zum Arbeitsgesetz; OR: Obligationenrecht; MsV: Mutterschutzverordnung

[†]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.

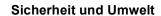


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Working at High or Low Temperature or Wet Conditions MsV, Art. 8	Working at tempor clothing suited for Activities in conn Working at tempor	or the thermal situal ection with severe eratures below +1	are allowed as lon ty. ar intervals are pro							
Movements and Postures Leading to Early Exhaustion MsV, Art. 9	prohibited are ac	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 (risk assessment).								down. Equally
Piece Work and Clock-dependent Work MsV, Art. 15			pendent work is pro and cannot be influ		d by					
Exposure to Noise MsV, Art. 11	A sound level of \geq 85 dB(A) (L _{EX} 8 hours) must not be exceeded. Exposure to subsonic noise or ultrasonic sound must be evaluated by a risk assessment .									
Exposure to Ionizing Radiation MsV, Art. 14 StSV [‡] , Art. 36	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.						No activities with radioactive material if a risk of incorporation or radioactive contamination exists.			
Over-pressure MsV, Art.16	Working under the conditions of over-pressure, e.g., in pressure chambers or working as a diver is prohibited. 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.									
Sauerstoff- reduzierte Atmosphäre MsV, Art. 16	The risk starts wi	ith the first day of	I to enter places wi pregnancy. If there ced oxygen atmos	are any doubts o	n atmosphere. f a pregnancy, it is	strictly				

[‡] Strahlenschutzgesetz



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Noxious Matter and Chemicals MsV, Art. 13	An exposition or Data Sheet, SUV Lead, Risk stort Risk	possible expositio /A list "Grenzwerte Lead compounds tatement R 40 Lim tatement R 45 May tatement R 46 May tatement R 60 May tatement R 61 May tatement R 63 Pos tatement R 64 May ry and Mercury co s inhibitors n monoxide umbromide mide nobenzidine ptoethanol ane atics noxide / of this chemicals ures have to be co ety rules must be in	n to carcinogenic, am Arbeitsplatz): ited evidence of a y cause cancer y cause heritable of y cause cancer by y impair fertility y cause harm to the sible risk of impair isible risk of harm y cause harm to brompounds during pregnancy insidered. mplemented in par	mutagenic, or tera carcinogenic effect genetic damage inhalation e unborn child red fertility to the unborn child reast-fed babies , a risk assessmer ticular during preg	atogenic material is	prohibited (MS	esorptive material			
Microorganisms MsV, Art. 10	Activities 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 (risk assessment). The same applies for activities with a potential of exposition to organisms of Groups 2 – 4 (risk assessment). 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). 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).									





Vaccinations during pregnancy	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. 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 (risk assessment).
Risk assessments	Risk assessments have to be carried out by occupational health physicians and industrial hygienists. Occupational health physician at the University of Zurich: Dr. med. Alexanader Nydegger, alexanader.nydegger@su.uzh.ch Industrial hygienists at the University of Zurich: Annette Hofmann (annette.hofmann@su.uzh.ch) and Dr. Christoph Weber (christoph.weber@su.uzh.ch)