



Maternity protection instruction.docx

Version no.: 1.2

Maternity protection Confirmation of instruction

Data of the workplace	
Organizational unit	
Street	
PLZ City	
Contact person of the organization	

Proof for maternity protection instruction carried out	The training was carried out by (BLOCK LETTERS):
	The instruction was received by (BLOCK LETTERS):
	Date: _____ Time: _____

I hereby certify that I have read (pages 1-5) and understand the Maternity Protection Instruction Sheet and will take it into consideration.

Place, date

Signature of the person giving
the instruction

Signature of the employee

Updated on am: 11.11.2022

Released on: 11.11.2022 11:18 UTC

Updated by:
Marie-Christine Bruckner

Released by: Erik Griebel



Maternity Protection - Instruction Sheet

These recommendations are specified in the Maternity Protection Act or correspond to the application of generally held provisions of this Act. They apply in principle to healthy pregnant women.

1. General information

1.1 Employment of expectant and nursing mothers

In order to protect the health of expectant and nursing mothers and their children at work, there are special provisions that must be observed by supervisors.

The prerequisite for this is that the pregnancy and the expected date of birth must be disclosed to the employer.

1.2 Obligation to notify

Once the expectant mother has informed the employer of her pregnancy, the employer must submit a written notification to the competent labor inspectorate.

This informal notification must state the name, age, occupation, workplace of the expectant mother and the expected date of birth

The employee receives a copy of this notification.

The occupational physician must be notified.

1.3 Examination

Necessary pregnancy-related preventive examinations may also be taken during working hours if they are not possible or cannot reasonably be expected to be taken outside of working hours.

The employee shall be entitled to continued payment of remuneration for this period.

1.4 Maternity Protection Evaluation

Regardless of whether expectant or nursing mothers are employed in a company, employers are obligated to identify the hazards that could arise with regard to expectant or nursing mothers at workplaces where women are employed.

For more information, please refer to the Maternity Protection Evaluation folder available from your Labor Inspectorate.

1.5 Night work

Expectant and nursing mothers may not be employed between 8 pm and 6 am.

Exceptions (until 10 p.m. / 11 p.m.) exist under certain conditions for employees in the following areas

transport, in the cultural sector, in hospitals and in multi-shift operations.

1.6 Work on Sundays and public holidays

Expectant and nursing mothers may not be employed on Sundays and public holidays.



Exceptions are made for employees in continuous shift operations, in the hospitality industry, in the cultural sector, in very small businesses and businesses with a closing day on a working day.

1.7 Overtime

The daily working time may not exceed 9 hours, the weekly working time may not exceed 40 hours.

1.8 Possibility of rest

Expectant and nursing mothers must be given the opportunity to lie down and rest during working hours. This must not result in any loss of earnings for the employee.

1.9 Continued payment of remuneration

If the type of work changes due to a ban on employment, if the working hours are reduced as a result or if there is no possibility of employment in the company at all, the employee is entitled to remuneration corresponding to the average earnings of the last 13 weeks before this change occurred.

1.10 Leave of absence

If, regardless of the workplace situation, there is a risk to the expectant mother or child due to complications in the pregnancy, malformations of the child, serious heart, lung, kidney diseases or other serious illnesses, the employee may be released from all work.

Such a certificate of release from work can only be issued by a public health officer or the physician of the labor inspectorate upon presentation of the relevant findings.

1.11 Protection against termination / dismissal

The employee may not be dismissed from the time of notification of pregnancy until 4 months after delivery or, in the case of maternity leave or part-time employment, until 4 weeks thereafter.

Exception: In the event of operational restrictions or closures, a legally effective dismissal may be effected with the approval of the Labor and Social Court.

Dismissal is only permitted for limited reasons and also only with the approval of the labor and social court.

Fixed-term employment relationships: If the fixed term is not objectively justified or not provided for by law, the expectant mother shall continue to be employed until the start of the protection period or a leave of absence.

1.12 Severance pay

The resignation must be announced at least 3 months before the end of the parental leave or part-time employment in order to preserve any entitlement to severance pay that may have accrued.

If you have any questions regarding severance pay, weekly allowance, vacation entitlement, maternity leave, part-time employment or protection against termination or dismissal, please contact your interest group.

Updated on am: 11.11.2022

Released on: 11.11.2022 11:18 UTC

Updated by:
Marie-Christine Bruckner

Released by: Erik Griehl

1.13 Activities

Activities that may be performed:

- Writing activities
- Preparation of documentation
- Administrative activities.

Office workplaces can continue to be used for the most part; laboratories, workshops and the like must be specially checked by the occupational health service in the course of the maternity protection evaluation.

Activities that are completely prohibited or can only be carried out by expectant or nursing mothers to a limited extent are listed under point 1.14.

1.14 Employment restrictions and prohibitions

Before delivery

1	Weight limit for lifting: regularly: 5 kg, occasionally: 10 kg Weight limit when pushing / pulling: regularly: 8 kg, occasionally: 15 kg
2	Working while standing: Seating for short rest must be provided; from the 21st week of pregnancy only 4 hours per day.
3	Work where there is a risk of occupational disease (e.g. noise). Note: See General Social Insurance Act (ASVG).
4	Working with substances hazardous to health (e.g. dusts, gases, vapors, biological agents)
5	Ionisierende und nicht ionisierende Strahlungen
6	Working on machines with high foot stress (e.g. foot pendulum press)
7	Employment on means of transport (e.g. cab, forklift)
8	Piecework: from the 21st week of pregnancy.
9	Work with special accident hazards (e.g. on ladders)
10	Constant sitting (when there is no opportunity for short breaks).
11	Working under the influence of harmful heat, cold or wetness
12	Work that frequently requires the employee to stretch or bend excessively or to squat or stoop frequently
13	Work where the body is exposed to strong vibrations
14	Special mental stresses
15	Particularly annoying odors
16	Protection from tobacco smoke if the expectant mother does not smoke herself
17	Work at night, on Sundays and public holidays, as well as work between 20:00 hrs. and 22:00 hrs. and 06:00 hrs. is prohibited.
18	No employment in excess of the normal daily working hours stipulated by law or in the collective agreement. No employment in excess of nine hours per day or 40 hours per week.
19	Work in compressed air
20	Breastfeeding possibility
21	Rest possibility

******* IMPORTANT *******



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Eight weeks before the date of delivery, expectant mothers are absolutely prohibited from working
After delivery
Female employees may not be employed until 8 weeks after childbirth.
This period is extended to 12 weeks in the case of premature births, multiple births or cesarean births.
If the absolute prohibition of employment before the birth is shortened due to an earlier delivery, the protection period after the delivery is extended by this time, but to a maximum of 16 weeks.
If the employee resumes work following the protection period, the restrictions and prohibitions specified in points 1, 2, 3, 4 and 7 shall apply until 12 weeks after the birth.
If the child is breastfed, these restrictions and prohibitions apply for the entire breastfeeding period!

Addition COVID:

Activities in which the minimum distance of 2 m to other persons cannot be kept are not possible during pregnancy. Activities with frequent customer traffic should be avoided.

When wearing a mouth/nose protection, the continuous wearing time should not exceed 1 hour.

after which it should be possible to take a break from wearing the mask.

Wearing FFP2 or FFP3 protective masks is not permitted.