

INSTRUCTION - MATERNITY PROTECTION

Maternity protection instruction must take place IMMEDIATELY after notification of pregnancy!

- An absolute ban on employment for expectant mothers applies for the period of 8 weeks before the expected delivery and 8 weeks after delivery.
- The Labor Inspectorate must be notified immediately upon notification of pregnancy.
- Pregnant or nursing mothers must be given the opportunity to rest or to move around.
- A place for pregnant employees to lie down must be available.

The following activities are prohibited for expectant mothers:

- Weight limit when lifting loads: 5 kg on a regular basis, 10 kg on a case-by-case basis.
- Weight limit when pushing or pulling loads: regularly 8 kg, occasionally 15 kg
- Constant standing without opportunity to sit.
- From the 20th week of pregnancy, only a maximum of 4 hours of standing activity per day is allowed.
- Constant sitting without opportunity to stand up
- Work that requires the employee to frequently stretch or bend excessively
- Work on machines with high foot strain (e.g. foot pendulum press)
- Work where the body is exposed to strong vibrations
- Prohibition of work where there is a risk of occupational illness (e.g. noise, vibration, ...)
- Prohibition of work involving substances hazardous to health (e.g. dusts, gases, vapors, radiation, biological agents,...)
- work under the influence of harmful heat, cold or wetness
- Protection from tobacco smoke, if the expectant mother does not smoke herself
- Work with special accident hazards (e.g. ladders)
- Employment with means of transport (e.g. forklifts)
- Piecework after the 20th week of pregnancy
- Work at night, on Sundays and public holidays, as well as work between 8 p.m. and 10 a.m. and 6 a.m. is prohibited.
- Expectant and nursing mothers may not be employed beyond the normal daily working hours stipulated by law or in a collective agreement.
- Under no circumstances may the daily working time of nine hours or the weekly working time of 40 hours be exceeded.
- Particularly annoying odors

I have read the maternity protection instruction and will take it into account.

Ort, Datum

Unterschrift des/der Unterweisenden

Unterschrift der Arbeitnehmerin