



Occupational Health Service

## **Risk assessment – identification and elimination of work environment risks for pregnant and breastfeeding employees**

The present document is based on the Swedish Work Environment Authority's regulation [AFS 2007:5](#).

The regulation applies to all activities that involve work by employees who are pregnant, have given birth to a child no more than 14 weeks before the work is to be performed, or breastfeeding, and who have informed their employer of their situation. The purpose of the regulation on pregnant and breastfeeding employees and the present document is to prevent pregnant women, women who have recently given birth, and women who are breastfeeding from being exposed to factors or conditions in the workplace that may lead to ill health and accidents.

There may be local complementary procedures; consult your work environment coordinator.

### ***Investigation***

Medical issues always involve consultations with doctors. If necessary, the work environment engineer, ergonomist and/or psychologist are also involved in the investigation. If there is any uncertainty, please contact the Occupational Health Service. If the exposure in the workplace is difficult to assess, workplace inspections and possibly measurements may become relevant.

### ***Risk assessment***

The respective managers are responsible for initiating a risk assessment as soon as they become aware of the employee's situation. In order to achieve a good work environment for pregnant and breastfeeding women, the employee must participate in the investigations and risk assessments that concern their work situation. It is important that the employee provides the information required in order for the appropriate measures to be taken. In the regulations in question, employees are equated with those who are contracted to work within the organisation. In the assessment, person-specific factors should be taken into account.



Employee
Manager in charge of staff
Workplace (Department and any division/equivalent)
Any other participants in the risk assessment
Date of risk assessment

***Current/planned work duties of the pregnant/breastfeeding employee***

Description:
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***How to conduct the assessment:***

Respond to the questions by ticking the appropriate box. Note in the measures field what needs to be done to eliminate/reduce the risk. Checking the “Serious risk” box means that the risk is assessed as high and that the exposure must be corrected (preferably stopped) immediately. The risk assessment should take into account person-specific factors such as health conditions, previous pregnancy complications and concerns.

The health and safety representative must participate in the risk assessment if the employee in question so desires.

On completion of the risk assessment, the original document shall be saved with the manager responsible for the work environment, and a copy shall be provided to the employee.

The relevant manager is to make sure that the approved measures are taken.



Work environment factors	Low risk	Medium risk	High risk	Measures – how to eliminate/reduce the risk	Responsible for measure	To be completed by	Measure performed
<b>1. Physical factors</b>							
Is there a risk of exposure to noise that impairs hearing or is disturbing? <i>Environments that require hearing protection should be avoided, especially during the latter part of pregnancy.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Is there a risk of exposure to ionising radiation, e.g. from X-ray equipment or radioactive substances? <i>A person who informs their manager that they are pregnant has the right to be relocated to work that is not associated with ionising radiation during the remainder of the pregnancy.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Is there a risk of exposure to non-ionising radiation, e.g. from electromagnetic fields, lasers or UV lamps? <i>Pregnant employees should not be exposed to higher levels than those recommended for the public.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Does the work involve exposure to uncomfortably low or high temperatures?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Are tasks performed under water or where elevated pressure may occur? <i>Pregnant employees must not perform such tasks.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Are tasks that include mining underground performed? <i>Pregnant and breastfeeding women must not work in underground mining.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				



Work environment factors	Low risk	Medium risk	High risk	Measures – how to eliminate/reduce the risk	Responsible for measure	To be completed by	Measure performed
<b>2. Ergonomic strain factors</b> <i>In case of pregnancy, it is particularly important to apply the rules regarding ergonomic strain.</i>							
Do heavy lifting, shocks, vibrations or other physical strain occur?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Does the work involve walking or standing for long periods of time?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Does work entail uncomfortable positions? (twisting/stretching/bending)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Do equipment, workspace, work surfaces need to be adapted?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Is there an opportunity for taking breaks and resting as needed? (Resting room)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>3. Biological agents e.g. infection, poisons, hypersensitivity</b>							
Are tasks performed that entail a risk of infection from rubella or toxoplasma gondii? <i>Pregnant women are prohibited from performing all work that involves a risk of exposure to such infections.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				



Work environment factors	Low risk	Medium risk	High risk	Measures – how to eliminate/reduce the risk	Responsible for measure	To be completed by	Measure performed
<p>Does work involving a risk of infection from the following infectious agents occur? Parvovirus B19, tuberculosis bacteria, cytomegalovirus (CMV), hepatitis B virus, hepatitis C virus, herpes simplex virus, enterovirus, Listeria bacteria, influenza virus, Bordetella pertussis (whooping cough), measles virus, varicella virus (chickenpox) and Zika virus. <i>These infectious agents are considered toxic for reproduction and can in some cases have a harmful effect on the pregnancy and the breastfeeding child.</i></p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<p>Does work with laboratory animals occur? People with allergies may experience increased sensitivity and worsening symptoms during pregnancy. The employee can be offered other duties or relocation during pregnancy. <i>Personal protective equipment must be used during all contact with animals and their cages.</i></p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>4. Chemical substances</b>							
<p>Are tasks performed that involve CMR chemicals, i.e. carcinogenic, mutagenic or toxic for reproduction (e.g. carbon monoxide)? <i>Take inventory of the chemicals used in current tasks and ensure that the risk of exposure is reduced. Search the KLARA chemicals database for hazard statements linked to these substances. Carcinogenic, Mutagenic and Toxic for Reproduction.</i></p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<p>Does work with lead occur? <i>Pregnant and breastfeeding women are prohibited from all work with lead.</i></p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				



Work environment factors	Low serious risk	Medium risk	High risk	Measures – how to eliminate/reduce the risk	Responsible for measure	To be completed by	Measure performed
Does work with mercury or mercury compounds occur?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Does work with allergenic products or substances that are harmful when absorbed through the skin e.g. organic substances occur?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Is work involving deadly or highly toxic substances performed? <i>Take inventory of the chemicals that are included in current work tasks and ensure that the risk of exposure is reduced.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Does work with antimetabolic agents (e.g. certain cytostatic drugs) occur?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Does work with anaesthetic gases occur? <i>Knowledge of the effects of more recently developed anaesthetics is incomplete. Since negative pregnancy effects cannot be completely excluded, pregnant women's exposure should be minimised.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Is pesticide handling included in the work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>5. Psychosocial factors</b>							
Does the work involve any element that causes major worry or exhaustion?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Is the stress level perceived as high? <i>This should be specially monitored by the manager.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Is there time for recovery between periods of intense work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Does work involve solitary tasks?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Does the work involve a risk of threats and violence, or victimisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				



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<b>6. Working conditions</b>							
Does overnight work occur? <i>Overnight work without significant physical or mental strain and with sufficient opportunities for taking breaks is not normally considered to pose a risk to health.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Does the work involve irregular working hours?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>7. Further details</b>							
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

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Signature – work environment manager

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Signature – employee

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Signature – health and safety representative (if relevant)