

## FACTS ABOUT

# Pregnancy

**The work must be organised appropriately in respect of the health and safety, but special precautions may be necessary to ensure that the work can be carried out by pregnant and breastfeeding women, as well as men and women planning to have children.**

Work sites must be designed and fitted out so that particularly sensitive groups can work safely.

If a risk to pregnancy or breastfeeding is identified, the employer has a duty to implement the following in order of priority:

- Technical arrangements or modified design and fitting out of the work site, e.g., technical aids for lifting.
- Arrangements related to work planning and organization, including, if necessary, change of working hours, e.g., work alternating between standing/walking and sitting.
- Redeployment to other permanent or temporary work tasks.
- If necessary, expert assistance should be sought, e.g., the Danish Working Environment Authority or the Department of Occupational and Environmental Medicine.

The employer, the pregnant employee and other affected employees should enter into mutual agreements on work tasks and how these are to be carried out during the pregnancy.

### Chemical influences

Pregnant and breastfeeding must not be exposed to the effects of products containing substances that are harmful to the unborn child, or substances that are harmful through contact with the skin, including pesticides.

### Physical strain

About physical strain, particular focus should be placed on the later stages of pregnancy.

After the 12th week pregnant women should be spared work involving heavy lifting, pulling, and pushing as well as prolonged standing/walking.

You must also be aware of shocks and whole-body vibrations from excavators, forklifts, etc.

Lifting loads that weigh more than 10-12 kg may entail a health risk. The risk increases in the absence of optimal lifting conditions.

If the harmful impact cannot be reduced and there is no possibility of relocation, the pregnant may not work at the company and is entitled to full pay during the absence. Note that the work site has a health and safety issue that should be addressed by the health and safety organization.

## PROCEDURE TO BE REVIEWED WHEN AN EMPLOYEE IS PREGNANT:

1. Can the pregnant continue with current work tasks?

**If not!**

2. Can technical modifications be implemented so that the pregnant can undertake her current work tasks?

**If not!**

3. Can the work be organised differently and the pregnant redeployed (including job rotation)?

**If not!**

4. May absence notice become necessary!

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### LINK:

[Safety manual for Horticulture and plant nurseries](#)