



EN SAVOIR PLUS :

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Fiche conseil express
AST67 :

- » Grossesse, fertilité et travail
- » Les risques cancérogènes, mutagènes et toxiques pour la reproduction

» Tell your occupational doctor... even when you are only planning your pregnancy!

PREGNANT WOMEN OR CONSIDERING PREGNANCY

REFERENCE POINT

Pregnancy is a physiological phenomenon but many factors can interfere with its smooth running: intrinsic factors (family history, reproductive cell division, etc.), non-professional factors (diseases, medication, X-rays, cosmetics, alcohol, drugs) and professional factors.

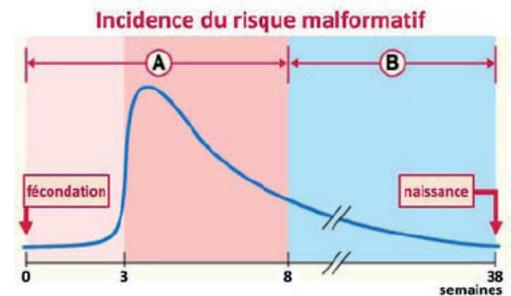
During the breastfeeding period: Everything the mother eats, drinks or breathes passes through the milk and can be transmitted to the baby. There is a law on the protection of pregnant women, but it doesn't take all of the working situations into account.

Pregnancy is divided in several phases.

Embryonic phase (A): 2 phases

- > From fecundation to day 14: all or nothing : the pregnancy continues or early miscarriage
- > From the beginning of the 3rd week to the 8th week: period of organ development, high risk of malformation

Foetal period (B) from the 8th week to the delivery: risks for the baby's growth, its central nervous system and external genital organs.



BEHAVIOUR GUIDELINES

EMPLOYEE

→ Keep a healthy lifestyle: sleeping and food habits, adaptation of activities and transports based on the gynaecologist's advices, stop drugs, tobacco and alcohol.

ON THE PROFESSIONAL LEVEL

Some elements can interfere with your pregnancy's smooth running. Tell the occupational doctor as soon as possible, and even when you are only planning the pregnancy in case of:

- **Chemical risks** : Check for the potential presence of carcinogenic, mutagenic and repro-toxic substances. Check the label and the security sheets of the products you use
 - > If the label indicates H361 (before R62 and R63) : mandatory risk assessment before continuing the activity under some conditions
 - > If the label indicates H360 (before R60 and R61): no exposure allowed
 - > If any modification of the workstation is impossible, a compensation is allowed under article L.1225-14 (labour code)
- **Physical risks**
 - > Ionising radiation (X-rays...): exposure must be less than 1 mSv during the whole pregnancy. The natural radiation is taken into account for flight crews as well as radon radiation for works under the ground, with a limit of 400Bq/m3 of air. During breastfeeding, it is forbidden to hold a position with a risk of radiation exposure.
 - > Non-ionising radiation (electromagnetic) case by case assessment is required. Do not exceed the public exposure limit.

- > noise : mainly dangerous during the 3rd quarter of pregnancy. The foetus is not protected by the law, neither by the mother's hearing protection. Do not exceed 85 dB(C)
- > hyperbaric environment: do not exceed 1.2 bar
- > vibrations: do not exceed the professional exposure limit
- > temperatures: no sustained exposure to negative temperatures
- > heavy handling

→ Biological risk: assessment based on the function

- > check your immunity (rubella, toxoplasmosis)
- > vaccines constitute a personal protection when they exist or can be given

→ Special organization at work

- > Night shifts can be rejected by the employee on her own request or on request of the occupational doctor (art. L.1225-9 labour code).
- > Shift work, long hours and prolonged standing have to be taken into consideration

ROLES OF THE EMPLOYER

- Assess the risks, eliminate the risks, and avoid exposure to the risks. Otherwise: reduce the risks with a collective protection, individual protections and checking the vaccine coverage depending on the function.
- Inform employees on the risks they are exposed to in their position in collaboration with the CHSCT.
- Get sure good professional practices are respected.
- Increase women's awareness on the need to declare their pregnancy as early as possible to the occupational doctor.