

## Instructions for Female Employees Capable of Childbearing about Restrictions in Work and Possibly Occurring Risks for Expectant or Nursing Mothers

### Field of Concern

Working Place: Forschungs- und Praktikumslaboratorien im Institut für Physikalische Chemie  
 Kind of Work: Allgemeine Labortätigkeit  
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### Instruction

Some kinds of hazardous materials have mutagenic, carcinogenic and/or teratogenic properties.

There are some Technical Rules for Hazardous Substances (in German: **Technische Regeln für Gefahrstoffe (TRGS)**) which are especially important in this context. These are the TRGS 905 (Catalogue of mutagenic, carcinogenic or teratogenic materials, in German *Verzeichnis krebserzeugender, erbgutverändernder oder fortpflanzungsgefährdender Stoffe*) and the TRGS 906 (Catalogue of carcinogenic activities and operations, in German *Verzeichnis krebserzeugender Tätigkeiten oder Verfahren nach § 3 Abs. 2 Nr. 3 Gefahrstoffverordnung*). In the TRGS 900 (Threshold values in the air at place of work, in German *Grenzwerte in der Luft am Arbeitsplatz "Luftgrenzwerte"*) carcinogenic and teratogenic compounds are especially marked. All current Technical Rules for Hazardous Substances can be read or downloaded on the following website offered by the Bundesanstalt für Arbeitsschutz und Arbeitsmedizin:

[http://www.baua.de/nn\\_5846/de/Themen-von-A-Z/Gefahrstoffe/TRGS/TRGS\\_content.html\\_nnn=true](http://www.baua.de/nn_5846/de/Themen-von-A-Z/Gefahrstoffe/TRGS/TRGS_content.html_nnn=true)

In the list of hazardous materials and preparations according to the Gefahrstoffverordnung (GefStoffV) the R- and S-phrases on labels of hazardous substances also point out concrete hazards for *Female Employees Capable of Childbearing*. The following phrases are especially important.

R 40 = Limited evidence of a carcinogenic effect.

R 45 = May cause cancer.

R 46 = May cause heritable genetic damage.

R 49 = May cause cancer by inhalation

R 60 = May impair fertility.

R 61 = May cause harm to the unborn child.

R 62 = Possible risk of impaired fertility.

R 63 = Possible risk of harm to the unborn child.

R 64 = May cause harm to breastfed babies.

S 53 = Avoid exposure - obtain special instructions before use.

***Your employer/group leader has to inform you about those hazardous substances used in your area of working.***

According to §5 of the regulation for protection of mothers at place of work (EU-Directive for protection of expectant and nursing mothers "Mutterschutz") expectant mothers are not allowed to work with carcinogenic, mutagenic and/or teratogenic compounds, unless they are not exposed to the hazardous materials when using them in compliance with the rules. The same does apply for new compounds, if, based on analogous deductions or on other appraisals, one has to be alert to abovementioned effects. Nursing mothers are only allowed to work with such compounds if the threshold value is not exceeded.

Expectant and nursing mothers are only allowed to work with very toxic, toxic and harmful hazardous materials if the threshold value is not exceeded. This is also valid for substances harming humans in another manner or hazardous materials which empirically can transmit disease agents, if humans are exposed to these disease agents.

Female employees capable of childbearing are not allowed to work with hazardous materials containing lead alkyls or mercury alkyls. This does not apply when the threshold value is not exceeded.

*In order to give expecting and nursing mothers an optimal protection, we recommend that under these conditions women should not enter those laboratories where any of the above described hazardous substances is used.*

For the protection of mother and child do announce your pregnancy to your employer immediately. In case of pregnancy your activities have to be changed according to the protection to be granted to you.