



MATERNITY PROTECTION

General principles of the management directive
« Health Protection of Pregnant Women » at UNIL

Unil

UNIL | Université de Lausanne

UNISEP - Safety,
Environment and Prevention

“During pregnancy and breastfeeding, the health of the mother and the child should be protected. There are legal bases concerning aspects of such protection at the workplace. Their implementation is described in this directive.”



who is concerned?

The management directive 1.38 “are applicable to all employees of the University of Lausanne. Certain protection measures may also apply to other people present in the Institution, including pregnant students exposed to specific risks inherent to their activities on the campus.”

what are the responsibilities and the registration process?



› For the female employees:

“Any pregnant employee should announce their pregnancy to their line manager as early as possible, the first three months of pregnancy representing the period most delicate for the child. This applies particularly if the work takes place in an environment in which mother and child are exposed to specific risks.

The line manager is responsible for notifying the human resources (HR). The line manager and employee, with the help of the departmental health and safety officer, should analyse the situation and identify the potential hazards. Should a risk be found, the line manager should quickly take the necessary measures, such as an adaptation of the activity.

The hazards identified as well as the measures taken should be noted in the document provided for this purpose (PROMA form). The document should then be returned by the line manager to HR, with a copy to UniSEP. Should there be a presumption of danger, UniSEP should evaluate the opportunity to conduct a risk analysis and plan a meeting with the nurse at the work site. In addition, any employee pregnant or wishing to become pregnant, as well as any employee breastfeeding, may consult the workplace nurses on site or the health & safety representative in order to obtain information. In general it is the responsibility of line managers, when hiring personnel, to inform them about the risk involved in their professional activities.”

› For the third parties:

“Third parties, including pregnant students, who take part in activities or practical work involving risk, shall inform the person responsible for the activity of their condition. This person should contact UniSEP for a risk analysis. In general, it is down to the person responsible for the activities to inform third parties, including students, before the start of an activity involving potential hazards.”

where to find information and who can help?



“The necessary information is available on the UNIL website. Any person concerned may at any time consult the following services:

- › the human resources (HR) and their partners in the faculties and services for any administrative questions in connection with maternity and paternity applicable standards;
- › the UniSEP Service and its health and safety at work group for any questions concerning health protection and in particular the management of known or potential risk;
- › the health & safety representatives;
- › the Bureau de l'égalité (Office of Equal Opportunity, BEC) for any question concerning parenting support measures.”

aspects regarding health protection and application of measures



“The Maternity Protection Ordinance defines the evaluation (risk analysis) criteria of hazardous and strenuous activities (art. 62, para. 3, OLT1) and describes the substances, microorganisms and activities with high risk potential for the health of the mother and child (inadmissibility grounds) according to art. 62 para. 4 OLT 1.

UniSEP assesses the risk related to the hazards threatening both mother and child, work to be avoided or, if necessary, how to eliminate such risk.

In all cases, the risk analysis should be reported indicating the required or suggested measures to be taken. The application of the measures shall be made in consultation between the employee, line manager and UniSEP. If necessary, the HR can also be involved in the consultation. Compulsory measures may be the subject of supervision by UniSEP and may also be imposed on the employee and their supervisors, as well as to third parties.”

Legal bases :



- › Art.3a, 6 and 35 from the Labour Law (LTr, CC 822.11)
- › Art. 5, 33, 34 and 60 from the Work Act concerning Etat de Vaud's employees (Lpers, CC 172.220.1)
- › Art. 58 and 65 to 74 from the implementing regulation of the Etat de Vaud's Work Act (Rglpers, BLV 172.31.1)
- › Art. 324a, 324b, 328, 329b, 329f and 336c from the Federal Act on the Amendment of the Swiss Civil Code (CO, CC 220) (available in English)
- › Art. 60, 61, 62, 63 and 66 from the first Ordinance on Labour Law (OLT1, CC 822.111)
- › Art. 48 from the Law on the University of Lausanne (LUL, BLV 414.11)
- › Regulation on the University of Lausanne's assistants (RA-UL, BLV 414.11.1.1)
- › Ordinance on hazardous or painful activities during pregnancy and maternity (OProMa, CC 822.111.52)

For any questions regarding health protection during pregnancy or breastfeeding, please do not hesitate to contact UniSEP.

All queries are treated confidentially.



The PROMA form, for the identification of hazards, can be downloaded on UniSEP's website.

[unil.ch/unisep](https://www.unil.ch/unisep) > Maternity protection

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Note: This document is based on management directive 1.38 from UNIL's direction ("Directive de la Direction 1.38 – Protection de la santé des femmes enceintes"). It aims to provide women of childbearing age the necessary information regarding the maternity protection measures set at UNIL.

This information is a translation of the directive but does not replace it. The one and only official text is the one adopted by UNIL's Direction on August 15th, 2016 in its French version (Dir. 1.38).