

**List of work that are arduous, hazardous or damaging to the health of pregnant and breastfeeding women**

1. Work involving excessive physical exertion, including manual handling of loads:

1) for pregnant women:

- a) all work for which the highest values of the physical workload, measured by the net energy expenditure in performing the work, exceeds 2,900 kJ per shift, and in the case of casual work (performed up to 4 times per hour, if the total duration of such work does not exceed 4 hours per day) – 7.5 kJ/min; note: 1 kJ = 0.24 kcal;
- b) manual lifting and carrying of objects weighing more than 3 kg;
- c) manual uphill carrying of:
  - 1. objects in permanent operation;
  - 2. objects of more than 1 kg in casual work as defined in point (a);
- d) manual handling of liquid materials – hot, corrosive or with health hazardous properties;
- e) transport of loads on a single-wheel trolley (wheelbarrow) and a manually-operated multi-wheel trolley;
- f) work in a standing position for a total of more than 3 hours during a work shift, the time spent standing must not exceed 15 minutes at a time, followed by a 15-minute break;
- g) work at positions with screen monitors – for a total time exceeding 8 hours per day, where the time spent working with a screen monitor cannot exceed 50 minutes at a time, followed by a break of at least 10 minutes included in the working time;

2) for women who are breastfeeding their baby:

- a) all work for which the highest value of the physical workload, measured by the net energy expenditure in performing the work, exceeds 4 200 kJ per shift, and in the case of occasional work as defined in point 1(a) – 12,5 kJ/min;
- b) manual lifting and carrying of objects heavier than:
  - 3. 6 kg – in permanent operation;
  - 4. 10 kg – for occasional work, as defined in point 1(a);
- c) manual handling of objects weighing more than 6 kg – at a height exceeding 4 m or a distance exceeding 25 m;
- d) manual handling uphill – on uneven surfaces, ramps, stairs with a maximum slope angle of 30°, and a height of 4 m – of objects weighing more than 6 kg;

e) manual handling uphill – on uneven surfaces, ramps, stairs with a maximum angle of inclination exceeding 30°, and a height of 4 m – of objects weighing more than:

1. 4 kg – in permanent operation;
2. 6 kg – for occasional work, as defined in point 1(a);

f) participating in team movement of objects;

g) manual handling of liquid materials – hot, corrosive or with health hazardous properties;

h) carrying loads of a mass exceeding:

3. 20 kg – when transported in a wheelbarrow on terrain with a slope not exceeding 5% or 15 kg – on terrain with a slope exceeding 5%;
4. 70 kg – when transported on a two-wheel cart on terrain with an incline not exceeding 5% or 50 kg – on terrain with an incline exceeding 5%;
5. 90 kg – when transported on a three or more-wheel trolley on terrain with an incline not exceeding 5% or 70 kg – on terrain with an incline exceeding 5%.

The permissible load weights given above also include the weight of the carrier and apply when the load is transported on a flat, hard, smooth surface. When transporting on uneven or unpaved surfaces, the weight of the cargo together with the weight of the carrier must not exceed 60% of the given values;

i) carrying loads:

6. on a wheelbarrow or multi-wheel trolley on terrain with a slope of more than 8%;
7. on a wheelbarrow or multi-wheel trolley for a distance exceeding 200 m.

2. Work with exposure to noise or vibration – for pregnant women:

1) work in conditions of exposure to noise of which:

- 1) the exposure level related to the 8-hour daily or weekly average working time, as defined by the Labor Code, exceeds 65 dB;
- 2) the peak sound level C exceeds 130 dB;
- 3) the maximum sound level A shall exceed 110 dB;

2) work in conditions of exposure to infrasound noise, where the equivalent sound pressure level corrected by the frequency characteristics G, related to an 8-hour daily or average weekly working time, as specified in the Labor Code, exceeds 86 dB;

3) work in conditions of exposure to ultrasonic noise of which:

- a) equivalent sound pressure levels in third bands with centre frequencies from 10 kHz to 40 kHz, related to 8-hour daily or weekly average working time, as specified in the provisions of the Labor Code;
- b) maximum sound pressure levels in thirds band centre frequencies from 10 kHz to 40 kHz:

- exceed the following values:

1/3 octave band centre frequency (kHz)	Equivalent sound pressure level in relation to a daily 8-hour or weekly average working time, as defined by the Labor Code (dB)	Maximum sound pressure level (dB)
10; 12,5; 16	75	95
20	85	105
25	100	120
31.5; 40	105	125

- 4) work in conditions of exposure to vibrations acting on the body through the upper limbs, whose:
    - a) daily exposure value, expressed in terms of the 8-hour equivalent energy of the vector sum of the effective, frequency-corrected vibration accelerations, determined for the three directional components ( $a_{hwx}$ ,  $a_{hwy}$ ,  $a_{hwz}$ ), exceeds  $1 \text{ m/s}^2$ ,
    - b) exposure value of 30 minutes and less, expressed as a vector sum of the effective, frequency-corrected vibration accelerations determined for the three directional components ( $a_{hwx}$ ,  $a_{hwy}$ ,  $a_{hwz}$ ), exceeds  $4 \text{ m/s}^2$ ;
  - 5) all work involving exposure to vibrations with a general effect on the human body.
3. Work involving exposure to electromagnetic fields with frequencies from 0 Hz to 300 GHz and ionizing radiation:
- 1) for pregnant women:
    - a) work within the range of electromagnetic fields exceeding the values for the safe zone, specified in the regulations on the maximum permissible concentrations and intensities of factors harmful to health in the work environment;
    - b) work in conditions of exposure to ionizing radiation as defined in the Atomic Law;
  - 2) for breastfeeding women – work in conditions of exposure to ionizing radiation as defined in the Atomic Law.
4. Work under increased or decreased pressure:  
For pregnant women and breastfeeding women – diving work, work in pressurized tanks and all work under elevated or reduced pressure.
5. Work in contact with harmful biological agents:

- 1) for pregnant and breastfeeding women – work that poses a risk of infection: hepatitis B virus, chickenpox and herpes virus, rubella virus, HIV, cytomegalovirus, listeriosis, toxoplasma;
  - 2) for pregnant women – work involving exposure to other biological agents classified as group 2-4 hazardous, in accordance with the provisions on biological agents harmful to health in the workplace and health protection of workers professionally exposed to such agents – if the results of the occupational risk assessment, taking into account therapeutic measures necessitated by specific biological agents, indicate an adverse effect on the health of the pregnant woman or the course of pregnancy, including the development of the fetus.
6. Work with exposure to harmful chemicals – for pregnant women and breastfeeding women:
- 1) Exposure to substances and mixtures meeting the criteria for classification in accordance with Regulation (EC) No. 1272/2008 of the European Parliament and of the Council of 16 December 2008 on classification, labelling and packaging of substances and mixtures, amending and repealing Directives 67/548/EEC and 1999/45/EC, and amending Regulation (EC) No. 1907/2006 (Official Journal of the European Union L 353 of 31.12.2008, p. 1, as amended) in one or more of the following hazard classes or categories together with one or more of the following hazard statements:
    - a.i. germ cell mutagenicity category 1A, 1B or 2 (H340, H341);
    - a.ii. carcinogenicity, category 1A, 1B or 2 (H350, H350i, H351);
    - a.iii. reproductive toxicity category 1A, 1B or 2 or the additional category of harm to lactation or to breastfed babies (H360, H360D, H360FD, H360Fd, H360Df, H361, H361d, H361fd, H362);
    - a.iv. toxic effects on target organs – single exposure, category 1 or 2 (H370, H371) – regardless of their concentration in the working environment;
  - 2) work in exposure to the chemical substances listed below, regardless of their concentration in the work environment:
    - a) chemical agents with known and hazardous absorption through the skin;
    - b) cytostatic drugs;
    - c) manganese;
    - d) synthetic estrogens and progesterones;
    - e) carbon monoxide;
    - f) lead and its organic and inorganic compounds;
    - g) mercury and its organic and inorganic compounds;

- 3) work with exposure to organic solvents, if their concentrations in the work environment exceed 1/3 of the maximum permissible concentrations set out in the provisions on the maximum permissible concentrations and intensities of factors harmful to health in the work environment;
  - 4) work or technological processes involving the release of chemical substances, their mixtures or agents with a carcinogenic or mutagenic effect, listed in the provisions on chemical substances, their mixtures, agents or technological processes with a carcinogenic or mutagenic effect in the work environment.
7. Work that threatens severe physical or mental injury:
- 1) for pregnant women and breastfeeding women – other work involving a risk of serious physical or mental injury, including work with explosives;
  - 2) for pregnant women – work at height – outside fixed galleries, platforms, landings and other fixed elevations with full fall protection (no need for personal fall protection equipment), and climbing and descending ladders and braces.