




**Instruction for Female Workers at the Faculty of Chemistry about
Employment Restriction and Potential Hazards for Expectant Mothers
(Professors, Employees, Students, Fellowship Holders, Guests)**




Dear Ladies,

this letter intends to point out that certain hazardous substances possess mutagenic, carcinogenic and/or teratogenic properties, and some which can be absorbed through the skin into the body. All these substances are listed in TRGS 905 (Technische Regeln für Gefahrstoffe – technical instructions for hazardous substances) – table of carcinogenic, mutagenic or teratogenic substances.

CMR – Classification and labelling according to Substances Directive:

category ▶ ▼ CMR	 1	 2	 3
carcinogenic	R45: May cause cancer . R49: May cause cancer by inhalation.		R40: Limited evidence of a carcinogenic effect.
mutagenic	R46: May cause heritable genetic damage.		R68: Possible risk of irreversible effects .
toxic for reproduction	R60: May impair fertility . R61: May cause harm to the unborn child .		R62: Possible risk of impaired fertility . R63: Possible risk of harm to the unborn child .

CMR – Classification and labelling according to CLP-Regulation:

category ▶ ▼ CMR	 1A	 1B	 2
	signal word: Hazard		signal word: Caution
carcinogenic	H350: May cause cancer . H350i: May cause cancer by inhalation.		H351: Suspected of causing cancer .
mutagenic	H340: May cause genetic defects.		H341: Suspected of causing genetic defects.
toxic for reproduction	H360: May damage fertility or the unborn child . H360F: May damage fertility . H360D: May damage the unborn child .		H361: Suspected of damaging fertility or the unborn child . H361f: Suspected of damaging fertility . H361d: Suspected of damaging the unborn child .

Further Hazards:

H362: May cause harm to breast-fed children. (CLP-Regulation)

R64: May cause harm to breast-fed children. (Substances Directive)

The same is to apply for new substances, if the before mentioned effects are expected due to conclusions by analogy or other assessments. According to the regulation for mothers' protection at their workplace the following employment restrictions are defined in §5:

Expectant mothers are not permitted to work with carcinogenic, teratogenic, mutagenic or pathogenic substances (staying in rooms where it is worked with this substances is also forbidden); working with very toxic, toxic, harmful or with in other ways chronically damaging hazardous substances is only allowed below the threshold value.

Breast-feeding mothers are permitted to work with carcinogenic, teratogenic or mutagenic and with very toxic, toxic, harmful or with in other ways chronically damaging hazardous substances only below threshold value. With substances, compounds or products, experientially expected to be pathogenic are not allowed to work at all.

All women capable of bearing children are only allowed to work with substances containing lead-or mercury alkyls below the threshold value.

The above-mentioned persons are only permitted to work with easy-absorbable substances, if a direct skin contact is ruled out by ensuring an adequate hand protecting grip (material compatibility has to be verified).

Tables of such substances with the respective properties can be obtained by the safety representatives or safety expert. The tables include the 'official' classified substances; the substances' labels and safety data sheets of the producer should be additionally taken into account.

For your and your children's safety, please inform your employer about your pregnancy as early as possible. In case of a pregnancy your work has to be adapted with respect to your and your children's safety.