

# Pregnant Employee Risk Assessment in a Workplace : Taiwan Experience

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# Introduction

- ILO suggested protecting pregnant or nursing mothers from the hazards of workplace.
- In Taiwan, according to *Labor Safety and Health Act*, employers have the obligation to ensure that pregnant and breastfeeding women are not exposed to any danger at work, including not requiring them to perform any dangerous work and appropriate measures must be taken on the basis of a health assessment.



# Introduction

- According to the *Occupational Safety and Health Act*, Article 31, third provision.
- *Regulations for Implementing Maternal Health Protection of Female Workers*

<https://www.lexology.com/library/detail.aspx?q=bd875a42-18bd-40bf-890e-cc792a340ccc>



# Introduction

- For an institution hiring a labor force of 300 employees or more, it has to execute maternal health protection during the legislative protection period. The following jobs that may affect the health of mothers and babies during embryonic development, pregnancy or breast-feeding should be carefully monitored:
  - According to the national standard **CNS15030** classification, the first-class genotoxicity, the first-class germ cell mutagenic substances or other chemicals of adverse effects on breast-feeding.
  - Prone to cause health hazards, including working position, lifting, handling, pushing and pulling heavy objects, shift, night shift, work alone and workload.
  - Third, the other by the central competent authority designated notice.



# Materials and Methods

- Three Levels of Managements are defined :
  - The **first-level** management is defined to one of the following conditions:
    - Hazard in air at the workplace less than **one tenth** of the allowable exposure standards.
    - Work environments are harmless to mother, fetal or infant health, under the assessments of **factory physicians**.
  - The **second-level** management is defined to one of the following conditions:
    - Hazard in air at the workplace more than **one-tenth while of less than one-half** of the allowable exposure standards.
    - Work environments may affect the health of mother, fetal or infant health, under the assessments of **factory physicians**.
  - The **third-level** management is defined to one of the following conditions:
    - Hazard in air at the workplace more than **one-half** of the allowable exposure standards.
    - Work environments endanger the health of mother, fetal or infant health, under the assessments of **factory physicians**.



# Materials and Methods

- ✓ Study Design and Population
  - 2012.5.1 ~ 2018.2.8
  - 2925 visits ; Employee consult : 3714 person-times
  - Pregnant Employee consult : 502 person-times
  - *Guidance for Implementing Maternal Health Protection of Female Workers*
    - Maternal health factors
    - Work-related factors



# Materials and Methods

## ✓ Study Design and Population

- At least 30 min consultation for a pregnant employee
  - ✓ Occupational Physician
  - ✓ Occupational Nurses (provide health checkup reports)
  - ✓ Hygienist and Documents (provide exposure reports · environment assessments)
  - ✓ GYN Expertise Comments (GYN reports · certifications)
- At least 30 min consultation for a manager (optional)

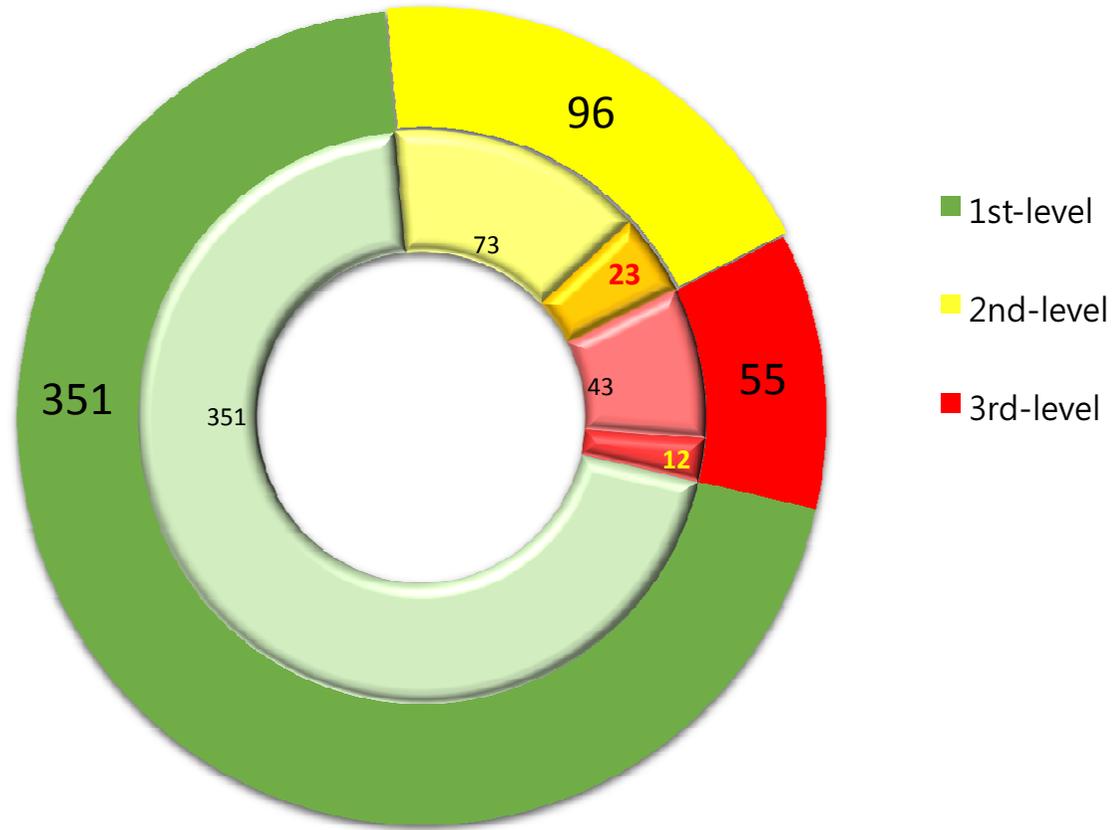


# RESULTS

- 502-visits
  - 351 Level 1<sup>st</sup>
  - 96 Level 2<sup>nd</sup>
    - 23 work-related risks
  - 55 Level 3<sup>rd</sup>
    - 12 work-related risks

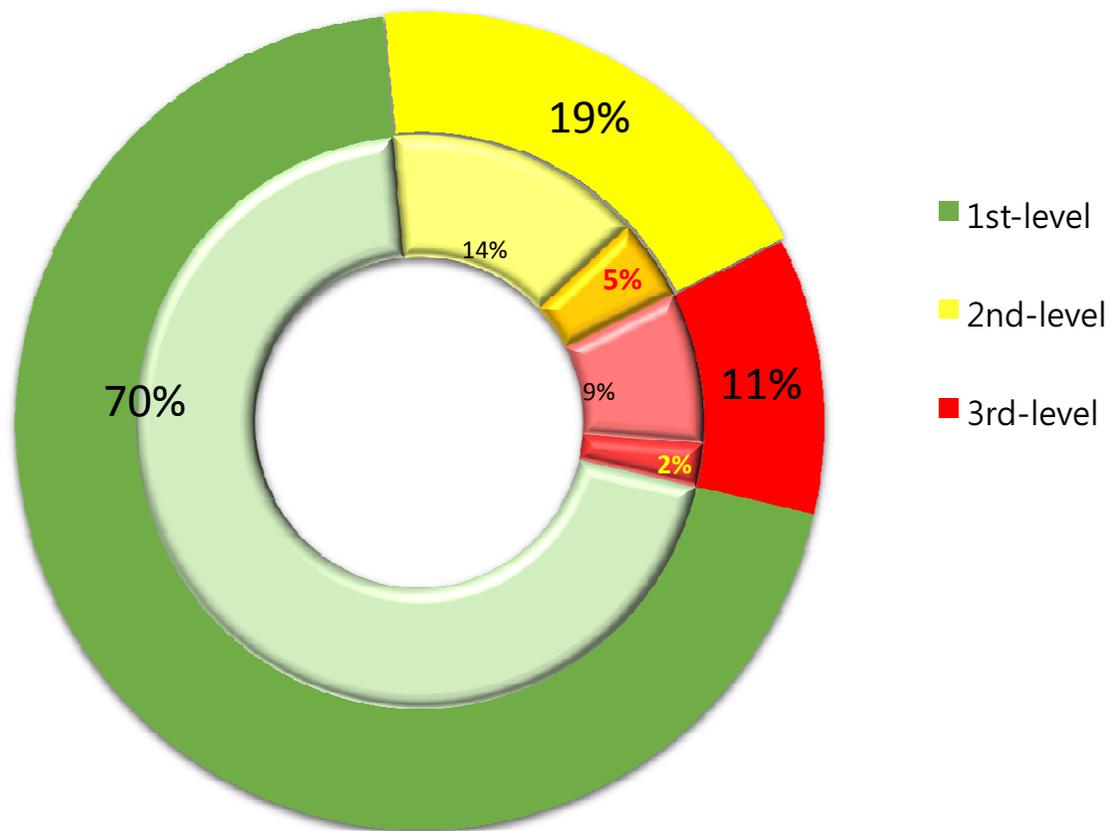


# RESULTS





# RESULTS





# DISCUSSION

- ✓ Precaution Principle
  - Unknown Risks
  - Un-reported Risks
- ✓ Risk :
  - Absolutely vs. Relatively
- ✓ Responsibilities :
  - ✓ Managers vs. Employees
- ✓ Prepare and Work-fitness



In Taiwan, tough as this mother, is also be protected.



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# Thanks for Your Attention



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