

Are you Pregnant?

Are you holding a job?



For more information, advice and help you can contact:

Department of Industrial and Employment Relations

☎ 21224245/6

✉ ind.emp.relations@gov.mt

Website: www.dier.gov.mt

Occupational Health and Safety Authority

☎ 21247677

✉ ohsa@gov.mt

Website: www.ohsa.org.mt

Parent Craft Services, Mater Dei Hospital

☎ helpline 25455124 , 25455127

✉ parentcraft@gov.mt



Kummissarju għat-Tfal
Commissioner for Children



Department of Industrial and Employment Relations



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The Rights of Pregnant Women at the Place of Work

The following may answer some of the questions that you might have with regards to your job and the implications that might arise in connection with health and safety issues at the place of work that might affect you and your unborn child.

Do I have to inform my employer that I am pregnant?

- Yes.
- You are obliged to inform your employer as soon as possible of your pregnancy. You should also inform your employer of any complications if they arise.
- You should produce a certificate that is issued by a doctor or a midwife indicating the expected date of birth of the baby.

What sort of risks might I be exposed to at the place of work?

The risks may be varied and may include amongst others:

- Lifting or carrying of heavy loads;
- Standing or sitting for long lengths of time;
- Exposure to infectious diseases;
- Exposure to toxic chemicals and radioactive material;
- Stress related to work;
- Long working hours or night shift;
- Workstations that affect your posture;
- Threat of violence at the workplace;
- Excessively noisy workplaces.

How would I know that there are risks at my place of work?

Your employer is obliged by law to conduct a risk assessment of your place of work. The employer will then develop a plan of action of how to address the risks that are identified in order to protect the mother and her unborn child.



What should I expect my employer to do if risks are identified?

- Steps should be taken to eliminate the danger;
- There should be a temporary adjustment to the environment of your place of work and/or the hours that you work, where necessary;
- You may be asked to change your work as long as this is adequate and in accordance with your contract of employment.

What are my maternity rights?

- You should be given time off from work to attend antenatal examinations without loss of pay if these are held during working hours;
- You can benefit from maternity leave;
- You have a right to be protected against unfair treatment or dismissal because you are pregnant;
- While you are on maternity leave you will still be entitled to those rights and benefits that may accrue and are enjoyed by other employees in the same category;
- When you return back to work you are entitled to go back to the same work or, when this is no longer possible, to other work which is equivalent or similar and which is in accordance with your contract of employment.

Which are the specific laws and regulations that protect my job and my health and safety and that of my unborn child at the place of work?

- *Employment and Industrial Relations Act – Cap. 452;*
- *Subsidiary Legislation 452.91, Regulations on the Protection of Maternity (employment);*
- *Health and Safety Authority Act – Cap. 424;*
- *Subsidiary Legislation 424.11, Regulations on the Protection of Maternity at the Place of Work.*

