

99006028261000, 99006028261000

Notify employment of a pregnant or breastfeeding woman

Heruntergeladen am 07.06.2025

<https://fimportal.de/xzufi-services/9838695/L100001>

Modul	Sachverhalt
Leistungsschlüssel	99006028261000, 99006028261000
Leistungsbezeichnung I	Notify employment of a pregnant or breastfeeding woman
Leistungsbezeichnung II	
Typisierung	3a - Bundesaufsichtsverwaltung: Regelung, Land: Vollzug
Quellredaktion	Hessen
Freigabestatus Katalog	unbestimmter Freigabestatus
Freigabestatus Bibliothek	fachlich freigegeben (gold)
Begriffe im Kontext	
Leistungstyp	Leistungsobjekt mit Verrichtung
Leistungsgruppierung	Arbeitsschutz (006)
Verrichtungskennung	Entgegennahme (261)
SDG-Informationsbereich	Gesetzlich oder durch Rechtsverordnung geregelte Beschäftigungsbedingungen — auch für entsandte Arbeitnehmer — (einschließlich Informationen über

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	Arbeitsstunden, bezahlten Urlaub, Urlaubsansprüche, Rechte und Pflichten bei Überstunden, Gesundheitskontrollen, Beendigung von Verträgen, Kündigung oder Entlassungen)
Lagen Portalverbund	Mitarbeiterbezogene Meldepflichten (2030400), Schwangerschaft und Elternschaft (2030600)
Einheitlicher Ansprechpartner	Nein
Fachlich freigegeben am	12.11.2021
Fachlich freigegeben durch	Hessian Ministry for Social Affairs and Integration
Handlungsgrundlage	https://www.gesetze-im-internet.de/muschg_2018/_1.html https://www.gesetze-im-internet.de/muschg_2018/_27.html https://www.gesetze-im-internet.de/muschg_2018/_1.html https://www.gesetze-im-internet.de/muschg_2018/_27.html
Teaser	If one of your employees has informed you that she is pregnant or breastfeeding, you must inform the competent supervisory authority.
Volltext	<p>A woman within the meaning of the Maternity Protection Act is any person who is pregnant, has given birth or is breastfeeding. In principle, your employee is free to decide whether and when she informs you of her pregnancy or breastfeeding period. You only have to notify the supervisory authority responsible for you once your employee has informed you of her pregnancy.</p> <p>Regardless of the type of employment relationship, the Maternity Protection Act also applies to</p> <ul style="list-style-type: none"> • Women who work part-time, • Women in marginal employment (mini-jobs), • Women with fixed-term employment contracts or in the probationary period, • Women who are in vocational training and trainees, • Women with disabilities who are employed in a

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workshop for disabled people,

- women working as volunteers within the meaning of the Youth Voluntary Service Act or the Federal Voluntary Service Act, and
- women who work as members of a spiritual cooperative, deaconesses or members of a similar community in a permanent position or on the basis of an employment contract, including during the period of their extracurricular training there.

You should also provide information about the type of employment in the notification to the competent supervisory authority. This will avoid any queries. You must always provide the following information:

- Name, address and date of birth of the expectant mother and
- the expected date of delivery.

Please contact your local government office to find out what other information is required.

If you wish to employ the pregnant or breastfeeding employee after 8 p.m., you must apply for this separately.

If you have notified the supervisory authority of an employee's pregnancy, you do not need to make any further notification if your employee returns to work and is breastfeeding.

Important notes:

- You may not disclose the information about your employee's pregnancy and breastfeeding period to third parties without authorization (except to the persons in your company who are entrusted with the execution and implementation of protective measures).
- In addition to the duty of disclosure, as an employer you have further obligations, for example regarding

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	health protection in the workplace and benefits during and after pregnancy. If you do not comply with the maternity protection regulations, you may be punished. The supervisory authority can also advise you on maternity protection issues.
Erforderliche Unterlagen	
Voraussetzungen	<ul style="list-style-type: none"> • Your employee has informed you that she is pregnant or breastfeeding.
Kosten	
Verfahrensablauf	<p>You must provide notification of the employment of a pregnant or breastfeeding woman in writing or verbally:</p> <ul style="list-style-type: none"> • In Hesse, the notification form is available online. Download it and fill it out. However, you can also make the notification informally. • You can also provide information about the type and duration of your pregnant employee's employment in order to avoid any queries from the supervisory authority. • Send the notification to the regional council responsible for you • As a rule, you will not receive a confirmation of receipt. <p>Note: If you wish to employ your pregnant or breastfeeding employee after 8 p.m., you must apply for this separately. If you wish to employ them on Sundays and public holidays within the scope of the law, you must notify the supervisory authority.</p>
Bearbeitungsdauer	
Frist	If your employee has informed you of her pregnancy, you must inform the responsible regional council immediately.
weiterführende Informationen	

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Hinweise	<p>The Maternity Protection Act does not apply to</p> <ul style="list-style-type: none"> • Self-employed persons, • board members and managing directors of legal entities or companies (unless they are also predominantly employed), • housewives and • female civil servants, judges and soldiers.
Rechtsbehelf	
Kurztext	<ul style="list-style-type: none"> • Notification of the employment of a pregnant or breastfeeding woman Receipt • Employment of pregnant or breastfeeding persons must be reported to the responsible regional council. • Notification only possible after the employee has reported her pregnancy/breastfeeding period (pregnant woman does not have to report pregnancy/breastfeeding period) • Unauthorized disclosure to third parties is punishable by law • Responsible: Regional councils
Ansprechpunkt	Please contact the responsible regional council
Zuständige Stelle	Responsibility lies with the relevant regional council.
Formulare	<p>Forms: no formal requirements</p> <p>Online procedure possible: yes</p> <p>Written form required: no</p> <p>Personal appearance required: no</p> <p>https://portal-civ-hel.ekom21.de/civ-hel.public/start.html?oe=00.00.HE.HMSI.III.MUS&mode=cc&cc_key=Mutter-schutzanzeige</p> <p>https://portal-civ-hel.ekom21.de/civ-hel.public/start.html?oe=00.00.HE.HMSI.III.MUS&mode=cc&cc_key=Mutter-schutzanzeige</p>
Ursprungsportal	Notify employment of a pregnant or breastfeeding woman, Beschäftigung einer schwangeren oder stillenden Frau mitteilen