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Notification of the employment of a pregnant or breastfeeding woman

Heruntergeladen am 19.06.2025

<https://fimportal.de/xzufi-services/121298722/L100002>

Modul	Sachverhalt
Leistungsschlüssel	99006028000000, 99006028000000
Leistungsbezeichnung I	Notification of the employment of a pregnant or breastfeeding woman
Leistungsbezeichnung II	Notify employment of a pregnant or breastfeeding woman
Typisierung	2/3 - Bund: Regelung (2 oder 3), Land/Kommune: Vollzug
Quellredaktion	Nordrhein-Westfalen
Freigabestatus Katalog	unbestimmter Freigabestatus
Freigabestatus Bibliothek	unbestimmter Freigabestatus
Begriffe im Kontext	
Leistungstyp	Leistungsobjekt
Leistungsgruppierung	Arbeitsschutz (006)
Verrichtungskennung	
SDG-Informationsbereich	Gesetzlich oder durch Rechtsverordnung geregelte Beschäftigungsbedingungen — auch für entsandte

Modul	Sachverhalt
	Arbeitnehmer — (einschließlich Informationen über 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	25.04.2023
Fachlich freigegeben durch	Ministry of Labor, Health and Social Affairs of the State of North Rhine-Westphalia
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 immediately.
Volltext	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 to inform you of her pregnancy or breastfeeding. As soon as your employee has informed you that she is pregnant or breastfeeding, you must forward the information to the competent supervisory authority without delay. Regardless of the type of employment relationship, the Maternity Protection Act also applies to: • 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

- who are employed in a workshop for disabled people,
- Women who are volunteers within the meaning of the Youth Voluntary Service Act or
- of the Federal Voluntary Service Act, and women who are 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 on the type of employment in the notification to the competent supervisory authority. This will avoid any queries. You must provide the following information in any case:

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

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 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

Kosten

Verfahrensablauf

Bearbeitungsdauer

Modul	Sachverhalt
Frist	
weiterführende Informationen	
Hinweise	
Rechtsbehelf	
Kurztext	• Notification of the employment of a pregnant or breastfeeding woman Receipt • Occupational Safety and Health Office, • district government or • trade supervisory office. • Employment of pregnant or breastfeeding persons must be reported to the competent supervisory authority, usually the • As soon as your employee has informed you that she is pregnant or breastfeeding, you must immediately forward the information to the responsible supervisory authority: • unauthorized disclosure to third parties is punishable by law • Responsible: State supervisory authorities for maternity protection and protection against dismissal
Ansprechpunkt	
Zuständige Stelle	
Formulare	
Ursprungsportal	Benachrichtigung über die Beschäftigung einer schwangeren oder stillenden Frau, Notification of the employment of a pregnant or breastfeeding woman