

99006028261000

# Notification of employment of a pregnant or breastfeeding woman

Heruntergeladen am 26.07.2025

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

Modul	Sachverhalt
Leistungsschlüssel	99006028261000
Leistungsbezeichnung I	Notification of 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

Modul	Sachverhalt
	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 of Social Affairs and Integration
Handlungsgrundlage	<a href="https://www.gesetze-im-internet.de/muschg_2018/_1.html">https://www.gesetze-im-internet.de/muschg_2018/_1.html</a> <a href="https://www.gesetze-im-internet.de/muschg_2018/_27.html">https://www.gesetze-im-internet.de/muschg_2018/_27.html</a> <a href="https://www.gesetze-im-internet.de/muschg_2018/_1.html">https://www.gesetze-im-internet.de/muschg_2018/_1.html</a> <a href="https://www.gesetze-im-internet.de/muschg_2018/_27.html">https://www.gesetze-im-internet.de/muschg_2018/_27.html</a>
Teaser	If one of your employees has informed you that they are pregnant or breastfeeding, you must notify the relevant supervisory authority.
Volltext	<p>For the purposes of the Maternity Protection Act, a woman is any person who is pregnant, has given birth to a child or is breastfeeding. In principle, your employee is free to decide if and when she informs you about her pregnancy or breastfeeding. You do not have to notify the supervisory authority responsible for you until 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"> <li>• Women who work part-time,</li> <li>• women in marginal employment (mini-jobs),</li> <li>• women in fixed-term or probationary employment;</li> <li>• women undergoing vocational training and trainees,</li> <li>• Women with disabilities employed in a workshop for disabled people,</li> </ul>

## Modul

## Sachverhalt

- Women who work as volunteers within the meaning of the Youth Volunteer Service Act or the Federal Voluntary Service Act, and
- Women who work for a post as members of a spiritual cooperative, deaconesses or members of a similar community in a position or on the basis of a contract of assignment, even during the period of their extracurricular education there.

They should also provide information on the nature of the employment in the notification to the competent supervisory authority. This saves queries. In any case, you must provide the following:

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

To find out what other information is required, please contact your local regional council.

If you want 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 another report if your employee returns to work and breastfeeds.

Important Notes:

- You must not disclose the information about your employee's pregnancy and breastfeeding to third parties without authorisation (except for the persons in your company who are entrusted with the execution and implementation of protective measures).
- In addition to the duty to notify, you as an employer have other obligations, such as occupational health protection and benefits during and after pregnancy. If you do not comply with the maternity protection regulations, you may be punished. The supervisory authority will also advise you on maternity leave issues.

## Erforderliche Unterlagen

Modul	Sachverhalt
Voraussetzungen	<ul style="list-style-type: none"> <li>• Your employee has informed you that she is pregnant or breastfeeding.</li> </ul>
Kosten	
Verfahrensablauf	<p>The notification of the employment of a pregnant or breastfeeding woman must be made in writing or orally:</p> <ul style="list-style-type: none"> <li>• In Hesse, the registration form is available online. Download it and fill it out. However, you can also make the notification informal.</li> <li>• 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.</li> <li>• Send the notification to the regional council responsible for you</li> <li>• As a rule, you will not receive an acknowledgement of receipt.</li> </ul> <p>Note: If you want 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 legal possibilities, you must inform the supervisory authority.</p>
Bearbeitungsdauer	
Frist	<p>If your employee has informed you of her pregnancy, you must inform the responsible regional council immediately.</p>
weiterführende Informationen	
Hinweise	<p>The Maternity Protection Act does not apply to:</p> <ul style="list-style-type: none"> <li>• Independent</li> <li>• board members and managing directors of legal entities or companies (insofar as they are not primarily also employees),</li> <li>• Housewives as well as</li> <li>• State civil servants, judges and soldiers.</li> </ul>

Modul	Sachverhalt
Rechtsbehelf	
Kurztext	<ul style="list-style-type: none"> <li>• Notification of the employment of a pregnant or breastfeeding woman Receipt</li> <li>• Employment of pregnant or breastfeeding persons must be reported to the competent regional council.</li> <li>• Notification only possible after the employee has informed her pregnancy/breastfeeding (pregnant woman does not have to report pregnancy/breastfeeding)</li> <li>• unauthorized disclosure to third parties is punishable by law</li> <li>• Responsible: Regional Councils</li> </ul>
Ansprechpunkt	Please contact the responsible regional council
Zuständige Stelle	Responsibility lies with the relevant regional council.
Formulare	<p>Forms: no formal requirement</p> <p>Online procedure possible: yes</p> <p>Written form required: no</p> <p>Personal appearance required: no</p> <p><a href="https://portal-civ-hel.ekom21.de/civ-hel.public/start.html?oe=00.00.HE.HMSI.III.MUS&amp;mode=cc&amp;cc_key=Mutter-schutzanzeige">https://portal-civ-hel.ekom21.de/civ-hel.public/start.html?oe=00.00.HE.HMSI.III.MUS&amp;mode=cc&amp;cc_key=Mutter-schutzanzeige</a></p> <p><a href="https://portal-civ-hel.ekom21.de/civ-hel.public/start.html?oe=00.00.HE.HMSI.III.MUS&amp;mode=cc&amp;cc_key=Mutter-schutzanzeige">https://portal-civ-hel.ekom21.de/civ-hel.public/start.html?oe=00.00.HE.HMSI.III.MUS&amp;mode=cc&amp;cc_key=Mutter-schutzanzeige</a></p>
Ursprungsportal	Notification of employment of a pregnant or breastfeeding woman, Beschäftigung einer schwangeren oder stillenden Frau mitteilen