

Pursuant to Article 6, paragraph 2 of the Law on Health and Safety at Work („Official Gazette of RS“, No 101/05 and 91/15),

Minister of Labour, Employment, Veteran and Social Affairs and Minister of Health jointly adopt the following

**R U L E B O O K**  
**on measures for safe and health work of women employed during pregnancy, new mothers and employed nursing mothers**

Article 1

This Rulebook shall regulate the requirements which shall be met by an employer in terms of application of preventive measures with the aim to eliminate and minimize risks from damage of health of women employed during pregnancy, new mothers and employed nursing mothers.

Article 2

Terms used in this Rulebook shall have the following meaning:

- 1) woman employed during pregnancy – means a woman who provides the employer with the doctor’s certificate on her pregnancy;
- 2) new mother – means an employed woman whose childbirth occurred less than 12 months ago, who provides the employer with the doctor’s certificate on that;
- 3) employed nursing mother – means an employed mother of a nursed child who is under one year of age, who notifies the employer about that.

Article 3

Employer shall be obliged to perform a risk assessment, for all work positions in the working environment where there is a possibility of exposure to hazards, processes or working conditions referred to in the Review of hazards, processes and working conditions (Appendix 1), regarding safety or health and all impacts on pregnancy or nursing which might influence the employees referred to in Article 2 of this Rulebook, to assess the nature, degree and duration of the exposure, i.e. to adopt acts on risk assessment, for the purpose of defining the manner and measures for elimination or reduction of risks.

Review of hazards, processes and working conditions (Appendix 1) shall be printed together with this Rulebook and shall be its integral part.

Article 4

Employer shall be obliged to inform the employees referred to in Article 2 of this Rulebook on the adopted act on risk assessment referred to in Article 3 of this Rulebook, who might find themselves in the situation referred to in Article 2 of this Rulebook, and their representatives for health and safety at work, as well as on the measures to be taken to eliminate the risks.

Article 5

A woman employed during pregnancy shall not work on a work position where, according to the risk assessment it has been defined that there is a safety or health risk from exposure to hazards and working conditions stated in the Review of hazards and working conditions, point A (Appendix 2).

Employed woman nursing a child shall not work on a work position where, according to the risk assessment it has been defined that there is a safety or health risk from exposure to hazards and working conditions stated in the Review of hazards and working conditions, point B (Appendix 2).

Review of hazards and working conditions (Appendix 2) shall be printed together with this Rulebook and shall be its integral part.

Article 6

This Rulebook shall enter into force on the eight day from the day of its publication in the “Official Gazette of the Republic of Serbia”.

Number 110-00-00006/2016-01  
In Belgrade, December 13, 2016

MINISTER

Aleksandar Vulin, sgd.

Number 110-00-00465/2016-07  
In Belgrade, December 13, 2016

MINISTER

Ass. Dr Zlatibor Lončar, sgd.

## REVIEW OF HAZARDS, PROCESSES AND WORKING CONDITIONS

### A. Hazards

1) Physical hazards and physical efforts which might cause foetal lesions and/or might cause placental abruption, in particular due to:

- (1) exposure to hits, vibrations or movements;
- (2) manual handling of weight, in particular the weight which implies a risk from spinal injuries or illnesses;
- (3) exposure to the influence of a noise;
- (4) exposure to ionising radiation;
- (5) exposure to non-ionising radiation;
- (6) exposure to extreme cold or heat;
- (7) movement and posture of body, traveling in the course of work, mental and physical fatigue and other physical exertion related to the activities of the employee.

#### 2) Biological hazards

Biological hazards of risk groups 2, 3 and 4 in terms of the Rulebook on preventive measures for safe and healthy work when exposed to biological hazards, if it is known that such hazards or therapeutic measures, applied in case of damages caused by such hazards, impair health of women during pregnancy and expectant infant and if not still stated in Appendix 2 of this Rulebook:

(1) biological hazards of group 2 are hazards causing a disease in humans and can be dangerous for employees, small probability of influencing the environment, usually efficient measures of prophylaxis, i.e. treatment are available;

(2) biological hazards of group 3 are hazards causing a serious disease in humans and pose a serious danger to employees, probability of influencing the environment is present, but the efficient measures of prophylaxis, i.e. treatment are mostly available;

(3) biological hazard of group 4 are hazards causing a serious disease in humans and pose a serious danger to employees, there might be a high risk level of influencing the environment, efficient measures of prophylaxis, i.e. treatment are mostly unavailable.

#### 3) Dangerous chemical substances

Dangerous chemical substances, if they are known to threaten health of women during pregnancy and unborn baby, and if not still stated in Appendix 2 of this Rulebook:

(1) substances and mixtures which meet the classification criteria for one or more classes and categories of danger with one or more notifications on danger in line with the rules regulating classification, packing, labelling and advertising of chemicals and certain products in line with the UN Globally Harmonised System of Classification and Labelling, if not stated in Appendix 2 of this Rulebook:

- germ cell mutagenicity, category 1A, 1B or category 2 (H340, H341),
- carcinogenicity, category 1A, 1B or category 2 (H350, H350i, H351),
- reproductive toxicity, category 1A, 1B or category 2 or additional categories for consequences on nursing or in the course of nursing (H360, H360D, H360FD, H360Fd, H360Df, H361, H361d, H361fd, H362),
- specific target organ toxicity after a single exposure, category 1 or category 2 (H370, H371),

(2) substances and mixtures referred to in Appendix 1 of the Rulebook on preventive measures for safe and healthy work when exposed to carcinogens or mutagens,

- (3) mercury and mercury derivatives,
- (4) antimycotic drugs,
- (5) carbon monoxide,
- (6) dangerous chemical substances proved to be absorbed through skin.

**B. Processes**

- 1) Manufacturing of auramine,
- 2) Work involving exposure to polycyclic aromatic hydrocarbons present in soot, coal tar or stone coal tar,
- 3) Work involving exposure to dust, smoke and aerosols arising from ignition and electric processing of copper-nickel stone.
- 4) Manufacturing of isopropyl alcohol in the presence of strong acids.
- 5) Work involving exposure to hardwood dust.

**C. Working conditions**

Underground work in mines.

## REVIEW OF HAZARDS AND WORKING CONDITIONS

### A. Woman employed during pregnancy

#### 1) Hazards

##### (1) Physical hazards

Work in hyperbaric environments, e.g. chambers under pressure and diving.

##### (2) Biological hazards

- toxoplasma,
- rubella virus,

Unless the women employed during pregnancy are vaccinated and thus proved to be protected from those hazards in an adequate way,

##### (3) Dangerous chemical substances

Lead and lead derivatives, if those substances can be absorbed by human organism.

#### 2) Working conditions

Underground work in mines.

### B. Employed woman nursing a child

#### 1) Hazards

##### (1) Dangerous chemical substances

Lead and lead derivatives, if those substances can be absorbed by human organism

#### 2) Working conditions

Underground work in mines.