



Risk inventory (red = legal prohibition)	Hazardous for childwish?	Problem?	Advice / solution
Personal factors <i>problems with previous pregnancies, chronic disease, other</i>			Referral to company doctor when applicable!
Physical strain <i>limits for heavy work dependant on duration of pregnancy, static strain when doing computer work or standing for long periods of time, repeating movements, vibrations</i>			
Hazardous noise (> 80 dB(A) or peaks > 200 Pa) <i>Irritating noise can cause stress</i>			
Work stress <i>caused by work load, deadlines, nasty colleagues or others, noise</i>			
Emergency response ("BHV") activities <i>because of emotional stress, exposure to smoke, chemicals, use of compressed air</i>			
Extreme cold or hot areas <i>(e.g. coolers/freezers, greenhouses)</i>			
Hazardous substances, pay extra attention to (check label/MSDS: <i>Carcinogens (R40, R45, R49, R68, or H350, H351)</i> <i>Mutagens (R40, R46, or H340, H341)</i> <i>Reproduction toxins (R60 t/m R64, or H360, H361, H362)</i>	X		Aanvullende maatregelen naast werken in de zuurkast (bijv. PBM's, organisatorische oplossing)?
Biological agents <i>Specifically: rubella and toxoplasma</i> <i>Other bacteria, GMOs, virusses, fungi or parasites that may harm the unborn child</i>	X		
Ionising radiation <i>Radionuclides and X-ray equipment</i>	X		
Non-ionising radiation <i>high fields: ELF fiels, RF fiels</i>	X		
Magnetic fields > 0,5 mT <i>limit for pacemaker wearers</i>	X		
Ultrasonic vibrations/noise <i>due to hearing protection of the unborn child!</i>			



Rights of a pregnant employee:	Told?
Regular working hours and rest-breaks	
Visit midwife/gyneacologist within working hours	
Preventive medical consultation with company doctor (voluntarily, to cover personal risk factors)	
Pregnancy & maternity leave (refer to HRM department)	
Until 6 months after delivery:	
Extra rest-breaks are allowed (with a maximum of 1/8 of a normal working day)	
No compulsory overhours, nor night shifts	
A room to take rest should be available or appointed	
When nursing, until 9 months after delivery:	
Expressing milk or breastfeeding within working time (maximum of 1/4 of normal working day)	
A suitable, lockable room should be available for expressing milk	

Ask reception desk where this room is in your building!

Date:

Name/Autograph manager:

Name/Autograph employee: