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## SERBIA: RULEBOOK ON PREVENTIVE MEASURES FOR SAFE AND HEALTHY WORK FOR THE PREVENTION OF THE OCCURRENCE AND SPREAD OF THE INFECTIOUS DISEASE EPIDEMIC

*As the COVID-19 epidemic endangers safety and health at work, the Serbian authorities have prepared a regulation imposing obligations on both employers and employees to reduce the risk of transmitting the COVID-19 virus in the workplace.*

On 3 July 2020 the Serbian Ministry of Labour, Employment, Veterans and Social Affairs adopted a special rulebook prescribing measures that employers should apply to prevent the occurrence and spread of COVID-19 and other infectious diseases, and to mitigate workplace health and safety risks of employees and other persons found in the work environment during the epidemic.

The Rulebook on Preventive Measures for Safe and Healthy Work for the Prevention of the Occurrence and Spread of the Infectious Disease Epidemic ("**Rulebook**"), which entered into force on 11 July 2020, applies to all employers and work positions in the work environment, except "field work" and work from home.

The Rulebook requires employers to adopt a plan for the prevention of the occurrence and spread of infectious diseases ("**implementation plan**") by 10 August 2020 at the latest. The implementation plan is an integral part of a risk assessment act, and, as such, it must be adopted in accordance with the applicable regulations on workplace safety and health.

The implementation plan must contain:

- **measures and activities for the prevention of the occurrence of infectious diseases**, including enhanced hygiene, cleaning and disinfection of work and auxiliary premises; introduction of shift work; adoption of written instructions on preventive measures for employees; and development of instructions for safe and healthy work with business partners
- **measures and activities applicable in the event of an outbreak of the infectious disease among employees**, including cleaning and disinfection of contaminated areas; use of personal protective equipment; and strict control of movement and

contacts of employees from the organizational unit in which the infected employee resided

- **responsibility for and control of implementation of preventive measures and activities.**

In addition to assigning obligations and responsibilities to employers, the Rulebook also creates obligations for employees, including:

- Implementation of all preventive measures
- Purposeful and careful use of prescribed means and equipment for personal protection at work
- Obligation to inform the employer in case of suspicion that the employee him- or herself, other employers or family members suffer symptoms of the infectious disease
- Obligation to immediately inform the employer in accordance with his or her knowledge about any irregularities, harms, dangers or similar occurrences that could jeopardize safety and health at the workplace.

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