

Organic Law of Georgia on Occupational Health and Safety

Chapter I: General Provisions

Article 1: Purpose of the Law and Subject of Regulation

1. Purpose of this law is to define general principles of basic requirements and preventive measures that are related to occupational safety and health (OSH) at workplace, the existing and anticipated risks, prevention of accidents and occupational diseases, training, informing, and consulting of the employees, their equal engagement in the occupational health and safety protection issues.
2. This law regulates the rights, obligations and responsibilities of state bodies, employers, employees, and employee representatives, as well as other individuals in the workarea, who are related to the creation of safe and healthy work environment
3. This law regulates the issues related to the occupational safety and health of the employees and other persons in the work area, except for those cases, when the special law defines a higher standard of protection of safety and health of these persons.

Article 2. Scope of Application

1. This law shall apply, in the field of labour safety, to all areas of economic activity, including the labour relations as determined by the Organic Law the Labour Code and the law of Georgia on Civil Service. The Government of Georgia after consultation with social partners will determine priority areas of economic activity for implementation of this law, based on the risk assessments of all areas of economic activities undertaken by Supervisory Body, after consultation with the social partners. The rules of risk assessments are determined by the government's resolution.
2. This Law does not apply to:
 - a. The Ministry of Internal Affairs of Georgia, Ministry of Defense of Georgia, Special State Protection Service of Georgia, State Intelligence Service, Emergency Management Agency, State Security Service of Georgia, and the entities under these institutions, if these issues are regulated by the effective laws on the respective agency of The Ministry of Internal Affairs of Georgia, Ministry of Defense of Georgia, Special State Protection Service of Georgia,

State Intelligence Service, Emergency Management Agency, State Security Service of Georgia, and the entities under these institutions.

- b. The labour activities during the emergency and martial law.

Article 3: Definition of Terms

For the purposes of this law, these terms shall have the following meanings:

- a) **Employer** – an individual or a legal entity and/or the association of individuals specified in the organic law of Georgia “Labour Code”, for which a certain work is carried out on the basis of a labor agreement. For the purpose of this law the term also includes the public institutions defined by the ‘Law of Georgia on the Civil Service’.
- b) **Employee**– an individual specified in the organic law of Georgia “Labour Code”, who carries out certain work for an employer on the basis of a labor agreement. For the purpose of this law the term also includes the public institutions defined by the ‘Law of Georgia on the Civil Service’.
- c) **Other person** – person who performs work or activity with the employer’s permission or based on another agreement, *inter alia*, the providers, visitors, persons carrying out other industrial practice, etc.
- d) **Work area** – all the workplaces and related territories taken together, where the employee and other persons/s are present/move around for work-related purposes, and who directly or indirectly are under the control of an employer.
- e) **Workplace**– a specific place where the employee or other person directly carries out work related activity.
- f) **Occupational safety and health** – a system of protection of life, health and functional ability of employees and other persons, who are present at a work area, and which creates conditions for healthy and decent work, and consists of legal, socio-economic, organizational-technical, sanitary-hygiene, treatment-preventive, rehabilitation and other activities;
- g) **Prevention** – a system of measures and procedures that are carried out or planned by an employer in all the activity areas with the purpose of preventing or reducing the professional risks, industrial accidents, occupational diseases or other harm.

- h) **Representative of the Employees on occupational safety and health** – person who represents the interests of the specific enterprise employees regarding the OSH issues.
- i) **Occupational safety and health specialist** –person with relevant qualification who is appointed/invited by the employer, who in order to prevent the violation of the standards of the occupational safety and health, ensures implementation and management of occupational safety and healthmeasures.
- j) **Hazard**– characteristics of the industrial environment and operational methods process (machinery and devices, materials, substances, operational methods, existing environment or labor organization), which may cause harm to health, injury or other health problems of employee or other persons.
- k) **Risk** – likelihood of damage to health or other harm inflicted to the employee or other persons and the extent of anticipated consequences due to the factors influencing the industrial environment and working methods.
- l) **Hard Work** – working process, which reflects the pressure on the muscular-skeletal system and functional systems (cardio vascular, respiratory, etc.), which ensure its functioning and is characterized by physical dynamic pressure, load which needs to be lifted and moved, the whole amount of the stereotypical work movements, magnitude of statistical pressure, form of the working posture, level of the bending body, movement in thespace;
- m) **Harmful work** – industrial environment and/or working process, impact of which on the person in certain conditions (intensity, duration, etc.), can cause occupational disease, permanent or temporary inability to work, increase the frequency of somatic and infectious diseases, cause the health disruption for the descendants;
- n) **Hazardous work** – industrial environment and/or working process, which can become a reason for severe disease, sudden severe deterioration of health or death;
- o) **Increased hazard** –hazard which cannot be replaced by the less hazardous means;
- p) **Insignificant non-compliance** – non-compliance which can be redressed without interruption of the regular working process and which does not cause direct threat to the human live and/or health.
- q) **Significant non-compliance**– non-compliance, which should be redressed, but it is impossible to redress immediately and at the given moment does not represent risk to the live, but in the future if not redressed will create risk to the human life and/or health;

- r) **Critical non-compliance**—non-compliance, which creates a considerable threat to the human life and/or health and which has to be redressed immediately.
- s) **Harmful industrial factors** – factor of the industrial environment and working process, which under certain conditions (intensity, duration, etc.) can cause occupational disease, temporary or permanent inability to work;
- t) **Professional risk** –the probability of immediate and direct harm to the employee's or other person's s health, related to professional activity and industrial environment, considering the gravity of the impact;
- u) **Risk assessment** – the group of measures, which include the identification of hazards at work area and related to the working process, their analysis and assessment, also identification of the preventive measures and is based on the methodology recognized by the International Labour Organization.
- v) **Hazardous factors** – physical, chemical, biological or physiological factors that emerge at the industrial environment and the working process and that may threaten to life and health of an employee or other person, and cause an occupational disease or severe deterioration of health;
 - a. **Physical factors** – factor or aggregate factors of the industrial environment and work process, which can cause physical damage to the employee, with or without physical contact, or can cause severe disease, severe deterioration of health or death, considering the quantitative indicators and duration of the validity.
 - b. Chemical factors – chemicals and substances present in the work areas, which can harm the health of the person and/or life and can potentially cause temporary or permanent loss of ability to work;
 - c. Biological factors – pathogenic and non-pathogenic micro-organisms present in the industrial environment, which can cause damage to the person's health and/or life and can potentially cause temporary or permanent loss of ability to work.
- w) **Accident at work area**—an accident that took place during the working process or in connection to the working processes and that resulted in a health damage, limitation or loss of the ability to work, death or declaration as missing person of employee or other person.
- x) **Dangerous incident** –an identifiable condition (technical incident, fall from the height, explosion, fire, leak of hazardous substance, etc which may cause material loss and/or other undesirable consequences.
- y) **Occupational disease** – acute or chronic disease of employee, which develops by hazardous or dangerous factors, limits their professional activity for short or long period of time, and is defined by the Georgian legislation.
- z) **Individual protection gear** – technical and other means, which can be used individually for the purposes of reducing and preventing the impact of dangerous factors on the employees.

- aa) **Collective protection gear** – technical and engineering means, which are connected to the industrial environment and working process functionally and by construction and are designed to avoid or minimize hazardous factors;
- bb) **Supervisory body** – Service for the Inspection of the Occupational Safety Norms of the Ministry of the Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs (the Ministry).

ChapterII: General Obligations of the Employer

Article 4: Registration of the activities with the increased risk, heavy,hazardous and dangerous work

1. Every person, who according to the decree of the Government of Georgia is carrying out activities with the increased risk, heavy, hazardous and dangerous work, is obliged to registered the relevant activities according to the rules established by the Georgian legislation in the registry of economic activities, and inform LEPL National Agency of Public Registry under the Ministry of Justice, for the purpose of registering any change in the start/conduct/end and/or any change of the registered data for the purpose of including in the registry of economic activities.
2. Carrying out the activities with the increased risk, heavy, hazardous and dangerous work is prohibited without registering it in the registry of economic activities.
3. The rules of registration and conditions of the activities listed in the paragraph 1 of this article is defined by the decree of the Minister of Justice of Georgia.

Article 5: Obligations of the Employer

1. Employer, according to the size of the enterprise, number of employees, work conditions, degree, nature and structure of the threat and considering the relevant risks, within the limits of its competencies and responsibilities, is obliged to:
 - a. Abide by the regulations and rules established by the legislation of Georgia in the area of occupational safety and health;
 - b. Ensure that in the event of threat no damage is inflicted on the health and safety of the employees and other persons in the workplace;
 - c. Ensure that health and safety of employees and other persons present at the workplace do not face any threat because of chemical, physical and biological factors;

- d. Register the workplace accidents (other accidents), possible professional disease, dangerous incidents and in case of request, inform employee and/or representative of employees.
 - e. Ensure the registration, investigation and reporting of accidents and occupational diseases at the workplace, according to the Article 15 of this Law;
 - f. Regularly, according to the time frame set in the Georgian legislation:
 - i. Control and document the safety condition of technical equipment;
 - ii. Maintenance and cleaning of the individual protection gear, control their proper use and when necessary timely replacement;
 - g. Carry out in compliance with the Georgian legislation inspection, measurement and evaluation of such factors in the work environment as:
 - i. Physical factors (including temperature, humidity, speed of the air movement, heat emission; non-ionizing emissions; ionizing emission; industrial noise, ultrasound, infrasound, vibration, mostly phylogenous aerosols (dust), inadequate lighting, air (gas) ions);
 - ii. Chemical factors (including certain substances received as a result of chemical synthesis (antibiotics, vitamins, hormones, ferments, protein specimen) and/or those substances, which need the methods of chemical analysis for controlling and detecting them).
 - iii. Biological factors (including viruses, living cells and spores, pathogenic microorganisms, microorganisms in the medicines - producents)
2. According to the size of the enterprise, number of employees, work conditions, degree, nature and structure of the threat and considering the relevant risks, the employer is obliged to conduct training for the employees, and provide information in the language accessible to them about:
- a. The legal and other norms to ensure occupational safety and health, and the principles of safe work;
 - b. Working procedures, equipment, machinery and manual and instructions for the safe use and repair of work equipment;
 - c. Existing threat and risk, and measures of their control;
3. The employer should ensure the training mentioned in the paragraph 2 of this article is provided:
- a. At the moment of employment, before the start of the work;
 - b. When changing the job/reassigning the employee to new task;

- c. At the implementation of the new technological process and work methods, use of the new machinery and/or before the change in the production process;
 - d. Should be repeated according to the action plan provided by the employer or as needed.
- 4. The instructions, teaching and training described in the paragraphs 2 and 3 of this article should be conducted during the working hours and the days missed for the purpose of attending trainings should be considered acceptable and should be remunerated by the employer according to the working hours. The instructions, teaching and training is provided to the employees free of charge.
- 5. Considering the size of the enterprise and the nature of the work employer is obliged to provide the employees, representativeof the employees, occupational safety specialist and/or other relevant person present at work area, information concerning:
 - a. Professional risks and hazardous industrial factors, which are related to the workplace and their possible impact on the health of the employees, and also about the protection from their impact;
 - b. Risks, which can be faced by the employee and the evaluation of the results of the risks, including the measures implemented, including those for the occupational safety and health;
 - c. Emergency situations, evacuation plans and activities, which need to be carried out in the cases of increased danger, as well as those measures and procedures, which need to be followed in cases of accident and fire;
 - d. Prohibitions, which are related to the entry to the premises of the enterprise and being there, and carrying out the work, which constitutes risk for the life and/or health of the employee;
 - e. Prohibitions related to the specific works prescribed by the legislation of Georgia.
- 6. Employer should not employ a person younger than 18 years oldon the positions, which considering the nature and circumstances of the work, can cause harm to the health and safety of the minor. The list of such works will be decided by the Minister of the Internally Displaced Persons from the Occupied Territories, Labour, Health, and Social Affairs (the Minister) in consultation with the social partners.
- 7. Employer should not employ a pregnant woman or a woman who is breastfeeding on the positions which may be harmful for the health of a mother and a child and/or contains special risk.The list of such works will be decided by the Minister in consultation with the social partners.

8. If the employee/s of several enterprise work together, every employer is obliged in the process to:
 - a. Cooperate with each other on the protection of occupational health and safety and hygiene norms;
 - b. Ensure the coordination of their activities, according to the specifics of the work, with regards to the employee occupational health and safety risk prevention;
 - c. Exchange information about the risks of occupational safety and health with other employers;
 - d. Present information to the employees and/or their representatives about the occupational safety and health risks.
9. Employer is obliged to provide health insurance from the work accidents at own expense during the employment period. The requirement of this paragraph applies to the work places with the increased hazard, hard, hazardous and harmful working conditions. For the purposes of this law the rules and procedures of the insurance of accident is defined by the Ministerial administrative-legal act.
10. The employer is obliged to bear all costs related to the implementation of the occupational safety and sanitary hygiene activities in the work area.
11. In case the employer according the Article 7, paragraphs 2 and 4 appoints occupational safety specialist or outsources a person for the relevant service, this does not free the employer from obligations of this law.
12. Obligations of the employee related to the occupational safety do not influence the principle of the employer obligations.
13. The employer is freed of the obligations for the occupational accidents caused by the conditions which could not have been considered in advance or were beyond the control of the employer, or by the predictable conditions which could not have been avoided despite the relevant efforts of the employer. The burden of proof is on the employer.

Article 6: Prevention

1. Employer at every stage of the work in order to reduce and eliminate the risk to the occupational safety according to the size of the enterprise and the nature of the work should assess this risk, according to the rules set by the administrative-legal act of the Minister, revise the risk assessment document and take necessary steps based on the following general principles:
 - a. Make sure that the existing risks are avoided;

- b. Evaluate those risks and threats, which cannot be avoided;
 - c. Make sure that the risks are reduced, including the elimination of their sources;
 - d. Within its capacities, according to the specifics of the work, replace the risk factors with safe or less dangerous factors;
 - e. Elaborate a consistent policy of the preventive measures, which would consider the nature of the workplace and work process;
 - f. Based on the subparagraph 'e' of this paragraph and on the analysis of the risk factors, elaborate a written document, which should contain the measures aimed at reducing and eliminating risks against the health of the persons at the workplace and other persons, which should be carried out in the case of every type of work and at every level of enterprise management, also the time frame for their implementation, as well as the budget for their implementation.
 - g. Prioritize the collective protection measures over the individual protection measures, unless the Georgian legislation prescribes differently;
 - h. Conduct relevant training to the employees.
 - i. Ensure that the work is adapted to the employee, especially from the perspective of the arrangement of the work area, work equipment, and selection of work and enterprise methods, with the aim of easing the monotonous work and reducing the impact of the work on the health of the employee.
2. The employer is obliged to keep the risk assessment document according to the rules set by the administrative-legal act mentioned in the paragraph 1 of this article.
 3. Considering the nature of the enterprise, in order to ensure safe and healthy working conditions and prevent accidents and occupational diseases, the employer is obliged to:
 - a. Using the task division, in the written form, define the responsibilities and obligations of the relevant employees/other persons present at the work area, in the sphere of the work safety;
 - b. Allow access to high-risk work area and in dangerous zone only to those employees and workers/other persons present at the workplace, who have received special training and instruction;
 - c. Identify and register high-risk positions within the enterprise;
 - d. Ensure uninterrupted and proper functioning of protection and control systems and equipment that collect and neutralize hazardous substances;

- e. Provide all the necessary information and documentation to the supervisory body during their visit or investigation, and fulfill recommendations and instructions issued by the supervisory body;
- f. Equip the enterprise with respective collective protection measures;
- g. Equip the employees/other persons present at the workplace with necessary effective individual protection measures free of charge where necessary for protecting their life or health, and ensure they are clean and in proper technical operational mode;
- h. Ensure preventive and periodic medical check-up of the employees according to Georgian legislation;
- i. Restrict access to workplace to the employee who is under the influence of alcohol, drug or psychotropic substances, and with this purpose, designate a group of employees and/or other persons, based on internal regulations, who will be authorized to oversee this process, which also includes performing respective tests for the employee.

Article 7: Organization and management of occupational safety and health

1. According to the objectives of the occupational health and safety and paragraphs **e** and **f** of the article 6, the employer is obliged to designate one or more employees as an occupational safety specialist, or set up a unit with this purpose. Occupational safety specialist and the employee representative can be the same person.
2. The employer having less than 20 employees can personally fulfill professional duties of an occupational safety specialist provided that s/he has completed the programme accredited according to paragraph 6 of this article. In case of 20-100 employees, the employer is obliged to appoint at least one OSH specialist. In case the number of employees is over 100 the special OSH unit needs to be set up, but with no less than two OSH specialist.
3. Occupational safety specialist/unit should be equipped with the respective technical appliances and instruments; appropriate time should be dedicated to performing its duties to avoid the interruption of the production process. The aforementioned will be considered as work time and will be remunerated. OSH specialist should not be put in the worse condition than other employees in regards to occupational safety and health;

4. If the employer does not have a respective number of qualified employees considering the size of the enterprise, number of employees, working conditions, extent, nature and structure of hazard, and respective risks, the employer should invite specialists/organizations of the respective field.
5. The person responsible on the occupational safety should possess relevant professional experience and qualification (skills and technical habits, which is confirmed by the special document issues after the completion of the certified course according to the paragraph 6 of this article).
6. OSH specialist should have attended a relevant accredited programme for the OSH specialists at the relevant accredited institution. The volume of the programme, the rules and conditions of its implementation is defined by the administrative-legal act of the Minister.
7. Considering the nature of the enterprise and the number of the employees, the enterprise may have occupational physician. Occupational physician should possess a state certificate proving the right to conduct medical work in one of the following areas: ‘internal medicine’, ‘general practitioner’, ‘public health’, or ‘occupational pathology’

Article 8: First Aid, Fire Safety, Evacuation, Increased Threat

1. The employer is obliged to:
 - a) Take necessary measures for providing the first aid, fire safety and evacuation, keeping in mind the size of enterprise, field of activity and other conditions;
 - b) Carry out necessary and immediate communication with ambulance, emergency, fire and other specialized services;
2. The employer is obliged, either through the designated or invited OSH specialist or through special service, immediately inform all the employees/other persons present in the work area, who may or likely will face increased or imminent threat, about the prevention and evacuation measures, and the steps related to safety.
3. In case increased or imminent threat emerges, the employer should take all the relevant measures and issue an order on suspension of the work, so that the employees can leave the work area and move to a safe zone.

4. The employer does not have the right to request an employee other persons present in the work area continue working if as long as the increased or imminent threat is present.
5. Employees should not be put in the disadvantaged position for leaving work area and/or territory under the risk during the increased threat and should be protected from the negative consequences.
6. The employer shall ensure that every employee/other persons present in the work area, if s/he cannot approach an immediate supervisor, can take respective measures for protecting himself/herself or other persons in case of increased or imminent danger, in order to prevent consequences of such a danger.
7. Employers should not put employees in the disadvantaged positions for taking measures stipulated in the paragraph 6 of this article, other than the cases of employee's negligence.

Article 9: Consultations and Participation of Employees in the Issues on Occupational Safety and Health

1. Before taking decision the employer shall ensure participation of employee/s and/or their representative/s in resolving the issues about occupational safety and health, which implies:
 - a) Consultations with employees;
 - b) The right of an employee or representative of the employees to initiate proposals on occupational safety and health;
 - c) Balanced participation.
2. When initiating a new OSH system the employer is obliged to conduct consultations with the representative of the employees on OSH.
3. The employer is obliged to consult with the representative of the employees on OSH on the issues of the work process, work content or when planning such changes in the organization, which can impact the occupational safety of the employee.
4. With the purpose of conducting consultations, effective cooperation and communication between the employer and employees on occupational safety and health, the employees elect their representative on the issues of occupational safety and health, based on the recommendation of a respective trade union, if there is any.

The person can be elected and appointed an employee representative only in case of his/her consent.

5. In those enterprises and institutions, where there are 20 or more persons employed, the representatives of the employees in the OSH issues are elected by the employees for specific period of time, by the simple majority. The employer is obliged to assist the employees in holding the elections.
6. The employee representative is authorized to:
 - a. Represent the interests of employees to the employer, before the OSH specialist and supervisory bodies, concerning the OSH issues;
 - b. Inspect the working area and check adherence to OSH regulations at workplace so that does not interfere in the production process, and in case of identifying any violations, immediately inform the employer;
 - c. Request information from the employer, and the employer is obliged to provide such information, about the facts that affect maintaining occupational safety and health at working space and discuss them with the employer and employees;
 - d. Cooperate with the employer and submit proposals to him/her on improving the quality of safety and health at work area and eliminating/reducing increased threat;
 - e. Participate in the discussions organized by the employer, which deal with the safety and health at workplace, in the investigations that identify the causes of industrial injuries, occupational diseases and other incidents taken place during the working process;
 - f. Submit comments and proposals to the supervisory body and other competent bodies, when the latter inspect labor conditions in the employer's company.
 - g. Address relevant bodies, if the measures taken by the employer and allocated funds are not sufficient to ensure safe working conditions at the workplace.
7. The employer shall display the list of employee representatives at a visible place, specifying the respective work positions.
8. The representative of employees should not be fired nor put at disadvantaged position for carrying out his/her duties.

9. The employer is obliged to allocate at least 2 and no more than 5 hours a week to the representative/s of the employees in OSH and provide with the relevant equipment, so that they are able to carry out their duties.
10. The time for the representative/s of the employees to carry out their duties based on the size of the enterprise, working conditions and other circumstances is defined by the collective agreement or other written document.

Chapter III: Rights and Responsibilities of the Employees

Article 10: Rights of the Employee

1. Employee has a right to:
 - a. Discuss with the employer all OSH issues related to the work to be performed; also request the invitation of subject matter experts to such discussion, if needed and on the grounds of mutual agreement;
 - b. Get information from the employer about risk factors, risk assessment results, safety and health measures taken by the employer, results of medical investigations, and also about the recommendations and instructions of supervisory body.
 - c. Refuse performing the task or instruction assigned by the employer, which is against the law, or which due to the violation of safety and health rules may endanger the life and health of employee/s or other persons; leave the workplace or dangerous zone when there is a risk of imminent threat.
 - d. Based on the medical opinion, ask the employer to transfer him/her to another permanent or temporary workplace, or to alleviate working conditions, also to transfer to the day shift, if the night shift is harmful for the employee's health and if the employer has a relevant vacancy and the employee has relevant qualifications for the available vacancy.
 - e. In accordance with the legislation of Georgia, receive compensation for the harm inflicted at the work area, including for the harm inflicted as a result of occupational diseases.
 - f. Refer to the occupational safety specialist, supervisory body, employee representative, if the OSH rules are not duly observed within the working area.

2. Employee should not be disadvantaged compared to other employees or should not be fired for carrying out his/her duties as provided in the paragraph 1 of this article.

Article 11. Responsibilities of the Employee

1. Employee shall:

- a. Be guided by the instructions, legal norms and other rules related to the occupational safety and health and abide by the operational procedures established by the employer;
- b. Cooperate with the employer and employee representatives for creating and maintaining safe work environment, in accordance with the occupational safety and health rules;
- c. In the circumstances provided in point c of the paragraph 1 on the Article 10, immediately inform the employer about the circumstances, due to which s/he is refusing to carry out the contractual obligations.
- d. Perform work, operate and use work equipment, materials, hazardous substances and other appliances, in accordance with the employer's instructions and knowledge and qualification received while working;
- e. Operate the work equipment, for which special rules should be observed, and which is linked to increased risk, and perform work only in case if s/he possesses relevant certificate or permit, and only in case when the performance of such work has been tasked by the employer;
- f. Do not switch off, replace and remove safety and health equipment from the work machinery, instrument arbitrarily, and use them according to the instruction;
- g. Use individual protection measures and keep them in good working condition and return them to their storage area;
- h. Immediately inform the employer or his/her representative about any fault that may jeopardize occupational safety and health, or cause an accident at the workplace, harmful occurrence or any dangerous situation; within the frames of his/her capacity, participate in their elimination;
- i. Attend trainings and awareness meetings on occupational safety and health organized by the employer;
- j. Undergo preventive medical checks regarding the work for the performance of which such checks are necessary according to Georgian legislation;

- k. Follow the orders of the employer, occupational safety specialist, doctor and supervisory body regarding the issues on the adherence to OSH rules.
- l. Not be present at work under the influence of alcohol, drugs, toxic or psychotropic substances, and do not use them while performing a work;
- m. Respect prohibition of smoking tobacco in working area.
- n. Cooperate with the employer and/or the employee representatives in the field of OSH as long as necessary to perform the task or the requirement made by the supervisory body to ensure the protection of occupational safety at workplace;
- o. Cooperate with the employer and/or the employee representatives in the field of OSH until the employer is sure that the working environment and conditions do not constitute threat for the health and safety of employees;
- p. Ensure the protection of OSH within his/her capacities, as well as about the protection of health and safety of those persons, who were affected by their own action or inaction, according to his/her training and employer instructions.

Chapter IV: Rights and Responsibilities of other person/s at work area

Article 12: Rights of other person/s at work area

Other persons present at the work area are authorized:

- a. To request the information from the employer on OSH related issues at the workplace.
- b. To refuse to perform the work, task or instruction, which is against the law or due to the violations of OSH rules poses obvious and considerable threat to his/her own life or health, property or the environmental security or that of the third persons present at workplace; leave the workplace or the dangerous zone, when facing the real threats.
- c. According to the rules provided by the Georgian legislation, to receive compensation for the damage incurred during the workplace accident.
- d. Observe requirements and recommendations of the OSH specialist, supervisory body, workers' representative regarding the OSH issues.

Article 13: Responsibilities of other persons at the work area

Other persons present at the work area are responsible:

- a. To use instructions, legal norms and other rules related to the OSH protection and to follow the work procedures defined by employer;
- b. To follow the orders of employer, OSH specialist, doctor and supervisory body on the issues related to OSH at the enterprise and non-enterprise environment;
- c. To inform immediately the employer or his/her representative in case of applying the right specified in the Article 12 paragraph b;
- d. Not to be present at work under the influence of alcohol, drugs, toxic or psychotropic substances, and do not use them while performing a work;
- e. In case of a reasonable doubt, undergo a test as requested by the employer, to check whether s/he is under alcoholic, drug or psychotropic influence;
- f. To obey the smoking ban at the workplace.

Chapter V: Accidents and Occupational Diseasesat the Work Area

Article 14: Accidents at work area

Accidents at the work area are classified according to their results and the number of the injured persons during a single accident in the following way:

- a) Minor accident – light injury without losing the ability to work, or with inability to work for not more than 3 days;
- b) Accident of medium gravity - loss of work ability due to accident from three to 40 days;
- c) Severe accident – permanent loss of ability to work or severe health injury, or temporary inability to work for more than 40 calendar days;
- d) Fatal accident – the death of the employee or the third person as a result of accident or within a year since the accident at workplace;
- e) Mass accident – injury of 3 or more people due to accident, among them one severe accident or one fatal accident.

Article 15: Registration, investigation or reporting of the accidents and occupational diseases at work area

1. The employee is obliged to immediately inform the employer about any accident or incidents at work area that happened to him/her, if his/her health state allows doing so, or if s/he has witnessed such event. The employer should be notified about any dangerous incident and any industrial breakdown containing serious threat.

2. Base on the paragraph 1 of this article, the employer is responsible to:
 - a. Immediately take necessary measures to prevent further threat to life and health.
 - b. In the events indicated in the ‘c-e’ subparagraphs of the Article 14, protect the accident site and keep it intact until the arrival of competent investigative bodies, except the cases when it is necessary to take measures for protecting the life and health of a person, or for preventing a serious economic loss.

If the situation is changed at the accident scenewith the purpose of preventing a further potential threat to the life and health of person/s or a serious economic loss, the employer shall make a respective description of situation at work scene for facilitating the investigation of causes of such situation.
 - c. Notification about the accident at workplace should communicated within 24 hours from the occurrence of the accident to:
 - i. Respective trade union and representative of employees;
 - ii. Law enforcement agencies , in cases envisaged in the Article 14, if the facts indicate on the elements of crime in connection to the accident;
 - iii. To the supervisory body in the cases envisaged in the ‘b-e’ subparagraphs of the Article 14;
 - d. Record accidents and occupational diseases at workplace, which implies identification of the reasons of the accident/s together with the representatives of the respective bodies, OSH specialists and injured person/s, health condition permitting.
3. In case if the employee experienced industrial accident at another employer’s workplace, this employer is obliged to immediately inform the injured employee’s employer about the accident.
4. The employer shall keep evidence about medium gravity accidents, severe, fatal and massive accidents, which should contain data needed for describing the accident in case if later the consequences of accidents are found out at the work area, and take appropriate measures for preventing such cases.
5. Detailed procedures on evidence collection and preservation, also the accident registration rule, form, inquiry procedures, reporting procedure and timeframes are determined by the administrative-legal act of the Minister.

Chapter VI: National Policy on Occupational Safety and Health, and Public Supervisory Bodies

Article 16: National Policy on Occupational Safety and Health and Public Supervisory Bodies

1. The Government of Georgia defines the strategy in the field of occupational safety and health.
2. For the aims of this Law, the Ministry shall ensure:
 - a. Drafting the national strategy document in the area of occupational safety and health in cooperation with other ministries, institutions and social partners, its periodic update and implementation;
 - b. Development of the technical standing order by the Decree of the Government of Georgia with regards to the occupational safety and health;
 - b.a. Minimal requirements of health and safety when using the individual protection measures and work equipment;
 - b.b. Minimal requirements of health and safety when working with the equipment with monitors and temporary or mobile construction sites;
 - b.c. Minimum requirements for the installment of signs related to the occupational safety and health at work place;
 - b.d. Protection of the employees from the risks related with asbestos, carcinogens and mutagens, biological agents at work place;
 - b.e. Minimum requirements for protection of safety and health of the employee from the potential risks of physical agents (vibration, noise, electromagnetic field, artificial optical radiation);
 - b.f. Requirements for the protection of health and safety of employees working over and under the ground, in the industries extracting minerals through drilling;
 - b.g. Protection of the employees from the risks associated with the chemical, physical and biological agents, as well as chemical agents and chemical substances at workplace;
 - b.h. Minimum requirements for improving the health and safety of the employees under the potential risk of explosive environment;
 - b.i. Minimum requirements of protection of health and safety when manually lifting heavy weight;
 - b.j. Raising public awareness on the occupational health and safety, carrying out the research, when necessary supporting and organizing different trainings;

- b.k. Cooperation with those institutions, which are connected with the occupational safety and health;
 - b.l. Monitoring and control of the Georgian OSH legislation by the supervisory bodies;
 - b.m. Preparation of the annual report about the situation of occupational safety.
- 3. Tripartite Commission on Social Partnership, with the purpose of improving the occupational safety and health:
 - a. Provides recommendations and proposals to the Government of Georgia for drafting the national policy on the issues of occupational safety and health;
 - b. Discusses draft documents related to occupational safety and health at workplace, and develops relevant recommendations;
 - c. Carries out responsibilities defined by the Charter of the tripartite social partnership commission.
 - d. Periodically analyses effective implementation of this law by the supervisory body, including the adequacy of the administrative fine, with the condition that proportionality, consistency and restraining effect of the administrative fine is ensured.
- 3. The supervisory body controls implementation and use of the occupational safety rules, investigates accidents and occupational diseases at workplace and registers them according to the Georgian legislation. The functions, rights and responsibilities and structure of the supervisory body is defined by the charter of the supervisory body, according to the legislation of Georgia.
- 4. The supervisory body is authorized to inspect any work area liable to inspection without previous notice, at any hour of the day or night time, to carry out inspection of the work area, examination or test which is necessary to ensure the effective enforcement and application of the occupational safety norms. The rules and conditions of work area access and inspection are determined by the government's resolution.
- 5. The supervisory body is entitled to:
 - a. Interrogate the employer, employees, OSH specialist, employees' OSH representative on any matters concerning the enforcement and application of the occupational safety norms;
 - b. Require the production of any document which is necessary for the effective implementation by the supervisory body of the tasks laid out in this law, and to copy such documents or make extracts from them;

- c. Take photos and make video of the workplace, as well as obtaining samples of the substances and materials used at workplace for the future analysis, after informing the employer.

Chapter VII: Responsibility

Article 17: General basis of responsibility

1. The responsibility for violation of the OSH norms is defined by this law and other Georgian laws and by-laws, while the issues related to the administrative offence proceedings are also regulated by the Administrative Code of Georgia, unless this law does provides otherwise.
2. The decisions made by the supervisory body on the administrative violations considered in this chapter can be appealed in the court.
3. The form, rules of completion and submission of the record of the administrative violations considered in this chapter is defined by the administrative-legal act of the Minister.

Article 18: Types of administrative procedure for the violation of this law

1. The following administrative procedures can be used for the administrative misdemeanors considered in this chapter:
 - a. Warning;
 - b. Fine;
 - c. Suspension of the work process.
2. Administrative proceedings provided by the subparagraphs **a** and **b** of the paragraph 1 of this article used by the supervisory body is warning for the violations identified by the supervisory body to be corrected within the reasonable time.
3. The reasonable time provided for correcting the identified violation is defined by the supervisory body in consultation with the employer, OSH specialist, representative of employees on OSH and is included in the relevant transcript, signed by both parties;
4. After the expiry of the time defined by the subparagraphs **a** and **b** of the paragraph 1 of this article the supervisory body checks the offender and the document of the check is made. The document of the check will contain the factual conditions in the enterprise as per required conditions, in particular:
 - a. The instruction was fulfilled;
 - b. The instruction was not fulfilled;
5. If the violation is not redressed within the time indicated in the instruction, the supervisory body decides according to the subparagraph **b** of the paragraph 1 of this article to issue additional reasonable period for the implementation of the

administrative proceedings and redressing the violation. In addition to this, the supervisory body has a right to suspend work process in cases considered in the subparagraphc of the paragraph 12 of this article.

6. At the time of violation on the basis of the substantiated motion, the document of the check can be compiled before the expiry of the time indicated in the instruction. This should be reflected in the record of the check.
7. In the case indicated in the subparagraphb of the paragraph 4 of this article, relevant administrative proceeding can be used;
8. On the cases of administrative violations indicated in this law, the supervisory body issues relevant administrative-legal act, which is immediately transferred to the interested party.If the administrative-legal act cannot be handed over to the identified party, the following rules apply:
 - a. The administrative-legal act is sent by the post to the identified party to the registration address or the address of actual domicile;
 - b. If the administrative-legal act is not delivered to the identified party by the post, the administrative-legal act is returned to the sender and is marked accordingly;
 - c. The administrative-legal act is considered to be handed over if the offender refuses to accept the administrative-legal act when delivered for the second time by the post at the address of registration or actual domicile;
 - d. If the administrative-legal act is not handed over for the second time, the supervisory body ensures that it is published on the website.
9. Imposition of administrative fine does not release a person from the implementation of other regulations imposed by the legislation of Georgia.
10. In case the perpetrator does not pay the imposed fine within the established timeframe the supervisory body will impose further penalty in the amount equal to the double of the initial fine, whereas if the fine and/or additional penalty are not paid within 30 days, compulsory execution according to the law of Georgian on ‘Enforcement Proceedings’ will take place.
11. Payment of the fine does not release the person from paying the penalty.
12. Suspension of the work process happens according to the following rules:
 - a. In the cases of administrative violations considered by this law, where the suspension of the work process is considered as a penalty, the act is compiled by the supervisory body, whereas the decision about the suspension of the work is approved by the court according to the rules established by the administrative procedural code of Georgia.
 - b. The supervisory body, in case of discovery the critical incompatibility, is obliged to suspend ongoing work process in the specific area and/or place of workplace, if due to the violation of OSH norms the health and life of the employee of the third person is threatened and which should be redressed immediately.

- c. When using the penalty provided for in the subparagraphb of the 1st paragraph of the Article 18 in cases when the issues instruction/s are not implemented, supervisory body has a right to suspend a work process in the specific area of the workplace and/or whole workplace.
 - d. Supervisory body is obliged within issuingadministrative-legal act according to the subparagraphsa-c of this paragraph to present to the court motion about the proof of the suspension of work process. In case the motion is not presented within this period, the decision about the suspension of work process will be considered void, and the work process will be reinstated.
13. The decision about the suspension of the work process is valid until the redress of the relevant violation and decision by the supervisory body about reinstating the work process. After the redressing the violation the authorized person of the supervisory body is obliged on his/her own initiative or after the request of the interested party, cancel the decision of the suspension of work process within 24 hours.
14. In case the decision is not taken in the timeframe indicated in the paragraph 13 of this article, the decision about the suspension of the work process will be considered void.
15. In case if the authorized person of the supervisory body takes a negative decision about the resumption of the work process, this substantiateddecision should be provided to the interested party. Such a decision can be appealed at the court.
16. The court decides on the decision considered in the paragraph 15 of this article according to the rules provided in the administrative procedural code of Georgia, articles 21'61 and 21'62

Article 19: Carrying out hard work with increased risk, heavy, hazardous and dangerous workwithout the registration for these types of work

- 1. Carrying out hard work with increased risk, heavy, hazardous and dangerous work without the registration for these types of work or failure to inform the registry of the economic activity about any type of change to the registration will be fined in the amount of 1000 GEL.
- 2. Non-compliance with the instruction to redress the violation mentioned in the first paragraph of this article will be fined in the amount of 2000 GEL.
- 4. Payment of the fines considered by this article does not release the person from the obligation to register. Carrying out hard work with increased risk, heavy, hazardous and dangerous work without the registration for these types of work does not release the person from the responsibilities laid down in this law.

Article 20: Obstruction the work of the supervisory body

- 1. Obstructing the work will result in the following:
 - a. According to the previous calendar year a private person with income up to 100 000 GEL will be fined in the amount of 1000 GEL;
 - b. According to the previous calendar year a private person with income of 100

- 000 GEL or more will be fined in the amount of 2000 GEL;
- c. Person (except for the individuals) registered as payer of the VAT, who has carried out without interruption, during the previous 12 calendar months transactions taxable with VAT not exceeding 100 000 GEL will be fined in the amount of 2000;
 - d. Person (except for the individuals) registered as payer of the VAT, who has carried out without interruption, during the previous 12 calendar months transactions taxable with VAT exceeding 100 000 GEL, but not exceeding 500 000 GEL, will be fined in the amount of 5000 GEL;
 - e. Person (except for individuals) registered as payer of the VAT, who has carried out without interruption, during the previous 12 calendar months transactions taxable with VAT exceeding 500 000 GEL will be fined in the amount of 7000 GEL;
 - f. Person who is not registered as a payer of VAT (except for the individual), will be fined in the amount of 1000 GEL.
2. The violation stipulated in the paragraph 1 of this article committed again within one year from the imposition of the fine will result in doubling the fine for failing to fulfil the instructions.

Article 21: Noncompliance with the decision of the supervisory body about the suspension of the work

- 1. Noncompliance with the decision of the supervisory body about the suspension of the work will result in:
 - a. According to the previous calendar year a private person with income up to 100 000 GEL will be fined in the amount of 2000 GEL;
 - a. According to the previous calendar year a private person with income over 100 000 GEL will be fined in the amount of 4000 GEL;
 - b. Person (except for the individuals) registered as payer of the VAT, who has carried out without interruption, during the previous 12 calendar months transactions taxable with VAT not exceeding 100 000 GEL will be fined in the amount of 4000 GEL;
 - c. Person (except for the individuals) registered as payer of the VAT, who has carried out without interruption, during the previous 12 calendar months transactions taxable with VAT exceeding 100 000 GEL, but not exceeding 500 000 GEL, will be fined in the amount of 10 000 GEL;
 - d. Person (except for individuals) registered as payer of the VAT, who has carried out without interruption, during the previous 12 calendar months transactions taxable with VAT exceeding 500 000 GEL will be fined in the amount of 14 000 GEL;
- 2. Person who is not registered as a payer of VAT (except for the individual) will be

- fined in the amount of 2000 GEL;
3. The violation stipulated in the paragraph 1 of this article committed again within one year from the imposition of the fine will result in doubling the fine for failing to fulfil the relevant instructions.

Article 22 - Violation of the OSH norms established by the technical standing order/s approved by the Government of Georgia

1. Violation of the OSH norms established by the technical standing order/s approved by the Government of Georgia if there are no cases of significant non-compliance will result in issuing a warning;
2. Noncompliance by the perpetrator with the warning issued according to the paragraph 1 of this article will result in the following:
 - a. In case of insignificant noncompliance:
 1. According to the previous calendar year a private person with income up to 100 000 GEL will be fined in the amount of 100 GEL for every unfulfilled condition, but not more than 2000 GEL, according to the technical standing order approved by the government of Georgia;
 2. According to the previous calendar year a private person with income exceeding 100 000 GEL will be fined in the amount of 200 GEL for every unfulfilled condition, but not more than 4000 GEL, according to the technical standing order approved by the government of Georgia;
 3. Person (except for the individuals) registered as payer of the VAT, who has carried out without interruption, during the previous 12 calendar months transactions taxable with VAT not exceeding 100 000 GEL will be fined in the amount of 200 GEL for every unfulfilled condition, but not more than 4000 GEL, according to the technical standing order approved by the government of Georgia;
 4. Person (except for the individuals) registered as payer of the VAT, who has carried out without interruption, during the previous 12 calendar months transactions taxable with VAT above 100 000 GEL but not exceeding 500 000 GEL will be fined in the amount of 400 GEL for every unfulfilled condition, but not more than 6000 GEL, according to the technical standing order approved by the government of Georgia;
 5. Person (except for individuals) registered as payer of the VAT, who has carried out without interruption, during the previous 12 calendar months transactions taxable with VAT exceeding 500 000 GEL will be fined in the amount of 600 GEL for every unfulfilled condition but not more than 8000 GEL, according to the technical standing order approved by the government of Georgia;
 6. Person who is not registered as a payer of VAT (except for the

individual) will be fined in the amount of 100 GEL but not exceeding 2000 GEL for each violation of the conditions laid out in the technical standing order.

b. In case of significant noncomplinace:

1. According to the previous calendar year a private person with income up to 100 000 GEL will be fined in the amount of 400 GEL for every unfulfilled condition, but not more than 3000 GEL, according to the technical standing order approved by the government of Georgia;
 2. According to the previous calendar year a private person with income of 100 000 GEL or above will be fined in the amount of 800 GEL for every unfulfilled condition, but not more than 6000 GEL, according to the technical standing order approved by the government of Georgia;
 3. Person (except for individuals) registered as payer of the VAT, who has carried out without interruption, during the previous 12 calendar months transactions taxable with VAT not exceeding 100 000 GEL, for every unfulfilled condition, will be fined in the amount of 800 GEL but not more than 6000 GEL, according to the technical standing order approved by the government of Georgia;
 4. Person (except for individuals) registered as payer of the VAT, who has carried out without interruption, during the previous 12 calendar months transactions taxable with VAT exceeding 100 000 GEL, but not exceeding 500 000 GEL for every unfulfilled condition, will be fined in the amount of 900 GEL but not more than 10 000 GEL, according to the technical standing order approved by the government of Georgia;
 5. Person (except for individuals) registered as payer of the VAT, who has carried out without interruption, during the previous 12 calendar months transactions taxable with VAT is above 500 000 GEL for every unfulfilled condition, will be fined in the amount of 1000 GEL but not more than 14000 GEL, according to the technical standing order approved by the government of Georgia;
 6. Person, who is not registered as payer of the VAT, except for the physical person/individual – will be fined in the amount of 400 GEL, but not more than 3000 GEL for every unfulfilled condition according to the technical standing order approved by the government of Georgia;
3. The critical non-compliance in the OSH norms established by the technical standing order/s approved by the Government of Georgia will result in the suspension of the work process;
 4. If within the 2 years from issuing the fine according to the paragraph 3 of this article, the critical non-compliance is discovered again, the suspension of the work process will be accompanied by the fine:

- a. Individual with the income of up to 100 000 GEL in the previous calendar year will be fined in the amount of 10 000 GEL
 - b. Individual with the income above 100 000 GEL in the previous calendar year will be fined in the amount of 20 000 GEL
 - c. Person registered as paying VAT (except for the individual), who without interruption within the previous 12 months carried out transactions taxable with VAT not exceeding 100 000 GEL will be fined in the amount of 20 000 GEL;
 - d. Person registered as paying VAT (except for the individual), who without interruption within the previous 12 months carried out transactions taxable with VAT above 100 000 GEL but not exceeding 500 000 GEL will be fined in the amount of 30 000 GEL;
 - e. Person registered as paying VAT (except for the individual), who without interruption within the previous 12 months carried out transactions taxable with VAT above 500 000 GEL will be fined in the amount of 50 000 GEL;
 - f. The person who is not registered as payer of VAT, except for individual, will be fined in the amount of 10 000 GEL.
5. The violation stipulated in the paragraph 1 of this article committed again within one year from the imposition of the fine will result in doubling the fine for failing to fulfil the instructions.

Article 23: Violation of the provisions of this law

- 1. The violation of the obligations laid out in law, except for the cases provided in the paragraph 4 of this article, will result in warning;
- 2. The failure to fulfill the instruction by the perpetrator issued based on the warning stipulated in the paragraph 1 on this article will result in:
 - a. According to the previous calendar year a private person with income up to 100 000 GEL will be fined in the amount of 100 GEL for every unfulfilled requirement of this law, but not more than 2000 GEL;
 - b. According to the previous calendar year a private person with income above 100 000 GEL will be fined in the amount of 200 GEL for every unfulfilled requirement of this law, but not more than 4000 GEL;
 - c. Person registered as paying VAT (except for the individual), who without interruption within the previous 12 months carried out transactions taxable with VAT not exceeding 100 000 GEL will be fined in the amount of 200 GEL for every unfulfilled requirement of this law, but not more than 4000 GEL;
 - d. Person registered as paying VAT (except for the individual), who without interruption within the previous 12 months carried out transactions taxable with VAT above 100 000 GEL but not exceeding 500 000 GEL will be fined in the amount of 600 GEL for every unfulfilled requirement of this law, but

- not more than 10 000 GEL;
 - e. Person registered as paying VAT (except for the individual), who without interruption within the previous 12 months carried out transactions taxable with VAT is above GEL 500 000 will be fined in the amount of 1 000 GEL for every unfulfilled requirement of this law, but not more than 14 000 GEL;
 - f. The person who is not registered as payer of VAT, except for the individual, will be fined in the amount of 100 GEL for every unfulfilled requirement of this law, but not more than 2 000 GEL;
3. The violation stipulated in the paragraph 1 of this article committed again within one year from the imposition of the fine will result in doubling the fine for failing to fulfil the instructions.
 4. Failure of the employer to inform the supervisory body about the accidents of medium, severe gravity, fatal and massive accidents within 24 hours of the accident will result in the imposition of the relevant fines stipulated in the paragraph 2 of this article.

Chapter VIII: Transitional and Final Provisions

Article 24: Transitional Provisions

1. Until 01 September 2019 the Law applies to the increased risk, heavy, hazardous and dangerous work;
2. Until 01 September 2019 the term:
 - a. ‘employer’ shall mean an ‘individual or legal entity, or the association of individuals defined in the organic law ‘Labour Code of Georgia’, for which certain work is carried out on the basislabour agreement’
 - b. ‘employee’ shall mean an individual defined by the organic law ‘Labour Code of Georgia’ who carries out certain work for the employer on the basis oflabouragreement’.
3. Until 01 September 2019:
 - a. The provisions of the Article 3, paragraph 2 of the ‘Law on the Entrepreneurial Control’ does not apply to the inspection of the compliance to the working conditions by the supervisory body, if the inspection is carried out:
 - a.a. Selectively once within a calendar year;
 - a.b. Repeateadly (second time) within the reasonable interval of time;
 - a.c. In the work areas after the accident;
 - b. The list of the employers to be inspected selectively is not public;
 - c. The rules and conditions for the selective control is defined by the Government of Georgia.

Article 25: Normative acts to be adopted/published

1. The Government of Georgia:
 - a. Before 01 September 2019 shall:

- a.a. Approve the rules of risk assessment provided by the article 2 paragraph 1 of this law;
 - a.b. Issue administrative-legal act about the minimum requirements for health and security when working with the equipment with monitors, according to the Article 16, paragraph 2, subparagraph 'b.b'
 - a.c. Approve the rules and conditions of the entry into and inspection of the work area according to the article 16, paragraph 5 of this law;
 - a.d. Prepare and submit to the Parliament the regulatory legal act for the legal entity of the public law to carry out the supervision of the labour legislation and conditions.
- b. Before 01 September 2020 shall:
 - b.a. Issue administrative-legal act, according to the Article 16, paragraph 2, subparagraph 'b.a' of this law, about the minimum requirements of safety and health while using individual protection measures at workplace;
 - b.b. Issue administrative-legal act, according to the Article 16, paragraph 2, subparagraph 'b.c' about the minimum requirements when installing the signs related to occupational safety and health at the workplace;
 - c. Before 01 September 2021 shall:
 - c.a. Issue administrative-legal act, according to the article 16, paragraph 2, subparagraph 'b.a' about the minimum requirements of protection of safety and health when using work equipment at workplace;
 - c.b. Issue administrative-legal act, according to the article 16, paragraph 2, subparagraph 'b.b' about the minimum requirements of safety and health when working with temporary or mobile construction sites;
 - c.c. Issue administrative-legal act, according to the article 16, paragraph 2, subparagraph 'b.e' about the minimum requirements of safety and health of the employee from potential risks of physical (vibration) agents;
 - d. Before 01 September 2020 shall:
 - d.a. Issue administrative-legal act, according to the article 16, paragraph 2, subparagraph 'b.d' about the protection of the employees from the risks related with the impact of asbestos at work place;
 - d.b. Issue administrative-legal act, according to the article 16, paragraph 2, subparagraph 'b.e' about the minimum requirements of safety and health of the employee from risks associated with the physical agents (artificial optical radiation);
 - d.c. Issue administrative-legal act, according to the article 16, paragraph 2, subparagraph 'b.h' about the minimum requirements of improving safety and health conditions of the employees facing the risk of explosive environment;
 - d.d. Issue administrative-legal act, according to the article 16, paragraph 2, subparagraph 'b.i' about the minimum requirements of safety and health of the employee manually lifting heavy weight;

e. Before 01 September 2023 shall:

- e.a. Issue administrative-legal act, according to the article 16, paragraph 2, subparagraph 'b.d' about the minimum requirements for protecting employees from the risks of the carcinogens and mutagens, and biological agents at workplace;
- e.b. Issue administrative-legal act, according to the article 16, paragraph 2, subparagraph 'b.e' about the minimum requirements for protection of safety and health of the employee from the potential risks associated with the physical agents (electromagnetic field, noise);
- e.c. Issue administrative-legal act, according to the article 16, paragraph 2, subparagraph 'b.g' to protect the employees form the risks associated with the chemical, physical and biological agents at work place, as well as with the chemical agents and substances.
- e.d. Issue administrative-legal act, according to the article 16, paragraph 2, subparagraph 'b.f' about the protection of health and safety of employees working over and under the ground, also in the industries extracting minerals through drilling.

2. The Minister shall ensure that 01 September 2019 that the administrative-legal acts are issued according to the Article 5, paragraphs 6, 7 and 9 and Article 6 paragraph 1.

3. The by-laws issued/adopted according to the 'Law on the OSH' of 07 March 2018 maintain their legal force.

Article 26: Normative acts which are void

The Law on Occupational Safety and Health of 07 March 2018 shall become void (Legislative Herald of Georgia (www.matsne.gov.ge), 07/03/2018, registration number 270000000.05.001.018780)

Article 27: Entry of the Law into Force

- 1. This Law, except for the Article 2, paragraph 1, Paragraph 3, subparagraphs a and b, Article 16, paragraphs 5 and 6, shall enter into force from the moment of publication;
- 2. Article 2, paragraph 1, Paragraph 3, subparagraphs a and b, Article 16, paragraphs 5 and 6 shall enter into force from 01 September 2019.

President of Georgia

Salome Zurabishvili