

Organic Law of Georgia

On labor safety

Chapter I general provisions

Article 1. Purpose of the Law and Subject of Regulation

1. The purpose of this Law is to define the basic requirements and general principles of preventive measures related to occupational safety issues, existing and imminent dangers, prevention of accidents and occupational diseases, training of employees, providing information and advice to them, and occupational safety and health Equal participation of employees in protection issues.

2. This law regulates the rights, obligations and responsibilities of state bodies, employers, employees, employees' representatives and other persons in the workplace, which are related to the creation of a safe and healthy working environment.

3. This law regulates issues related to the protection of the life and health of employees and other persons in the workplace, unless another special law sets a higher standard of protection for the life and health of these persons.

Article 2. Scope of the Law

1. This Law applies to all areas of economic activity in the field of labor safety, including labor relations regulated by the Organic Law of Georgia "Labor Code of Georgia ([/ka/document/view/1155567#](#)) " and the Law of Georgia on Public Service . ([/ka/document/view/3031098#DOCUMENT:1;](#))For the purposes of enforcing this Law, the Government of Georgia, after consultation with the social partners, shall determine the priority areas of economic activity based on the risk assessment of all sectors of economic activity after consultation with the social partners. The rule of risk assessment shall be determined by a resolution of the Government of Georgia.

2. This law does not apply to:

A) the Ministry of Internal Affairs of Georgia, the Ministry of Defense of Georgia, the Special State Protection Service, the Georgian Intelligence Service, the State Security Service of Georgia and their subordinate agencies, if the issues provided by this Law are regulated by the Ministry of Internal Affairs, Ministry of Defense, Special State Protection Service, Special legislation in force in the systems of the Intelligence Service and the State Security Service of Georgia;

B) in case of state of emergency and martial law on labor activities, in accordance with the legislation of Georgia.

Article 3. Definition of terms

For the purposes of this Law, the terms used in it have the following meanings:

A) Employer - a natural or legal person provided for by the Organic Law of Georgia "Labor Code ([/ka/document/view/1155567#](#)) ", or an association of persons for whom certain work is performed on the basis of an employment contract, as well as a public institution defined by the Law of Georgia on Public Service ([/ka/document/view/3031098#DOCUMENT:1;](#));

B) Employee - a natural person provided for by the Organic Law of Georgia "Labor Code of Georgia ([/ka/document/view/1155567#](#)) " who performs certain work for an employer on the basis of an employment contract, as well as a civil servant defined by the Law of Georgia on Civil Service ; ([/ka/document/view/3031098#DOCUMENT:1;](#))

C) another person - a person who, with the permission of the employer or on the basis of another contract, performs work or carries out activities, as well as a supplier, a visitor, a person carrying out industrial / work practice, etc .;

D) Work space - a set of all workplaces and areas where the employee and another person are present / moving for business purposes and which are directly or indirectly controlled by the employer;

E) Workplace - a specific place where an employee and another person are directly engaged in labor activities;

F) Occupational safety - a system of protection of the life, health and functional capabilities of the employee and other persons in the workplace, which creates conditions for healthy and safe work and includes legal, socio-economic, organizational-technical, sanitary-hygienic, medical-preventive , Rehabilitation and other measures;

G) Prevention - a system of measures and procedures carried out by the employer or planned to be carried out by the employer in all areas of work to prevent or reduce damage to health due to occupational risks, accidents at work, occupational diseases or occupational activities;

H) Representative of employees in matters of occupational safety - a person who represents the interests of the employees of the relevant enterprise in matters of occupational safety,

- I) Occupational safety specialist - a person with relevant qualifications appointed / invited by the employer, who ensures the introduction and management of occupational safety measures in order to prevent violations of occupational safety norms;
- J) Hazard - characteristics of the production environment and work process (machinery, materials, substances, working methods, environmental conditions or labor organization) that may harm the health of the employee or another person, cause his illness or create other problems for his health;
- K) Risk - the degree of probability of damage to the health of the employee or another person due to the influence of the production environment and work process factors, taking into account the degree of severity of the relevant result;
- L) Hard work - a work process that mainly affects the musculoskeletal system and functional systems (cardiovascular, respiratory, etc.) that provide its activity, and is characterized by dynamic physical load, lifting and moving load, stereotype The total number of working movements, the magnitude of the static load, the shape of the working posture, the degree of inclination of the body and the movement in space;
- M) Harmful work - production environment and / or work process, the impact on which under certain conditions (intensity, duration, etc.) can lead to occupational disease, temporary or permanent decline in ability to work, increase the incidence of somatic and infectious diseases and impair the health of offspring;
- N) Dangerous work - the production environment and / or work process, which may lead to acute illness, sudden, sharp deterioration of human health or death;
- O) Increased risk - a threat that can not be replaced by other means with less risk;
- P) Non-substantial non-compliance - non-compliance, which can be corrected without stopping the normal work process and which does not pose a direct threat to human life and / or health;
- Q) Substantial inconsistency - inconsistency, the correction of which is obligatory, but immediately impossible, and which does not pose a threat to human life at the moment, although its non-correction poses a significant threat to human life and / or health;
- R) Critical non-compliance - non-compliance, which poses a significant threat to human life and / or health and which must be rectified immediately;
- S) Harmful production factors - factors of the production environment and work process, the impact of which on humans under certain conditions (intensity, duration, etc.) can lead to occupational disease, temporary or permanent decline in working capacity;
- T) Occupational risk - the degree of probability of direct and direct damage to the health of the employee or another person under the influence of the production environment and work process factors related to the professional activity, taking into account the degree of severity of the relevant result;
- U) Risk assessment - a set of measures based on the methodology recognized by the International Labor Organization and includes the identification, analysis, assessment and identification of preventive measures related to the work process in the workplace;
- V) Hazardous factors - physical, chemical, biological or physiological factors of the production environment and work process, which may endanger the life and health of an employee or another person and cause occupational disease or a sharp deterioration in health:
- KA) Physical factor - a factor of the production environment and the work process or a combination of factors that can cause physical harm to an employee with or without physical contact and which can cause acute illness, sudden, sharp deterioration or death depending on quantitative characteristics and duration of action. ;
- Kb) Chemical factor - chemical substances and substances present in the workplace, which may harm human life and / or health and cause temporary or permanent loss of ability to work;
- Cc) biological factor - pathogenic and non-pathogenic microorganisms present in the production environment, which can damage human life and / or health and cause temporary or permanent loss of ability to work;
- W) Workplace accident - an accident that occurred during the work process or in connection with the work process, which resulted in damage to the health of an employee or another person, limitation or loss of ability to work, death or recognition of him / her as missing;
- K) Dangerous accident - an identifiable condition (technical incident, falling from a height, explosion, fire, leakage of a harmful substance, etc.), which may cause material damage and / or other undesirable consequences;
- Y) Occupational disease - an acute or chronic illness of an employee, which develops under the influence of factors endangering the production environment and the work process, causes deterioration of his health condition and / or limitation of professional ability to work in the short or long term and is defined by Georgian legislation;
- Z) Personal protective equipment - technical and other means used individually to reduce or prevent the impact of hazardous factors on the employee;
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C) Collective protection means - a set of technical and engineering means, which are structurally and functionally related to the production environment and work process and are designed to prevent or reduce hazardous factors;

Z) Supervising body - a legal entity of public law subject to state control of the Ministry of Internally Displaced Persons from the Occupied Territories, Labor, Health and Social Affairs of Georgia (hereinafter - the Ministry) - Labor Inspection Service.

Organic Law of Georgia of September 29, 2020 №7179 - website, 05.10.2020. (/ka/document/view/5000932#DOCUMENT:1;)

Chapter II

General obligations of the employer

Article 4 - Registration of relevant activities for heavy, harmful and dangerous works with increased danger

1. Any person who carries out heavy, harmful and intimidating works with increased danger defined by the Resolution of the Government of Georgia shall be obliged to register the relevant activity in the Register of Economic Activities in accordance with the legislation of Georgia and any registered data related to the beginning, implementation or termination of this activity. In case of change, in order to make a change in the Register of Economic Activities, in accordance with the rules established by the legislation of Georgia, apply to the legal entity of public law operating in the field of governance of the Ministry of Justice of Georgia - the National Agency of Public Registry.

2. It is prohibited to carry out heavy, harmful and dangerous work without increased registration without registration in the Register of Economic Activities.

3. The rules and conditions for the registration of the activities provided for in paragraph 1 of this Article shall be determined by an order of the Minister of Justice of Georgia.

Article 5. Obligations of the employer

1. Considering the size of the enterprise, the number of employees, working conditions, quality of danger, nature and structure and relevant risks, the employer is obliged to ensure the safety of work in the workplace within the scope of its competence and responsibility:

A) comply with the legal norms and rules established by the legislation of Georgia in the field of labor safety;

B) take care that the safety and health of the employee and other persons in the workplace are not harmed;

C) ensure that physical, chemical and biological hazards do not endanger the safety and health of the employee and other persons in the workplace;

D) record accidents in the workplace, cases of occupational diseases and dangerous cases and, upon request, provide relevant information to the employee and / or employee representative;

E) ensure the registration, investigation and reporting of accidents and occupational diseases in the workplace in accordance with Article 15 of this Law;

F) on a regular basis, with the periodicity provided by the legislation of Georgia:

Va) check the safety status of the relevant technical equipment and document it;

Fb) ensure the maintenance and cleaning of personal protective equipment and other protective equipment, control their proper use and, if necessary, replace them in a timely manner;

G) periodically inspect, measure and evaluate the following factors of the production environment in accordance with the legislation of Georgia:

Ga) Physical factors (including temperature, humidity, air velocity, heat radiation, non-ionizing radiation, ionizing radiation, industrial noise, ultrasound, infrared, vibration, predominantly fibrogenic aerosols, dust, lighting) ;

Gb) chemical factors (including some substances of chemical nature obtained by chemical synthesis (antibiotics, vitamins, hormones, enzymes, protein preparations) and / or substances for the control of which chemical analysis and detection methods are used);

Gc) biological factors (including viruses, living cells and spores, pathogenic microorganisms, microorganisms in preparations - producers).

2. Taking into account the size of the enterprise, number of employees, working conditions, quality of danger, nature and structure and relevant risks, the employer is obliged to provide training and instruction for employees and provide them with information in a language they can understand:

A) legal and other norms and principles of safe labor to ensure labor safety;

B) instructions and manuals for safe use and repair of work procedures, machinery, work equipment and work equipment;

C) on emergency situations, evacuation measures and their implementation;

D) the existing threat and risk, as well as the measures taken to control them.

3. The employer shall provide the training provided for in paragraph 2 of this Article:

A) when hiring employees, before they start working;

B) when transferring employees to another job / changing jobs;

C) before the introduction of new technological processes and working methods, before the use of new machines and / or changes in the production process;

D) repeatedly, in accordance with the plan defined by him or as needed.

4. The training (instruction) provided for in paragraphs 2 and 3 of this Article shall be conducted during working hours. Missed days for training will be considered honorable and will be reimbursed by the employer in proportion to the hours worked. Training and instruction are provided to employees free of charge.

5. Taking into account the size of the enterprise and the specifics of the activity, the employer is obliged to provide the employees, the employee representative, the occupational safety specialist and / or other person in the workplace with information regarding:

A) occupational risks and harmful production factors related to the workplace and their possible impact on the health of employees, as well as mechanisms to protect themselves from them;

B) the risks that employees may face, and the assessment of the consequences of the risks, including the safety and preventive measures taken by the employer;

C) emergency situations, evacuation plans and measures to be taken in case of increased danger, as well as the measures and procedures to be taken in case of accident or fire;

D) prohibitions related to entering the enterprise, being there and performing work that endangers the life and / or health of the employee;

E) prohibitions established by the legislation of Georgia in connection with the performance of certain works.

6. An employer shall not employ a person under the age of 18 (a minor) in a job which, depending on the nature or circumstances of its performance, may endanger the health or safety of that person. The list of these works is determined by the Minister of Internally Displaced Persons from the Occupied Territories, Labor, Health and Social Affairs (hereinafter referred to as the Minister) in consultation with the social partners.

7. The employer should not employ pregnant and lactating women for work that is harmful to the health of the mother or child and / or poses a special risk. The list of these works is determined by the Minister in consultation with the social partners.

8. If the employees of several enterprises work together, each employer participating in the mentioned process is obliged to:

A) cooperate with other employers in matters of occupational safety, health and hygiene;

B) Based on the specifics of the work, ensure the coordination of the activities of the employers on the issues of occupational safety and prevention of occupational risks;

C) exchange information on occupational safety and occupational risks with another employer;

D) provide information on occupational safety and occupational risks to employees and / or employee representatives.

9. The employer is obliged to provide the employee with accident insurance during the period of work at his own expense. The requirements of this paragraph apply to high-risk, hazardous, and hazardous workplaces. The rules and procedures for accident insurance for the purposes of this Law shall be established by an administrative-legal act of the Minister.

10. The employer is obliged to cover all expenses related to occupational safety and sanitary-hygienic measures in the workplace.

11. If the employer appoints a labor safety specialist in accordance with paragraphs 2 and 4 of Article 7 of this Law or invites another authorized person (external service) to provide relevant services, this does not release the employer from the responsibilities provided by this Law.

12. Employee liabilities related to occupational safety issues do not affect the employer's liability principle.

13. The employer shall be released from liability if the accident at work is caused by circumstances which could not have been foreseen or which were not under the control of the employer, or by circumstances which could not have been avoided despite the employer's appropriate efforts. The burden of proving these circumstances rests with the employer.

Article 6. Prevention

1. In order to reduce or eliminate the risk of harm to health at all stages of work, the employer shall assess this risk in accordance with the rules established by the Minister's administrative-legal act, update the risk assessment document and take appropriate measures based on the following general principles:

A) take care to avoid existing risks;

B) assess the risks and dangers that are unavoidable;

- C) take care to reduce the threat, including the elimination of its source;
 - (D) replace hazardous factors with safe or less hazardous factors within its capabilities, taking into account the specifics of the work;
 - E) develop a policy of consistent preventive measures, which should take into account the peculiarities of the production environment and work process;
 - F) Based on the analysis of sub-paragraph e) of this paragraph and the risk factors, develop a written document, which should include measures to reduce or eliminate the risk of harm to the health of the employee and other persons in the workplace, which should be implemented in all activities and at all levels of management; Deadlines for implementation of these measures, implementers and funds required for implementation;
 - G) give preference to means of collective protection over means of individual protection, unless otherwise provided by the legislation of Georgia;
 - H) provide relevant training and instruction to employees;
 - I) ensure that the work is adapted to the employee, especially in terms of workplace arrangement, work equipment, selection of work and production methods, in order to alleviate monotonous work and reduce the impact of work on the employee's health.
2. The employer is obliged to keep the document on risk assessment in accordance with the rules established by the administrative-legal act provided for in paragraph 1 of this Article.
3. Based on the specifics of the enterprise and the risk assessment document, the employer is obliged to ensure safe and healthy working conditions and to prevent accidents and occupational diseases in the workplace.
- A) on the basis of the distribution of functions, determine in writing the obligations and responsibilities of the relevant employees in the field of labor safety and other persons in the workplace;
 - B) provide access to risky workplaces only to those employees and other persons in the workplace who have undergone relevant special training or instruction;
 - C) identify and register hazardous jobs;
 - D) ensure the continuous and proper functioning of protection and control systems, equipment for collection and neutralization of hazardous substances;
 - E) upon request, provide all necessary information and documents to the supervisory body and follow the instructions of this body;
 - F) equip the enterprise with appropriate means of collective protection;
 - G) provide the employee and other person in the workplace free of charge with the necessary effective personal protective equipment where it is necessary to protect their life or health, ensure the cleanliness and maintenance of personal protective equipment;
 - H) ensure that the employee conducts preliminary and periodic medical examinations in cases provided for by the legislation of Georgia;
 - I) not allow an employee at work and / or another person who is in a state of alcohol, drug or psychotropic intoxication, and for this purpose determine by internal regulatory norms a group of employees and / or other persons who will be authorized to supervise the process.

Article 7. Organization and management of labor safety

1. In order to organize the performance of the tasks set in the field of labor safety, in accordance with sub-paragraphs "e" and "f" of paragraph 1 of Article 6 of this Law, the employer is obliged to have one or more occupational safety specialists or to establish a labor safety service. In agreement with the employees, the occupational safety specialist and the employee representative may be the same person.
2. An employer who has 20 or fewer employees may personally perform the professional duties of an occupational safety specialist, provided that he / she has completed the accredited program provided for in paragraph 6 of this Article. If the employer has 20 to 100 employees, he is obliged to have at least 1 occupational safety specialist, and if there are 100 or more employees, the employer is obliged to create a labor safety service with at least 2 occupational safety specialists.
3. Occupational safety specialist / service should be equipped with appropriate technical means and tools. The appropriate time for the occupational safety specialist / service to perform its duties should be selected in such a way as not to interfere with the production process as much as possible. This time will be counted as working time and will be reimbursed. An occupational safety specialist should not be in a worse position than other employees in terms of occupational safety.
4. If the employer does not have an adequate number of occupational safety specialists, taking into account the size of the enterprise, the number of employees, working conditions, quality of danger, nature and structure and relevant risks, the employer is obliged to invite specialists / organizations in this field.

5. The person responsible for occupational safety must have relevant professional experience and qualifications (skills and technical skills, which are confirmed by the certificate of completion of the program in the accredited organization provided for in paragraph 6 of this Article).

6. An occupational safety specialist must have completed an occupational safety specialist program at an appropriate accredited organization. The scope, rules and conditions of this program are determined by an administrative-legal act of the Minister.

7. Depending on the specifics of the activity and the number of employees, the enterprise may have a production doctor. An industrial doctor must have a state certificate certifying the right to independent medical practice in one of the following specialties: "Internal Medicine", "Family Medicine", "Public Health", "Occupational Pathology".

Article 8. First aid, fire safety, evacuation, increased danger

1. The employer is obliged to:

A) take the necessary measures to ensure first aid, fire safety and evacuation, taking into account the size of the enterprise, field of activity and other conditions;

B) to carry out necessary and instant communication with the emergency, rescue, fire and other specialized services.

2. The employer is obliged to immediately and personally / and through an appointed / invited labor safety specialist or special service immediately inform all employees and other persons in the workplace who are threatened or may be threatened with increased danger, preventive and evacuation measures and safety measures.

3. In case of increased danger, the employer is obliged to take all appropriate measures and issue a work stoppage order so that employees and other persons in the workplace can leave the workplace to a safe zone.

4. The employer has no right to demand that the employee or other person in the workplace continue to work until there is an increased risk.

5. The employee should not be in an unfavorable situation due to his / her actions when leaving the workplace and / or the dangerous area in case of increased danger and should be protected from harmful consequences.

6. The employer should ensure that in the event of an increased risk, each employee / other person in the workplace who is unable to contact a direct supervisor has the opportunity to take appropriate action, including leaving the workplace, to protect his or her own or others' safety. Avoid the consequences of this threat.

7. The employer shall not place the employee in an unfavorable position due to the measures provided for in paragraph 6 of this Article, unless the employee has committed negligent and / or negligent actions.

Article 9. Consultations and participation of employees in labor safety issues

1. Before making a decision, the employer must ensure the participation of the employee and / or the employee's representative in matters of occupational safety, which includes:

A) consultations with employees;

B) the right of the employee or employee representative to initiate a proposal on labor safety;

C) balanced participation.

2. When initiating a new system of labor safety measures, the employer is obliged to consult with the employee's representative on labor safety issues.

3. When planning any change in the work process, work content or organization that may affect the employee's labor safety, the employer is required to consult with the employee safety representative.

4. Employees may select an employee safety representative from among employees for consultation, effective co-operation and communication between the employer and the employee. A person may be elected and appointed as an employee representative only with his / her consent.

5. In an enterprise / institution with 20 or more employees, the employee safety representative shall be elected for a term determined by the employees by a simple majority of votes. The employer is obliged to assist the employees in organizing the mentioned elections.

6. The employee representative is authorized to:

A) represent the interests of the employee with the employer, the occupational safety specialist and the supervisory body on occupational safety issues;

B) inspect the workplace and the observance of labor safety norms in the workplace so as not to interfere with the production process, and immediately inform the employer in case of violations;

C) request information from the employer about the facts that affect the safety of labor in the workplace (the employer, in turn, is obliged to provide this information), and discuss them with the employer and employees;

D) cooperate with the employer and submit proposals to him / her regarding the improvement of the quality of protection of labor safety in the workplace and the reduction / elimination of the increased risk;

E) Participate in discussions organized by the employer regarding workplace safety issues, as well as investigations to determine the causes of industrial injuries, occupational diseases and other cases during the work process;

F) submit remarks and proposals to the supervisory body while checking the observance of labor safety norms in the employer's enterprise by this body;

G) apply to the relevant agencies if the measures taken by the employer and the means allocated are not sufficient to ensure labor safety at work.

7. The employer is obliged to place a list of employees' representatives in a visible place, in which the relevant jobs are indicated.

8. It is inadmissible to dismiss an employee's representative and / or put him / her in an unfavorable position due to the exercise of his / her authority.

9. The employer is obliged to provide the employee safety representative with paid, at least 2 and not more than 5 hours per week and to provide him / her with the appropriate equipment so that he / she can exercise his / her authority.

10. Depending on the size of the enterprise, working conditions and other circumstances, the time of exercising his / her authority by the employee representative shall be determined by a collective agreement or other written document.

Chapter III

Employee rights and obligations

Article 10. Employee rights

1. The employee has the right to:

A) discuss with the employer all issues of labor safety related to the work to be performed and request the invitation of an expert in this field on the basis of mutual agreement;

B) receive information from the employer about the risk factors, the results of the risk assessment, the measures taken by the employer to ensure occupational safety, the results of medical examinations and the recommendations and instructions of the supervisory body;

C) to refuse to perform work, assignment or instruction that is contrary to the law or due to non-observance of labor safety norms poses an obvious and substantial threat to his or her life, health or property or to the safety of the natural environment; Leave the workplace or danger zone in case of danger;

D) on the basis of a medical report, request the employer to transfer to another permanent or temporary job or to alleviate working conditions, or to shift to a day shift if the night shift is detrimental to the employee's health and the employer has a vacancy and the employee meets the requirements;

E) to receive compensation for the damage caused in the workplace, including the damage caused by an occupational disease, in accordance with the rules established by the legislation of Georgia;

F) apply to a labor safety specialist, supervisory body, employee representative, if occupational safety norms are not properly observed.

2. It is inadmissible to dismiss an employee or to worsen his / her condition in comparison with other employees due to the exercise of the right provided for in paragraph 1 of this Article.

Article 11. Obligations of the employee

The employee is obliged to:

A) be guided by labor safety instructions, legal norms and other rules and obey the working procedures established by the employer;

B) cooperate with the employer and the employee representative to create and maintain a safe working environment in accordance with labor safety norms;

C) in the case provided for in sub-paragraph c) of paragraph 1 of Article 10 of this Law, immediately inform the employer about the circumstances due to which he refuses to fulfill the obligation under the employment contract;

D) perform work, manage and use work equipment, use materials, hazardous substances and other means in accordance with the instructions of the employer and the knowledge and qualifications acquired while working;

E) to manage the work equipment related to the increased danger defined by the special rules and to perform the work only if he has the relevant certificate, and only when the performance of this work has been instructed by the employer;

F) does not arbitrarily turn on, change or remove the safety and health protection devices or work equipment, apparatus, tools, equipment or equipment and use the said devices for their intended purpose;

- G) use personal protective equipment in accordance with the instructions and return it to the place intended for them;
- H) Immediately provide the employer or his / her representative with information about any defect that may endanger the safety of the workplace or cause an accident or hazard, as well as take part in its elimination as far as possible;
- I) attend trainings and information meetings on labor safety organized by the employer;
- J) undergo prophylactic medical examinations in connection with the work for the performance of which the mentioned examinations are necessary in accordance with the legislation of Georgia;
- K) follow the ordinances, instructions and recommendations of the employer, occupational safety specialist, industrial doctor and supervisory body on issues related to occupational safety;
- L) not to appear at work in a state of alcoholic, narcotic, toxic or psychotropic intoxication and not to consume substances causing such a state while performing the work;
- M) obey the prohibitions on the use of tobacco in the workplace;
- N) cooperate with the employer and / or the representative of the employees in the field of labor safety during the time necessary for the fulfillment of any task or the requirements of the supervisory body for the protection of the labor safety of the employees at the workplace;
- O) cooperate with the employer and / or the employee safety representative until the employer is satisfied that the working environment and working conditions do not endanger the safety and health of the employees;
- P) to the extent possible, in accordance with the training and instruction provided by the employer, to take care of their own safety and health, as well as the safety and health of the persons who have been harmed by their own actions or inaction.

Chapter IV

Rights and obligations of another person in the workplace

Article 12. Rights of another person in the workplace

Another person in the workplace has the right to:

- A) request information from the employer on issues related to occupational safety at work;
- B) refuse to perform work, assignment or instruction that is contrary to the law or due to non-observance of labor safety norms poses an obvious and substantial threat to his or her life, health or property or to the safety of the natural environment; Leave the workplace or danger zone in case of danger;
- C) to receive compensation for the damage caused as a result of an accident at work in accordance with the rules established by the legislation of Georgia;
- D) follow the instructions and recommendations of the employer, occupational safety specialist, industrial doctor and supervisory body on issues related to occupational safety.

Article 13. Obligations of another person in the workplace

The other person in the workplace is obliged to:

- A) be guided by instructions, legal norms and other rules related to the protection of labor safety and obey the working procedures established by the employer;
- B) comply with the ordinances of the employer, occupational safety specialist, industrial physician and supervisory body on issues related to the observance of labor safety norms in the industrial environment and non-industrial environment;
- C) immediately inform the employer or his / her representative about the exercise of the right provided for in Article 12 (b) of this Law;
- D) not to appear at work in a state of alcoholic, narcotic, toxic or psychotropic intoxication and not to consume substances causing such a state while performing the work;
- E) in case of reasonable suspicion, at the request of the employer, undergo an examination to determine whether he is in a state of alcoholic, drug or psychotropic intoxication;
- F) obey the prohibitions on the use of tobacco in the workplace.

Chapter V

Workplace accidents and occupational diseases

Article 14. Accident in the workplace

A workplace accident is classified according to its consequences and the number of people injured at one time, as follows:

- A) Mild accident - minor injury due to an accident without loss of ability to work or loss of ability to work for not more than 3 days;
- B) Moderate accident - injury due to accident with loss of ability to work from 3 days to 40 days;
- C) Severe accident - development of permanent incapacity for work due to an accident or severe damage to health and / or development of temporary incapacity for work for more than 40 calendar days;
- D) Fatal accident - death of a person (employee or other person) at work due to an accident or within 1 year after the accident;
- E) Mass Accident - Injury of 3 or more people due to an accident, including 1 serious accident or 1 fatal accident.

Article 15 - Registration, investigation and reporting of accidents and occupational diseases in the workplace

1. The employee is obliged to immediately inform the employer about an accident at work, which happened to another person and which was witnessed by the employee, or which happened to the employee, if the health condition allows it. The employer must also be notified of any accidents, hazards and harmful production factors.
2. Based on the first paragraph of this article, the employer is obliged to:
 - A) take immediate measures necessary to prevent further danger to the life and health of the person;
 - B) in the cases provided for in Article 14 (c) - (e) of this Law, protect the place of the accident at work and keep it unchanged until the arrival of the representatives of the competent investigative bodies, unless it is necessary to take measures to protect the life and health of the person or serious To prevent economic damage. If the situation at the workplace accident changes to avoid further danger to a person's life and health or to avoid serious economic damage, the employer should compile a relevant description of the workplace situation to facilitate an investigation into the causes of the condition;
 - C) to inform about the accident within 24 hours after the occurrence of the accident in the workplace:
 - Ca) the relevant employees' union (if any) and the employee representative;
 - Cb) law enforcement bodies - in the case provided for in Article 14 of this Law and when the facts related to the accident indicate signs of a crime;
 - Cc) the supervisory body - in the cases provided for in sub-paragraphs "b" - "e" of Article 14 of this Law;
 - D) to register accidents and occupational diseases in the workplace, which includes the representatives of the competent agencies, the occupational safety specialist and the injured employee, if his / her health condition allows it, to determine the cause of the relevant accident and occupational disease with joint participation.
3. If the accident happened to the employee in the workplace of another employer, this employer is obliged to immediately inform the employer of the injured employee about the accident.
4. The employer is obliged to keep evidence of moderate, severe, fatal and mass accidents, which should contain the data that will be needed to describe the relevant accident if the consequences of the accident at work are revealed later, and to take appropriate measures to prevent such accidents. .
5. Detailed procedures for the collection and storage of evidence, as well as the procedure and form of registration of accidents and occupational diseases, investigation procedures, reporting procedure and deadlines shall be determined by an administrative-legal act of the Minister.

Chapter VI

State Strategy in the Field of Occupational Safety and State Supervision Agencies

Article 16. State Strategy in the Field of Occupational Safety and Competent Agencies

1. The state strategy in the field of labor safety is determined by the Government of Georgia.
2. For the purposes of this Law, the Ministry shall provide:
 - A) Development of a document defining the state strategy in the field of occupational safety in cooperation with other ministries, institutions and social partners, its periodic updating and its implementation;
 - B) to develop the following technical regulations on labor safety issues to be adopted by a resolution of the Government of Georgia:
 - Ba) Minimum safety and health requirements for the use of personal protective equipment and work equipment in the workplace;
 - Bb) Minimum safety and health requirements when working with monitored installations and at temporary or mobile construction sites;
 - Bc) Minimum requirements for the placement of safety and / or health-related signs in the workplace;
 - Bd) protection of employees from risks related to exposure to asbestos, carcinogens, mutagens and biological agents in the workplace;

- B.e) Minimum safety and health requirements for the placement of employees in the workplace (physical effects of vibration, noise, electromagnetic field, artificial optical radiation);
- Bf) safety and health requirements for workers in the surface and underground, as well as in the mineral extraction industries;
- Bg) protection of employees from risks caused by exposure to chemical, physical and biological agents in the workplace, as well as risks related to chemical agents and chemical substances;
- Bh) minimum requirements for improving the safety and health of employees at potential risk due to an explosive atmosphere;
- Bi) Minimum safety and health requirements when lifting cargo;
- C) Raising public awareness on occupational safety issues, conducting research, organizing / promoting various trainings if necessary;
- D) Cooperation with institutions whose activities are related to labor safety issues;
- E) control and monitoring of the observance of the legislation of Georgia in the field of labor safety by the supervisory bodies;
- F) preparation of annual reports on the state of occupational safety.
3. Tripartite Social Partnership Commission to improve the situation of labor safety:
- A) develop proposals and recommendations on state policies and programs in the field of occupational safety;
- B) review draft documents related to occupational safety issues at the workplace and develop relevant recommendations;
- C) periodically analyzes the effective enforcement of this Law by the supervisory body, including the adequacy of the administrative penalty - the amount of the fine, provided that the proportionality, consistency and deterrent effect of the administrative penalty are ensured;
- D) exercises other powers defined by the statute of the Tripartite Social Partnership Commission.
4. The supervisory body supervises the enforcement and application of labor safety norms, investigates cases of accidents and occupational diseases in the workplace and registers them in accordance with the rules established by the legislation of Georgia. The functions, rights and duties and structure of the supervisory body shall be determined by the statute of the supervisory body in accordance with the legislation of Georgia.
5. The supervisory body is authorized to inspect any work space subject to inspection without prior notice, to inspect, inspect and inspect the work space at any time of the day or night, which is necessary to ensure the effective enforcement and application of labor safety norms. The rules and conditions for entering and inspecting the work space shall be established by a resolution of the Government of Georgia.
6. The supervisory body is authorized to:
- A) interview the employer, employees, occupational safety specialist, employee safety representative on any issues related to the implementation and application of occupational safety norms;
- B) request the transfer of any document that is necessary for the supervisory body to effectively exercise the powers provided for in this Law, as well as to make a copy of the document or to make an extract;
- C) inform the employer to take photos and videos of the workplace, as well as to take a sample of a substance or material used in the workplace for its further analysis.

Chapter VII

Responsibility

Article 17. General Grounds for Liability

1. Liability for violation of labor safety norms is defined by this Law and other legislative and sub-legislative normative acts of Georgia, and issues related to the administration of administrative offenses are also regulated by the Code of Administrative Offenses of Georgia, unless otherwise provided by this Law.
2. The decision made by the supervisory body on the case of administrative violation provided for in this Chapter shall be appealed in accordance with the rules established by the legislation of Georgia.
3. The form of the administrative violation report provided for in this Chapter, the procedure for its completion and submission shall be determined by an administrative-legal act of the Minister.

Article 18. Administrative penalties for violation of this law

1. The following administrative penalties may be applied for committing an administrative offense provided for in this Chapter:
 - A) warning;
 - B) fine;
-

C) suspension of the work process.

2. When applying the administrative penalty provided for in subparagraph "a" or "b" of paragraph 1 of this Article, the supervisory body shall issue an instruction on the correction of the detected violation within a reasonable time established by the supervisory body.

3. The reasonable time limit for correcting the detected violation shall be determined by the supervisory body in consultation with the employer, the occupational safety specialist and the employee safety representative, and shall be noted in the relevant protocol, which shall be signed by both parties.

4. The supervisory body shall inspect the offender after the expiration of the period established by the reference issued on the basis of sub-paragraph "a" or "b" of paragraph 1 of this Article, about which an inspection report shall be drawn up. The inspection report shall indicate the actual condition of the enterprise with respect to the reference conditions, namely:

A) the instruction has been fulfilled;

B) The reference was not followed.

5. In case of non-correction of the violation within the time limit set by the instruction issued to correct the violation, the supervisory body shall make a decision on applying the administrative penalty provided for in subparagraph (b) of paragraph 1 of this Article and giving the offender an additional reasonable period to comply with the issued instruction. In addition, the supervisory body has the right to suspend the work process in the case provided for in sub-paragraph c) of paragraph 12 of this Article.

6. When committing an administrative offense, on the basis of a substantiated motion of the offender, an inspection report may be drawn up before the expiration of the term established by the instruction of the supervisory body. This fact should be noted in the inspection report.

7. In the case provided for in sub-paragraph "b" of paragraph 4 of this Article, the relevant administrative penalty shall be applied.

8. In case of committing an administrative violation provided by this Law, the supervisory body shall issue a relevant administrative-legal act, which shall be immediately transmitted to the interested party. If it is not possible for the party indicated in the administrative violation report to submit the administrative violation report in person, the following rule applies:

A) the administrative violation report is sent by mail to the party indicated in the protocol of administrative violation according to the place of registration / actual location;

B) If the offender has not received the administrative offense report according to the place of registration / actual location, the administrative offense report shall be returned to its sender and it shall be duly marked;

C) an administrative violation report is considered delivered if the relevant authorized person at the offender's registration / actual location address repeatedly refuses to accept the administrative violation report by mail;

D) In case of repeated non-submission of the administrative violation report by mail, the supervisory body shall ensure that the administrative violation report is published publicly on the official website.

9. Imposition of an administrative penalty does not release a person from fulfilling the requirements provided by the legislation of Georgia.

10. In case of non-payment of the imposed fine within the established period, the supervisory body shall impose a fine in the amount of double the said fine, and in case of non-payment of the fine and / or non-payment of the fine within 30 days after the imposition of the fine ([/ka/document/view/18442#](#)) .

11. Payment of a fine does not release a person from paying interest.

12. The work process will be suspended as follows:

A) the protocol of the administrative violation envisaged by this Law, for which the suspension of the work process is defined as an administrative penalty, shall be drawn up by the supervisory body, and the decision of the supervisory body on the suspension of the work process shall be approved by the court in accordance with the Administrative Code of Georgia;

B) In case of critical non-compliance, the supervisory body is obliged to suspend the current specific work process on a specific section (s) of the workspace or the relevant workplace (s), if the safety and labor safety norms endanger the life and / or health of the employee or third party. Its immediate correction is mandatory;

C) in case of non-compliance with the instruction issued during the application of the administrative penalty provided for in subparagraph (b) of paragraph 1 of this Article, the supervisory body has the right to suspend the work process on a specific section (s) of the workspace or relevant workplace (s);

D) The supervisory body is obliged to submit a motion to the court to approve the suspension of the work process within 24 hours after the issuance of the administrative-legal act provided for in sub-paragraphs "a" - "c" of this paragraph. In case of non-submission of the petition within the mentioned period, the decision to suspend the work process will be considered revoked, and the work process will be resumed.

13. The decision to suspend the work process is valid until the relevant violation is corrected and the decision of the supervisory body on the resumption of the work process is made. After the correction of the violation, the authorized person of the supervisory body is obliged to cancel the decision on the suspension of the working process taken by the supervisory body within 24 hours on his / her own initiative or upon the request of the interested person.

14. In case of failure to make a decision within the period specified in paragraph 13 of this Article, the decision to suspend the work process shall be considered revoked.

15. If the authorized person of the supervisory body makes a decision to refuse to resume the work process, his / her reasoned decision should be immediately delivered / sent to the interested party. The decision is being appealed in court.

16. In case of an appeal against the decision provided for in paragraph 15 of this Article, the court shall consider the case in accordance with the rules established by Articles 21⁶¹ and 21⁶² of the Administrative Procedure Code of Georgia.

Article 19 - Carrying out heavy, harmful and dangerous works with increased danger without registration of these activities

1. Carrying out heavy, harmful and dangerous works with increased risk without registering this activity or not submitting any change of registered data related to this activity to the Register of Economic Activities -

Will result in a fine of GEL 1,000.

2. Failure to comply with the instruction issued by the offender on the basis of the offense provided for in paragraph 1 of this article -

Will result in a fine of GEL 2,000.

3. Payment of the fine provided for in this Article shall not release the person from the obligation to register the activity.

4. Carrying out heavy, harmful and dangerous works without increased danger without registration does not release a person from the responsibility provided by this law.

Article 20. Obstruction of the activities of the supervisory body

1. Obstruction of the activities of the supervisory body during the exercise of the powers provided for by this Law, the Organic Law of Georgia, the Labor Code of Georgia and the Law of Georgia on Labor Inspection - ([/ka/document/view/5003057#DOCUMENT:1;](#))

Will cause:

A) a fine of GEL 1,000 for a natural person with an income of up to GEL 100,000 according to the previous calendar year;

B) a fine of GEL 100,000 or a natural person with an income of more than GEL 100,000 according to the previous calendar year in the amount of GEL 2,000;

C) a person registered as a VAT payer (except for a natural person) whose total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months does not exceed GEL 100,000, a fine in the amount of GEL 2,000;

D) a person registered as a VAT payer (except for a natural person), whose total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months exceeds GEL 100,000, but does not exceed GEL 500,000, a fine in the amount of GEL 5,000;

E) a person registered as a VAT payer (except for a natural person) whose total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months exceeds GEL 500,000, a fine in the amount of GEL 7,000;

F) a fine of GEL 1,000 for any other employer, including a person who is not registered as a VAT payer (other than a natural person).

2. Repeating the same action within 1 calendar year after the imposition of an administrative penalty for the violation provided for in paragraph 1 of this Article -

Will result in a fine of twice the amount of the fine for non-compliance.

Organic Law of Georgia of September 29, 2020 №7179 - website, 05.10.2020. ([/ka/document/view/5000932#DOCUMENT:1;](#))

Article 21. Non-compliance with the decision of the supervisory body on the suspension of the work process

1. Non-compliance with the decision of the supervisory body on the suspension of the work process -

Will cause:

A) a fine of GEL 2,000 for a natural person with an income of up to GEL 100,000 according to the previous calendar year;

B) a fine of GEL 4,000 or a natural person with an income of GEL 100,000 or more according to the previous calendar year;

~~C) a person registered as a VAT payer (except for a natural person) whose total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months does not exceed GEL 100,000, a fine in the amount of GEL 4,000;~~

D) a person registered as a VAT payer (except for a natural person), whose total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months exceeds GEL 100,000, but does not exceed GEL 500,000, a fine in the amount of GEL 10,000;

E) a person registered as a VAT payer (except for a natural person) whose total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months exceeds GEL 500,000, a fine in the amount of GEL 14,000;

F) a fine of GEL 2,000 for any other employer, including a person who is not registered as a VAT payer (other than a natural person).

2. Repeating the same action within 1 calendar year after the imposition of an administrative penalty for the violation provided for in paragraph 1 of this Article -

Will result in a fine of twice the amount of the fine for non-compliance.

Organic Law of Georgia of September 29, 2020 №7179 - website, 05.10.2020. (/ka/document/view/5000932#DOCUMENT:1:)

Article 22 - Violation of labor safety norms defined by the technical regulations (regulations) approved by the Government of Georgia

Violation of labor safety norms defined by the technical regulations (regulations) approved by the Government of Georgia, if there is no critical non-compliance in the enterprise, -

Will cause a warning.

2. Failure to comply with the instruction issued by the offender on the basis of the warning provided for in paragraph 1 of this Article:

A) in case of non-substantial non-compliance will cause:

Aa) a fine of a natural person with an income of up to GEL 100,000 in the previous calendar year in the amount of GEL 100, but not more than GEL 2,000, for non-compliance with each condition specified in the technical regulation approved by the relevant Government of Georgia;

Ab) a fine of GEL 100,000 or more according to the previous calendar year in the amount of GEL 200, but not more than GEL 4,000, for non-compliance with each condition specified in the technical regulation approved by the relevant Government of Georgia;

Ac) a person registered as a VAT payer (except a natural person) by whom the total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months does not exceed GEL 100,000, a fine in the amount of GEL 200, but not more than GEL 4,000; For non-compliance with each of the conditions specified in the technical regulations approved by the relevant Government of Georgia;

A.d) a person registered as a VAT payer (other than a natural person) by whom the total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months exceeds GEL 100,000, but does not exceed GEL 500,000, a fine in the amount of GEL 400; But not more than GEL 6,000 for each condition specified in the technical regulation approved by the relevant Government of Georgia;

Ae) a person registered as a VAT payer (other than a natural person) by whom the total amount of VAT taxable transactions performed during the previous 12 consecutive calendar months exceeds GEL 500,000, a fine in the amount of GEL 600, but not more than GEL 8,000, respectively For non-compliance with each of the conditions specified in the technical regulation approved by the Government of Georgia;

Av) any other employer, including a person who is not registered as a VAT payer (other than a natural person), shall be fined in the amount of GEL 100, but not more than GEL 2,000, for non-compliance with each condition specified in the technical regulation approved by the relevant Government of Georgia. ;

B) in case of substantial non-compliance will cause:

Ba) a natural person with an income of up to GEL 100,000 in the previous calendar year in the amount of GEL 400, but not more than GEL 3,000, for non-compliance with each of the conditions specified in the technical regulation approved by the relevant Government of Georgia;

Bb) a fine of GEL 100,000 or more according to the previous calendar year in the amount of GEL 800, but not more than GEL 6,000, for non-compliance with each of the conditions specified in the technical regulation approved by the relevant Government of Georgia;

Bc) a person registered as a VAT payer (except a natural person) by whom the total amount of VAT taxable transactions performed during the previous 12 consecutive calendar months does not exceed GEL 100,000, a fine in the amount of GEL 800, but not more than GEL 6,000; For non-compliance with each of the conditions specified in the technical regulations approved by the relevant Government of Georgia;

Bd) a person registered as a VAT payer (except a natural person) by whom the total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months exceeds GEL 100,000, but does not exceed GEL 500,000, a fine in the amount of GEL 900; But not more than GEL 10,000 for non-compliance with each condition specified in the technical regulation approved by the relevant Government of Georgia;

B.e) a person registered as a VAT payer (other than a natural person) by whom the total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months exceeds GEL 500,000, a fine in the amount of GEL 1,000 but not more than GEL 14,000; For non-compliance with each of the conditions specified in the technical regulations approved by the relevant Government of Georgia;

Bf) any other employer, including a person who is not registered as a VAT payer (other than a natural person), shall be fined in the amount of GEL 400, but not more than GEL 3,000, for non-compliance with each condition specified in the technical regulation approved by the relevant Government of Georgia. .

3. Critical non-compliance with the observance of labor safety norms defined by the technical regulations (regulations) approved by the Government of Georgia -

Will cause the work process to stop.

4. Detection of critical non-compliance within 2 calendar years after the imposition of an administrative penalty for the violation provided for in paragraph 3 of this Article -

Will cause the work process to stop and:

A) a fine of 10,000 GEL for a natural person with an income of up to GEL 100,000 according to the previous calendar year;

B) a fine of GEL 20,000 for an individual with an income of GEL 100,000 or more according to the previous calendar year;

C) a person registered as a VAT payer (except for a natural person) whose total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months does not exceed GEL 100,000, a fine in the amount of GEL 20,000;

D) a person registered as a VAT payer (except for a natural person), whose total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months exceeds GEL 100,000, but does not exceed GEL 500,000, a fine in the amount of GEL 30,000;

E) a person registered as a VAT payer (except a natural person) whose total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months exceeds GEL 500,000, a fine in the amount of GEL 50,000;

F) a fine of GEL 10,000 for any other employer, including a person who is not registered as a VAT payer (other than a natural person).

5. Repeating the same action within 1 calendar year after the imposition of an administrative penalty for the violation provided for in paragraph 1 of this Article -

Will result in a fine of twice the amount of the fine for non-compliance.

Organic Law of Georgia of September 29, 2020 №7179 - website, 05.10.2020. (/ka/document/view/5000932#DOCUMENT:1;)

Article 23. Violation of the requirements provided by this Law

Violation of the requirements provided by this Law, except for the case provided for in paragraph 4 of this Article, -

Will cause a warning.

2. Failure to comply with the instruction issued by the offender on the basis of the warning provided for in paragraph 1 of this Article -

Will cause:

A) a fine of 100 GEL for a natural person with an income of up to 100,000 GEL according to the previous calendar year, but not more than 2,000 GEL for non-compliance with each of the requirements provided by this Law;

B) a fine of GEL 100,000 or more according to the previous calendar year in the amount of GEL 200, but not more than GEL 4,000, for non-compliance with each requirement provided by this Law;

C) a person registered as a VAT payer (except a natural person), whose total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months does not exceed GEL 100,000, a fine in the amount of GEL 200, but not more than GEL 4,000 under this Law For non-compliance with each requirement provided;

D) a person registered as a VAT payer (except for a natural person), whose total amount of VAT taxable transactions carried out during the previous 12 consecutive calendar months exceeds GEL 100,000, but does not exceed GEL 500,000, a fine in the amount of GEL 600, but not more than GEL 10,000 for non-compliance with each requirement provided by this Law;

E) a person registered as a VAT payer (except for a natural person), whose total amount of VAT taxable transactions performed during the previous 12 consecutive calendar months exceeds GEL 500,000, a fine in the amount of GEL 1,000, but not more than GEL 14,000 under this Law For non-compliance with each requirement provided;

F) a fine of GEL 100, but not more than GEL 2,000, for any other employer, including a person who is not registered as a VAT payer (other than a natural person), for non-compliance with each requirement provided by this Law.

3. To repeat the same action within 1 calendar year after the imposition of an administrative penalty for the violation provided for in paragraph 1 of this Article -

Will result in a fine of twice the amount of the fine for non-compliance.

4. Failure of the employer to report the relevant accident to the supervisory body within 24 hours after the occurrence of a moderate, severe, fatal or mass accident shall result in the imposition of the relevant administrative penalty provided for in paragraph 2 of this Article.

Organic Law of Georgia of September 29, 2020 №7179 - website, 05.10.2020. (/ka/document/view/5000932#DOCUMENT:1;)

Chapter VIII

Transitional and Final Provisions

Article 24. Transitional Provisions

1. Until September 1, 2019, this law applies to heavy, harmful and dangerous works with increased danger.

2. Until September 1, 2019:

A) the term “employer” used in this Law refers to a natural or legal person provided for by the Organic Law of Georgia, the Labor Code of Georgia (/ka/document/view/1155567#) , or an association of persons for whom certain work is performed on the basis of an employment contract;

B) the term “employee” used in this Law refers to a natural person provided for by the Organic Law of Georgia “Labor Code (/ka/document/view/#) ” of Georgia, who performs certain work for an employer on the basis of an employment contract.

3. Until September 1, 2019:

A) The requirements of Article 3, Paragraph 2 of the Law of Georgia on Control of Entrepreneurial Activities (/ka/document/view/15364#part_6) shall not apply to the inspection by the supervisory body of the observance of labor safety norms , if the inspection is carried out:

Aa) selectively controlled once during a calendar year;

Ab) within a reasonable time for re-inspection;

Ac) in the event of an accident at work;

B) the list of employers subject to selective control is not public information;

C) The rules and conditions of selective control shall be determined by the Government of Georgia.

Article 25. Normative acts to be adopted / issued

1. The Government of Georgia:

A) Provide: by September 1, 2019:

Aa) approval of the risk assessment rule provided for in the first paragraph of Article 2 of this Law;

Ab) to adopt an administrative-legal act on the minimum requirements for safety and health protection while working with the monitoring equipment provided for in sub-paragraph “bb” of paragraph 2 of Article 16 of this Law;

Ac) approval of the rules and conditions for entering and inspecting the work space provided for in paragraph 5 of Article 16 of this Law;

A.d) prepare a draft legislative act regulating the activities of a legal entity of public law regulating the supervision of labor legislation and conditions and submit it to the Parliament of Georgia;

B) By September 1, 2020, ensure:

Ba) to adopt an administrative-legal act on the minimum requirements for safety and health at the workplace provided for in the use of individual means of protection in the workplace provided for in Article 16, paragraph 2, sub-paragraph “ba”;

Bb) to adopt an administrative-legal act on the minimum requirements to be established for the placement of safety and / or health-related signs at the workplace provided for in Article 16, paragraph 2, sub-paragraph “bc” of this Law;

~~C) By September 1, 2021, ensure:~~

Ca) to adopt an administrative-legal act on the minimum safety and health requirements for the use of work equipment in the workplace provided for in Article 16, paragraph 2, sub-paragraph “ba” of this Law;

Cb) Adoption of an administrative-legal act on the minimum safety and health requirements for temporary or mobile construction sites provided for in Article 16, paragraph 2, sub-paragraph “bb” of this Law;

Cc) to adopt an administrative-legal act on the minimum safety and health requirements for placing employees at a potential risk caused by the physical agent (vibration) provided for in Article 16 (2) (b) of this Law;

D) provide until September 1, 2022:

Da) to adopt an administrative-legal act on the protection of employees from the risks related to asbestos exposure in the workplace provided for in Article 16, paragraph 2, sub-paragraph “bd” of this Law;

Db) to adopt an administrative-legal act on the minimum safety and health requirements for placing employees at the potential risk posed by the physical agent (artificial optical radiation) provided for in Article 16 (2) (b) of this Law;

Dc) to adopt an administrative-legal act on the minimum requirements to be established in order to improve the safety and health of employees at potential risk due to the explosive atmosphere provided for in Article 16 (2) (b) of this Law;

Dd) to adopt an administrative-legal act on the minimum requirements for safety and health care when lifting the cargo provided for in Article 16, paragraph 2, sub-paragraph “bi”;

E) by September 1, 2023 provide:

Ea) Adoption of an administrative-legal act on protection of employees from risks related to exposure to carcinogens, mutagens and biological agents in the workplace provided for in Article 16 (2) (bd) of this Law;

E.b) to adopt an administrative-legal act on the minimum safety and health requirements for placing employees at a potential risk caused by physical agents (noise, electromagnetic field) provided for in Article 16 (2) (b) of this Law;

E.c) to adopt an administrative-legal act on protection of employees from the risks caused by the impact of chemical, physical and biological agents, as well as the risks related to chemical agents and chemical substances in the workplace provided for in Article 16, paragraph 2, sub-paragraph “bg”;

E.d) Adoption of an administrative-legal act on the safety and health requirements of employees in the mineral extraction industries, as provided for in Article 16, paragraph 2, sub-paragraph “bv” of this Law, as well as through drilling.

2. The Minister shall ensure the issuance of administrative-legal acts provided for in Article 5, Paragraphs 6, 7 and 9 and Article 6, Paragraph 1 of this Law by September 1, 2019.

3. By-laws adopted / issued on the basis of the Law of Georgia on Labor Safety of March 7, 2018 shall retain their legal force. ([/ka/document/view/4103880#DOCUMENT:1;](#))

Article 26. Repealed normative act

The Law of Georgia on Labor Safety of ([/ka/document/view/4103880#DOCUMENT:1;](#)) March 7, 2018 (Legislative Herald of Georgia (www.matsne.gov.ge), 21.03.2018, registration code: 270000000.05.001.018780) shall be declared invalid .

Article 27. Enactment of the Law

1. This Law, except for the first paragraph of Article 2 of this Law, Article 3 (a) and (b) and Article 16 (5) and (6) of this Law, shall enter into force upon its publication.

2. The first paragraph of Article 2 of this Law, sub-paragraphs “a” and “b” of Article 3 and paragraphs 5 and 6 of Article 16 shall enter into force from September 1, 2019.

the president of Georgia

Salome Zurabishvili

Tbilisi,

19 February 2019

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1. 29/09/2020 - Organic Law of Georgia - 7179-I - Website, 05/10/2020 ([/ka/document/view/5000932](#))