

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

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

R U L E B O O K

on preventive measures for safe and healthy work of youth

Article 1

This Rulebook shall regulate the requirements which shall be met by an employer in terms of application of preventive measures with the aim to eliminate and minimize risks from damage of health of youth at work, in particular regarding their spiritual and physical development.

Article 2

This Rulebook shall apply to the youth employed at an employer, as well as youth performing work at an employer on any grounds.

Youth, in terms of this Rulebook, shall be a person not younger than 15, and not older than 18 years of age.

Article 3

Employer shall be obliged to perform a risk assessment for injuries and damage of health for all work positions in the working environment, where the youth perform work, prior to the beginning of performing work, as well as, the employer shall be obliged to perform a partial amendment to the risk assessment acts in case of changes of work performance, or in case some new dangers and harms occur, by taking care of the following:

- 1) adjustment and organisation of work at the workplace;
- 2) nature, degree and duration of exposure to physical, biological and chemical hazards;
- 3) manner, volume and use of work equipment, machines, devices and tools, and the manner of their use;
- 4) definition of relevant work processes and operation and manner in which they are combined (work organisation);
- 5) level of training for safe and health work and written instructions for the youth.

If in the process of risk assessment, a safety risk or risk to physical or mental health or development of the youth is identified, the employer shall be obliged to ensure financial resources for monitoring of health condition of the youth performed in the manner, according to the procedures and within the deadlines as the previous and periodical medical examinations of employees at workplaces with an increased risk.

Article 4

Employer shall be obliged to ensure that employed youth, their legal representatives – parents or guardians are informed, in writing, about the results of the risk assessment at the workplace and about the measures for elimination of risks, in order to increase health and safety at work.

Article 5

Employer shall be obliged to ensure work to the youth at the workplace and in the working environment where measures for health and safe work are performed, taking care particularly of specific risks for youth.

Employer shall be obliged to ensure that the youth are protected from all specific risks to their safety and health and development which are consequences of their lack of experience, awareness on possible risks or facts that the youth are not fully mature.

Specific risks for youth, which might occur in the course of performing work at the workplace in the working environment, include the following:

1) exposure to hazards (physical, biological and chemical) referred to in part I of Review of Hazards, Processes and Works;

2) processes and works referred to in part II of Review of Hazards, Processes and Works.

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

Article 6

It shall be prohibited to employ the youth at workplaces in the working environment where the performed work:

1) objectively exceeds their physical or mental abilities;

2) involves harmful exposure to hazardous materials which can be poisonous, cancerous, causing hereditary genetic damages or damaging foetus or has any other chronic effects on human development;

3) involves harmful exposure to radiation;

4) involves risk from injuries which can be assumed that the youth could not recognise or avoid due to their insufficient attention paid to safety or due to a lack of experience or skills;

5) contains risk to health due to extreme cold or heat or noise or vibration.

Article 7

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

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In Belgrade, December 8, 2016

MINISTER

Aleksandar Vulin sgd.

Number 110-00-00429/2016-07
In Belgrade, December 8, 2016

MINISTER

ASS. Dr Zlatibor Lončar, sgd.

Review of Hazards, Processes and Works

I. Hazards

- 1) Physical hazards
 - (1) ionising radiation,
 - (2) work at high atmospheric pressure (e.g. in vessels under pressure, diving).
- 2) Biological hazards
 - (1) Biological hazards of risk groups 3 and 4 in terms of the Rulebook on preventive measures for safe and healthy work when exposed to biological hazards.
- 3) Chemical hazards
 - (1) substances and mixtures meeting the classification criteria in line with the rules regulating classification, packaging, labelling and advertising of chemicals and certain products in line with the UN Globally Harmonised System of Classification and Labelling of Chemicals into one or more following hazard classes and categories with one or more notification about danger:
 - acute toxicity category 1, 2 or 3 (H300, H310, H330, H301, H311, H331),
 - corrosive damage to skin, category 1A, 1B or 1C (H314),
 - flammable gases, category 1 or 2 (H220, H221),
 - flammable aerosols, category 1 (H222),
 - flammable liquids, category 1 or 2 (H224, H225),
 - explosives, category of “unstable explosives” or explosives of subclasses 1.1, 1.2, 1.3, 1.4, 1.5, (H200, H201, H202, H203, H204, H205),
 - self-reactive substances and mixtures of type A, B, C or D (H240, H241, H242),
 - organic peroxides of type A or B (H240, H241),
 - specific target organ toxicity after a single exposure, category 1 or 2 (H370, H371),
 - specific target organ toxicity after a repeated exposure, category 1 or 2 (H372, H373),
 - sensitization of respiratory organs, category 1, 1A or 1B (H334),
 - sensitization of skin, category 1, 1A or 1B (H317),
 - carcinogenicity, category 1A, 1B or 2 (H350, H350i, H351),
 - germ cell mutagenicity, category 1A, 1B or 2 (H340, H341),
 - reproductive toxicity, category 1A or 1B (H360, H360F, H360FD, H360Fd, H360D, H360Df).
 - 4) Substances and mixtures defined by the Rulebook on preventive measures for healthy and safe work when exposed to carcinogens and mutagens;
 - 5) lead and its derivatives, if those substances can be absorbed by human organism;
 - 6) asbestos.

II. Processes and works

- 1) processes at work referred to in Appendix 1 of the Rulebook on preventive measures for healthy and safe work when exposed to carcinogens or mutagens;
- 2) manufacturing and handling of devices, pyrotechnic substances or other objects containing explosives;
- 3) work with wild and venomous animals;
- 4) industrial slaughter of animals;
- 5) work which includes handling of equipment for manufacturing, storing, or application of compressed, liquefied or dissolved gases;
- 6) work with barrels, tanks, reservoirs, or bottles containing chemicals referred to in point 3) part I of this Appendix;
- 7) work involving risk of collapse;
- 8) work involving danger from a high electrical voltage, and
- 9) work which pace is defined by machines and which involves performance-related payment.