

THE LAW
ON PROTECTION AT WORK

PART ONE - BASIC PROVISIONS

Article 1.

(Subject of Law)

(1) This law regulates the rights, obligations and responsibilities of employers and workers in connection with the implementation and improvement of the safety and health protection of workers at work, as well as the general principles of prevention, and the system of safety and health protection rules at work, the application of which achieves prevention of injuries at work, occupational diseases and other illnesses related to work, as well as protection of the working environment and other issues related to safety and health protection at work.

(2) Special protection is prescribed for the purpose of preserving the mental and physical development of young people, protecting women from risks that could endanger the realization of motherhood, protecting persons with disabilities and occupationally ill persons from further damage to their health and reducing their ability to work, and preserving the working abilities of older workers within the limits appropriate to their age.

Article 2.

(Downloading legal acts of the European Union)

This law adopts Council Directive 89/391/EEC of June 12, 1989 on the introduction of measures into the legal order of the Federation of Bosnia and Herzegovina (hereinafter: the Federation) to encourage improvements in the safety and health of workers at work.

Article 3.

(Definitions of terms)

(1) Terms used in this law have the following meaning:

a) employer **c** is a legal or natural person that employs one or more workers, including state administration bodies. An employer, in the sense of this law, is considered to be a farmer and a natural person who, alone or with members of his family, performs agricultural or other activities as the only or main occupation;

b) worker is a person who works for an employer on the basis of an employment contract, a contract for the performance of temporary and occasional jobs or a decision on the appointment of a person who is not a civil servant, a civil servant and an employee, as well as members of the armed forces and police officers;

c) the place of work in the sense of this law is the space intended for the performance of work (in the building or on

outdoors, as well as on temporary and mobile construction sites, facilities, devices, traffic means), in which the worker resides and has access during work, as well as any space, i.e. room in which the work is performed and which is under the indirect or direct supervision of the employer or the owner of the means of work;

d) work environment is the space in which work is performed and which includes the place of work, working conditions, work procedures and relationships in the work process, and consists of physical, chemical and biological factors at the place of work and in its environment;

e) means of work in the sense of this law are:

- facilities intended for work with associated premises, installations and devices, premises and areas for the movement of workers, and auxiliary premises and their installations and devices, means of transport by rail, road, river, lake and

- air transportation, and other means of work that are used when performing tasks,

- work equipment (any machine or device, apparatus, tool or other equipment used for work),

- means and equipment for personal protection at work,

- raw materials and materials used in the work process,

- other means used in the random process or in any way connected with work process;

f) occupational safety worker is a person to whom the employer entrusts the execution of professional safety and health protection tasks at work;

g) occupational safety commissioner is a person elected or appointed to represent employees in the area

safety and health protection at work at the employer;

h) an authorized health institution is a health institution that, in accordance with the regulations on health care, performs the activity of specific health care of workers/occupational medicine;

i) an authorized organization for occupational safety is a company or an institution specialized in

conducting periodic inspections in the field of occupational safety, risk assessment and worker training;

j) risk is the probability of injury, illness or damage to the worker's health due to danger;

k) prevention in the sense of this law is any planned or undertaken measure in each phase of work at the employer, the aim of which is to prevent or reduce risks at work;

l) risk assessment in the sense of this law is the systematic recording and assessment of all factors in the work process that can cause work injuries, illnesses or damage health and determination of possibilities, that is, ways of preventing, eliminating or reducing risks;

- m) jobs with increased risk are jobs determined by the act on risk assessment where, despite fully or partially applied measures in accordance with this law, there are circumstances that may endanger the safety and health of workers;
 - n) dangerous substances are explosive, flammable, oxidizing, toxic, infectious, corrosive, carcinogenic and radioactive substances determined by standards and other regulations, which produce, use or store in the work process, as well as substances whose properties, when attached to certain substances, are dangerous to the life and health of workers;
 - o) harms are chemical, biological and physical harms, which can cause damage to the health of workers and other persons who are exposed to them;
 - p) biological hazards are biological agents, i.e. microorganisms, including genetically modified cell cultures and endoparasites of human and animal origin, which can cause infection, allergy or poisoning, and which are used in work or are present in the work environment.
- (2) The terms used in this law, which have a gender meaning, are used neutrally and refer equally to men and women.

Article 4.

(Safety and health protection at work)

Safety and health protection at work, in the sense of this law, is the provision of such conditions at work which, to the greatest extent possible, prevent the occurrence of work-related injuries, occupational and work-related illnesses and which create a presumption for full physical, psychological and social safety employees.

Article 5.

(Persons who have the right to safety and health protection at work)

- (1) The right to safety and health protection at work has:
- a) worker,
 - b) a person who is undergoing professional training with the employer,
 - c) a person undergoing retraining, retraining or professional development,
 - d) pupils and students in practical classes,
 - e) a person who participates in public works,
 - f) a person who performs volunteer work,
 - g) a person who, while serving a prison sentence, works in a prison workshop, on a construction site or in other workplaces,
 - h) another person who happens to be in the work environment for the purpose of performing certain tasks, if the employer is aware of his presence.
- (2) Safety and health protection at work for persons from paragraph (1) point. a), b), d), f), and h) of this article are provided by the employer, for the persons from point c) of this article the

educational institution, for the persons from point e) of this article the work organizer and for the persons from point g) of this article institutions for the execution of the sentence prison.

Article 6.

(Application of the law to members of the armed forces and police)

(1) The provisions of this law apply to members of the armed forces and police officers, until the adoption of special regulations in the field of safety and health protection at work for members of the armed forces and police officers.

(2) The provisions of this law do not apply to members of the armed forces and police officers, if they contradict the regulations governing service in the armed forces and the police.

Article 7.

(Council for occupational safety)

(1) The Government of the Federation of Bosnia and Herzegovina (hereinafter: the Government of the Federation) establishes the Council for Safety at Work (hereinafter: the Council), which consists of representatives of the Government of the Federation, employers' associations, trade unions and prominent experts in occupational safety and health protection .

(2) The Council has nine members. The members of the Council are appointed by the Government of the Federation for a period of four years, and consist of the Prime Minister of the Federation, the federal minister responsible for labor (hereinafter: the federal minister), the federal minister of health, and two representatives of employers and workers each proposed by representative associations of employers and workers for the territory Federation, and two prominent experts in occupational health and safety.

(3) The Council proposes and periodically reviews the policy of safety and health protection at work and encourages harmonization of the work of all relevant authorities and bodies, as well as legislation, with the aim of securing the life, health and work ability of workers, preventing injuries at work and occupational diseases.

(4) The decision on the establishment of the Council from paragraph (1) of this article will be made by the Government of the Federation, on the proposal of the Federal Ministry of Labor and Social Policy (hereinafter: the ministry), within six months from the date of entry into force of this law.

(5) Council:

a) monitors, analyzes and evaluates the system and policy of occupational safety and reports its findings and evaluations to the Government of the Federation at least once a year and proposes the necessary changes,

b) monitors the effects of the application of this law, its implementing regulations, special laws and others

regulations that protect the safety and health of workers and, if necessary, propose to the Government of the Federation their changes, as well as their harmonization with international regulations,

c) performs other tasks at the request of the Government of the Federation.

(6) The President of the Council and two deputies are elected by its members, at their first session to be convened by the federal minister.

(7) The council shall adopt rules of procedure governing the rights and duties of members, the way of working, the holding of sessions, the decision-making procedure at the sessions of this council and other issues related to its work, unless otherwise specified by this law.

(8) Administrative and professional tasks for the needs of the Council will be performed by the ministry.

(9) The financial resources required for the work of the Council will be provided in the Budget of the Federation.

Article 8.

(Union Participation)

The trade union participates in regulating and improving the safety and health protection of workers at work in accordance with the law, regulations adopted on the basis of the law and the collective agreement.

PART TWO - GENERAL REQUIREMENTS FOR SAFE AND HEALTHY WORKING CONDITIONS

Article 9

(General rules and safety measures at work)

(1) Safety at work includes a system of rules and measures, and in particular:

a) rules and measures when designing and manufacturing work tools,

b) rules and measures for use, maintenance, inspection and testing of work equipment,

c) rules and measures related to workers, and adaptation of the work process to their gender, age,

physical and mental abilities,

d) ways and procedures of training and informing workers and employers with the purpose of achieving an appropriate level of protection at work,

e) ways and procedures of cooperation between employers, workers and their representatives and associations, and state authorities responsible for occupational health and safety,

f) the prohibition of putting workers in a disadvantageous position due to activities undertaken for the purpose of occupational safety,

g) other measures to prevent risks at work, with the purpose of removing risk factors and their harmful consequences.

(2) Safety at work as a systemically organized action is an integral part of the organization of work and the execution of work procedures, which the employer achieves by applying all safety measures at work in accordance with the general principles of prevention.

(3) Design, execution and commissioning of facilities, technological processes and workplaces, manufacturing, production, storage, testing, replacement, installation, use and maintenance of means of work, import and handling of means of work, hazardous substances and energy. are in accordance with the requirements established by the provisions of this law, technical regulations and the development of scientific and technical achievements.

(4) The general rules and safety measures at work refer in particular to the following requirements: protection against mechanical hazards, protection against electric shock, prevention of fire and explosion, ensuring the mechanical resistance and stability of the building, ensuring the necessary working surface and working space, ensuring necessary roads for the passage, transport and evacuation of workers and other persons, ensuring cleanliness, ensuring prescribed temperature and air humidity and air flow speed restrictions, ensuring prescribed lighting, protection against noise and vibrations, protection against harmful atmospheric and climatic influences, protection from physical, chemical and biological harmful effects, protection from excessive efforts, protection from electromagnetic and other radiation, and securing rooms and devices for personal hygiene.

(5) Due to weather conditions such as high or low temperatures, etc., as well as in other situations of need, the ministry can issue recommendations to employers on the implementation of special protective measures, which will prevent the occurrence of harmful consequences for the health of workers. If weather conditions or other conditions of need, as a result of which the recommendations were issued, last longer than five days, the ministry will consult with representative associations of employers and workers for the territory of the Federation.

Article 10.

(Obligation to apply prescribed safety measures at work)

(1) The employer who prepares technical documentation for facilities and technical-technological processes is obliged to apply the prescribed safety and health protection measures at work, with an indication of all risks and measures for their elimination, when designing facilities and technical-technological processes.

(2) The employer referred to in paragraph (1) of this article is obliged to issue a document certifying that the design was carried out in accordance with the law, i.e. the regulations adopted on the basis of the law.

(3) If several employers from paragraph (1) of this article participate in the design of facilities and technical-technological processes, the investor is obliged to provide a single document.

Article 11.

(Obligation to design safety measures at work)

- (1) An employer who performs works on the construction of facilities and technical-technological processes is obliged to perform the works according to the technical documentation in which the safety measures at work are designed.
- (2) The obligation from paragraph (1) of this article also applies to works on installation, replacement of equipment, overhaul and reconstruction of buildings.
- (3) New, renovated or reconstructed facilities and technical-technological processes cannot start operating without a use permit, in accordance with the law.

Article 12.

(Elaboration on the organization of the work site)

- (1) The employer who performs construction, assembly, equipment replacement, overhaul or reconstruction works is obliged before the start of the work to prepare a report on the arrangement of the work site in accordance with the regulations adopted on the basis of the law and ensure the execution of the work accordingly.
elaboration.
- (2) The employer referred to in paragraph (1) of this article, who performs work at the site for more than seven days, is obliged to submit the application and report on the organization of the site to the competent labor inspectorate at least eight days before the start of work at the site.

Article 13.

(Obligation to provide a unique design report
work sites)

If two or more employers use the same space for the work site, each of them implements safety measures at work, and the main contractor or investor is obliged to provide a unique study on the organization of the work site.

Article 14.

(Terms of use of means of work)

(1) Work equipment can be placed on the market, ordered or put into use if the conditions for safety and health protection at work are met and if this has been confirmed by the manufacturer or importer of imported products.

(2) Personal protective equipment and equipment may be placed on the market, ordered or put into use if they provide reliable protection against risks at work and if this has been confirmed by the manufacturer or importer of the imported products.

(3) Work equipment, which is subject to the obligation of periodic inspections and tests in the field of occupational safety, can only be used if they have a record, i.e. a document from Article 67, paragraph (1) of this law, which proves that the inspected work equipment complies with the regulations adopted on the basis of the law.

Article 15

(Work equipment)

(1) Work equipment must correspond to the work process being performed and must be appropriately adapted to that purpose so that it does not endanger the safety and health of workers.

(2) The choice of work equipment and materials used is made in accordance with the special conditions and specifics of the work in order to eliminate or reduce risks.

Article 16

(Instructions for safe use and handling of work tools)

(1) Manufacturers and importers of work equipment and personal protective equipment are obliged to issue a document proving that they comply with international regulations, technical regulations and prescribed safety and health protection measures at work, and provide instructions for use and maintenance at one of the official languages in Bosnia and Herzegovina, i.e. the Federation.

(2) Manufacturers and importers of dangerous substances are obliged to provide instructions for safe use and handling. The instructions contain identification data, data on physical, chemical and biological characteristics, degree of fire and explosion hazard, health hazard, radioactivity, environmental data, special protective measures, storage and labeling methods, transfer and transport, as well as procedure for removing dangerous substances (safety leaf). These data are provided in one of the official languages in Bosnia and Herzegovina, i.e. the Federation.

Article 17

(Obligation to obtain necessary documentation)

The employer may not put work equipment or hazardous materials into circulation or use before obtaining the documentation from Article 16 of this law.

Article 18

(Issuance of documents)

Documents from Article 10, paragraph (2) and (3) and Article 16, paragraph (1) can also be issued by an authorized organization for occupational safety.

Article 19

(Prohibition of financial compensation)

Employers may not provide financial or other compensation to workers in exchange for meeting the requirements of occupational health and safety standards.

PART THREE - OBLIGATIONS OF THE EMPLOYER

Article 20

(Obligation to provide preventive measures)

(1) When organizing work and the work process, the employer is obliged to ensure preventive measures to protect the life and health of employees, as well as the necessary material resources for their implementation.

(2) The employer is obliged to ensure preventive measures before the start of the worker's work, during work, as well as with any change in the technological procedure, by choosing work and production methods that ensure the greatest safety and health protection at work, based on the application of regulations in the field of safety and health protection at work, labor relations, technical regulations and standards, regulations in the field of health care, etc.

(3) In the case when the employer, in accordance with Article 33 of this law, hires an authorized organization for occupational safety, this will not release him from the responsibility established in paragraph (1) of this article.

Article 21

(Principles in implementing safety measures at work)

The employer implements safety measures at work respecting the following general principles of prevention:

- a) risk assessments,
- b) risk avoidance,
- c) risk prevention,
- d) elimination of risks at their source,
- e) adapting the work and the workplace to the worker, especially with regard to the choice of work equipment and work methods, as well as the choice of technological procedures in order to avoid uniformity in work in order to reduce their impact on the health of workers,
- f) adapting to technical progress,
- g) replacing dangerous technological processes or work methods with harmless or less dangerous ones,
- h) replacing dangerous substances with harmless ones,
- i) determining unique preventive measures with the aim of interconnecting technology, work organization, working conditions, social relations and the influence of factors related to the working environment,
- j) giving priority to common protection measures over individual ones,
- k) appropriate training and notification of workers.

Article 22

(Obligations of the employer)

The employer is obliged to:

- a) organizes safety and health protection affairs at work,
- b) performs a risk assessment for each workplace and determines jobs with increased risk, in the manner and under the conditions established by this law,
- c) enable the worker to familiarize himself with safety and protection measures at work before starting work,
- d) adopt an internal act on occupational safety,
- e) informs workers, the trade union and the commissioner for occupational safety about the introduction of new technologies and means of work, as well as dangers and harms to workers' health and issues instructions for safe work,
- f) ensures that the planning and introduction of new technologies is the subject of consultation with workers and/or their occupational safety commissioner regarding the consequences for safety and health caused by the choice of equipment, working conditions and working environment,
- g) trains workers for safe work,
- h) provides workers with means and equipment for personal protection and their use,

- i) ensures periodic medical examinations of workers who work in jobs where there are increased health risks and undertakes measures to prevent the occurrence of disability and occupational diseases of workers,
- j) ensures periodic inspections of work equipment and personal protective equipment at work, in accordance with technical standards,
- k) ensures periodic inspections and tests of physical, chemical and biological hazards and microclimate in the working environment,
- l) ensures periodic inspections and tests of work equipment and equipment, work and auxiliary premises and personal protection equipment and equipment, which are not subject to mandatory periodic inspections and tests, in the manner, according to the procedure and within the deadlines established by the general act,
- m) implements fire protection measures in accordance with special regulations,
- n) implements measures to ensure first aid,
- o) improves safety and health protection at work,
- p) informs the competent labor inspectorate about any death, accident that befell one or more workers, serious injury, occupational disease, any occurrence or disease affecting more than one worker and any occurrence that could endanger the life or health of workers at work,
- r) informs the competent inspection about the start and completion of construction, installation, replacement works equipment, repair and reconstruction of buildings.

Article 23.

(Internal act on occupational safety and act on risk assessment)

- (1) The employer is obliged by its internal act on occupational safety to determine the organization of the implementation of occupational safety, prevention and protection rules, jobs with increased risk, jobs where the measure of reducing working hours is implemented, the method of determining the health status of workers who work in jobs with increased risk, and other workers, means and equipment of personal protection that belong to the worker, and the rights, obligations and responsibilities of workers for occupational safety and other workers in this area, as well as other issues of importance for safety and health protection at work.
- (2) The basis for drafting the act referred to in paragraph (1) of this article is the act on risk assessment at the workplace, which contains a description of the work process with an assessment of the risk of injury or damage to health at the workplace in the working environment and measures to eliminate or reduce the risk to a minimum possible measure in order to improve safety and health protection at work.
- (3) In the event of a change in the risk in the work process, the employer is obliged to amend the act on risk assessment referred to in paragraph (2) of this article accordingly.
- (4) The employer performs a risk assessment based on the rules adopted by the federal minister in cooperation with the federal minister of health.
- (5) When drafting the internal act on occupational safety, the employer is obliged to consult the occupational safety commissioner.

Article 24

(Obligation to determine working conditions and requirements regarding worker skills)

- (1) The employer is obliged to determine the working conditions and requirements regarding the health and psychophysical abilities of the workers who will perform these tasks for all jobs in the technical and technological work process.
- (2) An employee cannot establish an employment relationship if it has not previously been established that his health condition and psychophysical abilities correspond to the working conditions and work requirements places.
- (3) The health condition and psychophysical abilities of the workers referred to in paragraph (2) of this article are determined on the basis of a medical certificate issued by the department for occupational medicine and health protection of workers of an authorized health institution.
- (4) The health condition and psychophysical abilities of members of the armed forces and police officers are determined by a medical examination organized by the employer.

Article 25

(Obligation to examine the working environment)

The employer is obliged to examine the working environment, i.e. assess the risks and ensure the protection of the health and safety of workers exposed to physical, chemical and biological hazards at work.

Article 26

(Obligation of the employer in connection with the use of hazardous substances on work)

- (1) The employer is obliged to constantly improve safety at work by using less dangerous and harmful substances.
- (2) An employer who uses, produces, processes, or stores dangerous substances must, in accordance with the risk assessment, apply the rules of occupational safety.
- (3) The employer may use hazardous substances only if he cannot achieve the same work results by using harmless substances.
- (4) If it is not possible to replace dangerous substances with harmless or less dangerous, i.e. less harmful substances, the employer is obliged to determine whether the danger or

harmfulness of their use can be reduced by applying another work procedure.

(5) If he uses dangerous substances, the employer is obliged to apply the rules of safety at work in the following order:

- a) use closed systems, if possible according to the type of work and state of the art,
- b) remove dangerous substances from the place of origin, i.e. outside the working environment, the release of which cannot be prevented, in such a way that it does not pollute the human environment during removal,
- c) when it cannot remove dangerous substances from the place of origin, limit to the smallest possible measure:
 - amount of dangerous substances,
 - the number of workers exposed to hazardous substances,
 - the time of exposure of workers to the influence of dangerous substances.
- d) ensure that workers when working with dangerous substances use the prescribed personal protective equipment, if the rules specified in point a), b) and) of this paragraph cannot achieve satisfactory safety and health protection of workers.

(6) It is the employer's obligation to ensure that the concentration of dangerous substances in the workplace and in the working environment is as low as possible and below the exposure limit value.

Article 27

(Protection of workers exposed to hazardous substances at work)

The federal minister, in cooperation with the federal minister of health, will prescribe the limit values of exposure to hazardous substances, as well as the rules, measures and procedures for the protection of workers who are exposed to hazardous substances at work.

Article 28

(Ensuring access to the workplace with increased risk)

The employer is obliged to ensure that only workers who are trained for safe and healthy work, who have received special instructions for work in such a place, who meet health conditions and who are provided with appropriate means and equipment for personal protection at work.

Article 29

(Means and equipment of personal protection)

- (1) The employer is obliged to provide workers with means and equipment for personal protection.
- (2) The employer may not put into use personal protection means and equipment if they are not manufactured in accordance with Article 14 of this law.
- (3) The employer is obliged to ensure that the means and equipment of personal protection are maintained in good condition.
- (4) The employer is obliged to exclude from use the means and equipment of personal protection that have undergone changes that pose a risk to the safety and health of workers.

Article 30

(Obligations of employers when performing activities on the same workplace with multiple employers)

In the event that several employers perform activities at the same place of work, they are obliged to:

- a) cooperate, taking into account the nature of the activity, in order to implement provisions on safety and health protection at work,
- b) coordinate activities, taking into account the nature of work, in order to protect workers and prevent risks at work,
- c) inform each other about risks at work,
- d) inform workers and/or their representatives about risks at work.

Article 31

(Prohibition of causing financial obligations for workers)

Protection measures implemented by the employer and related to safety and health protection at work must not cause financial obligations to workers.

Article 32.

(Obligation to become familiar with regulations in the field of safety and occupational health protection)

The employer, that is, the worker who organizes or manages the work process, must be familiar with the regulations in the field of safety and health protection at work, especially if it is about technologies in which there is a risk of injuries at work, occupational diseases and

disruptions in the technological process that would could endanger the safety and health of workers.

Article 33.

(Organization of occupational safety affairs)

- (1) The employer is obliged to organize occupational safety affairs taking into account the technical and technological work process, the number of workers, the number of locations of separate work units, hazards and risks to the health of workers.
- (2) If, due to the lack of professional staff, protection and prevention work cannot be organized at the employer, the employer will hire an authorized organization for occupational safety.
- (3) If the employer hires an authorized organization from paragraph (2) of this article, he is obliged to ensure insight into data related to occupational safety and health risks, as well as measures and activities to prevent these risks at the workplace level.
- (4) The employer can perform occupational health and safety tasks alone in trade, catering and tourism, financial-technical and business services, education, science and information, health and social protection and in housing and communal services, if there are up to 30 workers.
- (5) The federal minister will prescribe the conditions that must be met by professional staff from paragraph (2) of this article, as well as the manner and conditions of performing occupational health and safety tasks at the employer, depending on the risk, activity and number of workers.

Article 34

(Occupational protection worker)

- (1) An employer where there are jobs with increased risk designates one or more workers who will perform jobs related to the prevention of risks at work and the protection of workers' health.
- (2) The employer is obliged to provide the occupational safety worker with the conditions for work, the necessary equipment and the help of other professional staff, as well as the means for carrying out and organizing preventive and protective measures.
- (3) An occupational safety worker cannot be put in a disadvantageous position because of the work he performs with the aim of preventing risks at work and protecting the health of workers.
- (4) An occupational safety worker must be appropriately qualified and have passed a professional exam related to safety and health protection at work (hereinafter: professional exam) in accordance with this law.
- (5) The professional exam referred to in paragraph (4) of this article is taken before a commission appointed by the Federal Minister, whose work will be provided with financial

resources in the Federation Budget.

(6) The federal minister will issue a rulebook that will prescribe the conditions that must be met by occupational safety workers, the program, content, method and costs of taking the professional exam, the composition of the commission from paragraph (5) of this article, as well as the conditions under which certain persons may be released from the obligation to take a professional exam.

Article 35

(Obligations of workers for occupational safety)

(1) Obligations of workers for occupational safety are:

- a) participation in the preparation of the act on risk assessment,
- b) preparation of a proposal for an internal act on occupational safety,
- c) preparation of a plan and program of occupational safety measures,
- d) internal supervision over the application of occupational safety measures,
- e) professional assistance to the employer in implementing and improving safety and health protection at work,
- f) preparation of instructions for safe work,
- g) monitoring and organizing periodic inspections of work equipment, personal protective equipment and equipment,
- h) monitoring and organizing periodic inspections of chemical, physical and biological hazards and microclimate in the working environment,
- i) preparing and organizing the training of workers for safe work,
- j) monitoring the situation and reporting to the employer about injuries at work, occupational diseases and work-related illnesses,
- k) analyzing the causes of injuries at work and occupational diseases in cooperation with an authorized doctor specializing in occupational medicine and proposing measures to improve safety and health protection at work,
- l) monitoring and organizing periodic medical examinations of workers who work in jobs with increased risk, and the analysis of reports on performed periodic medical examinations,
- m) advising the employer regarding the selection and procurement of equipment and the technological work process,
- n) cooperation with the employer when planning the construction and reconstruction of facilities intended for work,
- o) cooperation with the competent labor inspection and other institutions dealing with safety and security at work,
- p) cooperation with the trade union, the employees' council and the occupational safety commissioner, in accordance with this law.

(2) The worker for occupational safety is obliged to prohibit work at the workplace, i.e. to prohibit the use of work equipment and personal protective equipment in the event that he determines an immediate danger to the life and health of the worker, and to inform about this in writing employer and commissioner for safety at work.

Article 36

(First aid, fire protection, worker evacuation,
serious and imminent danger)

(1) The employer is obliged to:

- a) take the necessary measures for first aid, fire fighting measures and measures for the evacuation of workers, adapted to the nature of the activity and the size of the company, i.e. business,
- b) establish the necessary connections with specialized services, especially in terms of first aid, emergency health care, rescue and fire protection.

(2) For the implementation of the provisions from paragraph (1) of this article, the employer will appoint workers who will implement measures of first aid, fire protection and evacuation of workers.

(3) The number of workers referred to in paragraph (2) of this article, their training and the equipment at their disposal must correspond to the size and/or special dangers of the legal entity, i.e. business.

(4) The federal minister, in cooperation with the federal minister of health, will prescribe the method of implementing measures for first aid, the necessary means and equipment for providing first aid in case of injuries and illnesses of workers at work, issues from paragraph (3) of this article, as well as other issues important for the implementation of first aid measures.

Article 37

(Obligations of the employer in case of serious and immediate danger)

(1) The employer is obliged to:

- a) inform all workers who are or could be exposed to serious and immediate danger about the risk that exists as well as the measures that have been taken or that will be taken in terms of protection, as soon as possible,
- b) take measures and issue instructions to enable workers to stop work in case of serious and immediate danger and/or immediately leave the workplace and move to a safe place,
- c) does not ask workers to continue working in a situation where there is still a serious and immediate danger, except in exceptional cases when there is a serious and immediate danger to the safety of several people and the wider environment.

(2) Workers who, in the event of serious and immediate danger, leave their workplace and/or dangerous area must not suffer negative consequences in terms of labor regulations.

(3) In the event of a serious and immediate danger to their own safety or the safety of other persons, workers who are unable to get in touch with their immediate supervisor are obliged to take appropriate measures in accordance with their knowledge and technical means available to them.

available, in order to avoid the consequences of that danger, provided that these measures must not be in obvious contradiction with the danger.

(4) As a result of taking the measures referred to in paragraph (3) of this article, workers must not suffer negative consequences in terms of labor regulations.

Article 38

(Worker notification)

(1) The employer is obliged to give the workers and/or their representatives appropriate written instructions related to safety and health risks with protective and preventive measures taken to eliminate or reduce these risks.

(2) The instructions from paragraph (1) of this article must be displayed at the place of work.

(3) Exceptionally, when there is a sudden danger to life and health, the instruction from paragraph (1) of this article may be given orally by the employer.

(4) The instructions from paragraph (1) of this article are given to all workers, including workers of other employers who perform work for the employer.

Article 39

(Danger warning signs)

(1) The employer is obliged to permanently place danger warning signs and general notification signs at workplaces, work equipment and associated installations, in accordance with special regulations.

(2) If warning signs of danger are not sufficient for effective notification, the employer is obliged to permanently post written instructions on the conditions and manner of use of space, premises, means of work, dangerous substances and equipment.

Article 40.

(Information of representatives of workers and trade unions)

(1) The employer is obliged to report at least twice a year to the occupational health and safety commissioner, the employee council and the trade union about safety and health risks, as well

as the measures he has taken and will take to improve safety and health protection.
(2) In addition to the regular notification referred to in paragraph (1) of this Article, the employer has the obligation to notify and consult with the representatives of workers or workers after death, group or serious injuries at work, established cases of occupational disease, as well as the findings of the competent labor inspection, which established a deficiency in the application of safety measures at work.

Article 41

(Use of dangerous substances)

The employer may provide hazardous materials for use by workers only on the condition that they are equipped with a document in one of the official languages of Bosnia and Herzegovina, i.e. the Federation, on which the manufacturer or supplier, in accordance with the regulations, has listed all safety and technical data that are important for risk assessment when working with these substances, and that all safety measures specified in that document are met.

Article 42.

(Written notification of the results of the risk assessment)

The employer is obliged to ensure that an employed woman during pregnancy and breastfeeding, a worker under the age of 18 and a worker with a changed working capacity, in addition to training for safe and healthy work, are informed in writing about the results of the risk assessment at the workplace and the measures to risks are eliminated in order to increase safety and health protection at work.

Article 43.

(Consultation and involvement of workers and their representatives)

The employer consults with the workers and/or their representatives and allows them to participate in discussions on all issues regarding safety and health protection at work. In particular, it enables them to participate in:

- a) discussions and approval of all measures regarding safety and health protection at work,
- b) any measure that can significantly affect safety and health protection at work,

- c) appointment of workers who will perform tasks related to ensuring healthy and safe working conditions, first aid, fire extinguishing and evacuation of workers,
- d) hiring, where necessary, authorized organizations for occupational safety,
- e) planning and organizing the training of workers in the field of occupational safety.

Article 44.

(Commissioner for Occupational Safety)

- (1) In the case of an employer who employs 30 or more workers, the workers elect or appoint an occupational safety commissioner. The number of trustees, their election and mandate are determined in accordance with the regulation on the employee council, taking into account the representation of all parts of the work process.
- (2) Under the conditions from paragraph (1) of this article, the occupational safety commissioner is appointed by the trade union, if the commissioner was not elected by the workers from paragraph (1) of this article.
- (3) The appointed occupational safety commissioner from paragraph (2) of this article has the same rights and obligations as the elected worker commissioner.
- (4) The occupational safety commissioner will be elected or appointed regardless of the number of workers if the working conditions require it (increased danger to the safety and health of workers, work in isolated places, etc.).
- (5) The commissioner for safety at work must have appropriate professional training and work experience.

Article 45

(Rights and duties of occupational safety commissioner)

- (1) The occupational safety commissioner has the right to:
 - a) obtains information about working conditions, analyzes of work injuries, occupational diseases and illnesses related to work, findings and recommendations of inspection bodies,
 - b) requires the employer to take appropriate measures and submit proposals for mitigating risks and eliminating sources of danger,
 - c) informs workers about the implementation of safety measures at work,
 - d) requests an inspection if he considers that the measures taken by the employer are not adequate to the goal of ensuring safe and healthy working conditions and presents his observations during the inspection,
 - e) attend inspections and/or submit their observations during inspections.
- (2) During the performance of duties established by this law, the occupational safety commissioner from among the employees has the right to compensation in the amount of the salary that he would have earned if he had worked on the duties for which he concluded the employment contract.

(3) The Commissioner for Occupational Safety may perform the duties established by this Law for a maximum of six hours per week.

(4) The employer provides the occupational health and safety commissioner with the necessary means to be able to perform his functions arising from this law.

(5) The Occupational Safety and Health Commissioner cannot be placed in a disadvantageous position compared to other workers, due to his duties related to safety and health protection at work.

Article 46

(Training of workers)

(1) The employer is obliged to train workers for safe and healthy work when establishing an employment relationship, i.e. transferring to other jobs, when introducing new technology or new tools for work, as well as when changing the work process that may cause a change measure for safe and healthy work.

(2) During training for safe and healthy work, the employer is obliged to familiarize the worker with all types of risks in the jobs to which he is assigned and with the concrete measures of safety and protection at work, in accordance with the act on risk assessment.

(3) The training of workers for safe and healthy work must be adapted to the specifics of their workplace.

Article 47

(Prohibition of independent work)

(1) Workers cannot be assigned to jobs where they will perform tasks independently before they acquire the knowledge referred to in Article 46 of this law.

(2) An employer whose work is performed by workers of another employer must ensure that those workers are familiar with occupational safety measures and health risks at work.

(3) The training of workers referred to in Article 46 of this law must be carried out during working hours and must not incur costs for the worker.

Article 48

(Checking competence for safe and healthy work)

(1) Training of workers for safe and healthy work is carried out by the employer in a theoretical and practical manner.

(2) Verification of theoretical and practical skills of workers for safe and healthy work is performed at the workplace.

(3) Periodic checks of competence for safe and healthy work of workers who work in jobs with increased risk are carried out in the manner, within the time limit and according to the procedure established by the act on risk assessment.

Article 49

(Theoretical and practical training)

(1) In the course of training in the field of safety and health protection at work, the worker is familiarized, in particular, with:

- a) the technical-technological process and the organization of work as a whole, and especially with the tasks of your workplace,
- b) hazards that threaten safety and health at work, the use of work tools and equipment and the way harmful substances are used,
- c) safety measures at work and the reasons for which these measures are foreseen and implemented,
- d) using appropriate means of work and appropriate equipment and means of personal protection, as well as correct and intended use of devices and means used during work,
- e) rights and duties in the implementation of regulations and safety measures at work and the consequences of non-compliance with those regulations and measures,
- f) providing first aid,
- g) organization of safety and health protection at work,
- h) using fire extinguishers,
- i) the provisions of this law.

(2) The employer may carry out the training of workers referred to in paragraph (1) of this article if it has employees with appropriate higher education in the field of safety and health protection at work.

(3) If the employer is not able to carry out the training of workers in terms of paragraph (1) of this article, he will entrust these tasks to the authorized organization from Article 64 of this law.

PART FOUR - WORKER'S RIGHTS AND OBLIGATIONS

Article 50.

(Right to safe and healthy working conditions)

(1) The worker has the right to safe and healthy working conditions.

(2) The working environment and means of work must, considering the nature of the work, be safe for workers and must not endanger their health.

Article 51

(Worker's duty not to expose himself and others to danger)

The worker is obliged to perform the work in accordance with his professional qualifications and completed training, as well as the instructions given by the employer, so that he does not expose himself or other persons who may be affected by his activities or carelessness during the work process, to the risk of injury at work or occupational disease.

Article 52.

(Duties of workers)

(1) Workers are, in particular, obliged to:

- a) to comply with the established rules of safety and health protection at work in the sense of this law,
- b) to properly use means of work and equipment, dangerous substances and other means of production in accordance with the manufacturer's instructions and the instructions for safe work given by the employer,
- c) to properly use the means and equipment of personal protection assigned to them and to return them to the place where they are kept after use,
- d) may not arbitrarily switch off, modify, change or remove a safety device that is installed, especially not a machine, device, tool, plant or object and such device must properly use,
- e) to immediately notify the employer and/or occupational safety worker of any occurrence at work that there is a justified suspicion of posing a safety and health hazard, as well as deficiencies in safety procedures,
- f) to inform the person responsible for that workplace and/or the employer about the injuries they sustained,
- g) to cooperate with the employer and/or occupational safety worker in the implementation of measures or requests ordered by the labor inspector,
- h) to cooperate with the employer and/or occupational safety worker in the implementation of measures that will ensure that the working environment and working conditions are safe and do not pose a risk to safety and health within their workplace,
- i) perform periodical medical examinations at the times requested by the employer,
- j) to provide all data and information requested by labor inspectors.

(2) A worker who does not comply with the established rules of safety and health protection at work and the prescribed obligations in terms of this law commits a serious violation of the

work obligation in accordance with the collective agreement, that is, the general act of the employer.

(3) The obligations of workers in the field of safety and health protection at work do not affect the obligations and responsibilities of the employer from this law.

Article 53.

(Proceedings in case of immediate danger to life and health workers)

(1) A worker has the right to refuse to work if he believes that he is in immediate danger to his life and health and is obliged to immediately inform his immediate supervisor and/or the designated worker for occupational safety, the competent labor inspector and the worker's representative.

(2) Upon receiving the notification from paragraph (1) of this article, the competent labor inspectorate is obliged to immediately carry out an on-site investigation and order to implement appropriate protective measures, i.e. ban work until the measures are implemented or inform the worker of the reasons why his request is not established.

(3) A worker referred to in paragraph (1) of this article who has left the workplace may not suffer negative consequences in terms of labor regulations, except in the case where the employer proves that the worker has left the workplace unjustifiably.

PART FIVE - HEALTH SURVEILLANCE

Article 54.

(Employee's right to specific healthcare/medicine of work)

(1) The worker has the right to health protection appropriate to the safety and health risks to which he is exposed at work, in accordance with special regulations governing health protection measures related to work.

(2) The employer is obliged to provide healthcare workers, who provide specific health care/occupational medicine services, with access to all work rooms and spaces.

Article 55

(Specific health care/occupational medicine jobs)

An authorized health institution, in addition to the tasks established by the regulations on health care, can also perform the following tasks:

- a) gives advice to the employer on improving health protection, safety, work hygiene, ergonomics and protective equipment,
- b) introduces workers to the health risks associated with their work and performs tasks training workers to provide first aid,
- c) participates in the creation of an act on risk assessment at the employer's place of work,
- d) evaluates and determines special health abilities that must be met by workers for performing certain tasks at the workplace with increased risk or for use, that is handling certain work equipment,
- e) performs preliminary and periodic medical examinations of workers at workplaces with increased risk and issues reports on medical examinations in accordance with regulations on safety and health protection at work,
- f) participates in organizing first aid, rescue and evacuation in case of injury to workers or accidents,
- g) gives advice to the employer when choosing another suitable job according to health worker skills,
- h) advises the employer in the selection and testing of new work equipment, hazardous materials and equipment
- i) cooperates with the occupational safety officer.

Article 56

(Obligation to inform the authorized health institution)

The employer, worker for safety at work, commissioner for safety at work, union and other workers are obliged to inform the authorized institution referred to in Article 55 of this law about all factors at the workplace and in the work environment that they know or assume may adversely affect the health workers.

Article 57

(Jobs with increased risk)

- (1) The employer is obliged to provide the employee who performs tasks with increased risk, prior to starting work, a preliminary medical examination, as well as a periodic medical examination during work.
- (2) Jobs with increased risk are determined by an internal act on occupational safety.
- (3) Jobs with increased risk are considered to be:

- a) jobs with an increased risk of injury, occurrence of occupational diseases and damage worker health,
- b) jobs with specific requirements that, with the aim of safe and successful work, require special conditions
the health and psychophysical abilities of workers in those workplaces,
- c) jobs where, after applying all technically recognized risk reduction methods, there is residual risk for some workers.

Article 58

(Records on medical examinations of workers)

- (1) When referring a worker for a medical examination from Article 57, paragraph (1) of this law, the employer is obliged to submit data on jobs with increased risk to the authorized health institution and list the harms and dangers to which the workers are exposed.
- (2) The authorized health institution keeps a record of the results of the appropriate medical examination of the worker and submits a report to the employer within 15 days of the examination.

Article 59

(Employee's right to transfer to another workplace)

If, during the periodical medical examination, it is determined that the worker does not meet the special health conditions for performing work with increased risk, the employer is obliged to transfer him to another workplace that corresponds to his health capabilities, if such a workplace exists at the employer. If such a place does not exist, the corresponding provisions of the Labor Law apply.

Article 60

(Method of performing medical examinations)

- (1) Preliminary and periodic medical examinations of workers who perform tasks with increased risk are carried out in the manner, according to the procedure and within the deadlines determined by the federal minister in cooperation with the federal minister of health.
- (2) A worker referred to in paragraph (1) of this article who does not undergo a periodical medical examination cannot continue working until his health condition and psychophysical abilities are determined.

PART SIX - RECORDS, REPORTING AND NOTIFICATION OF ACCIDENTS AND INJURIES AT WORK AND OCCUPATIONAL DISEASES

Article 61

(Obligation to keep records with the employer)

(1) The employer is obliged to keep prescribed records of:

- a) workers at workplaces with increased risk,
- b) workplaces with increased risk,
- c) dangerous substances used during work,
- d) check the knowledge of workers in the field of safety and health protection at work,
- e) performed inspections and tests of the working environment and work equipment,
- f) injuries at work, occupational diseases, deaths and their causes,
- g) medical examinations of workers.

(2) The employer is obliged to submit to the competent labor inspectorate an annual report on the cases referred to in paragraph (1) point f) of this article.

Article 62.

(Submission of reports on work and professional injuries disease)

(1) The employer is obliged to submit a report on an occupational injury that occurs and an occupational disease that occurs at the workplace to the worker who suffered the injury, i.e. who developed the disease, to the competent health insurance institute where the worker is insured, to the authorized health to the institution that provides specific health care/occupational medicine services at the employer, as well as to the competent labor inspection, within seven days from the day of the injury suffered or the onset of the disease.

(2) The report referred to in paragraph (1) of this article shall be submitted on a form whose content and method of submission shall be prescribed by the federal minister in cooperation with the federal minister of health.

Article 63.

(Obligation to inform labor inspection)

(1) The employer is obliged to immediately notify the competent labor inspectorate of any death, serious injury at work, occupational disease and any occurrence that could endanger the life or health of workers at work.

(2) For every injury at work, the employer is obliged to invite the occupational safety worker, the immediate manager of the injured worker and the occupational safety commissioner to an investigation.

PART SEVEN - AUTHORIZED ORGANIZATIONS FOR PROTECTION AT WORK

Article 64.

(Issuing and revocation of a license to perform professional jobs)

(1) The federal minister issues a permit to a business or institution that meets personnel, organizational, technical and other requirements (hereinafter: authorized organization) to perform the following professional tasks:

- a) periodic inspections and testing of physical, chemical and biological hazards and microclimate in working and auxiliary premises,
- b) periodic inspections and testing of work equipment and personal protection equipment and electrical and lightning protection installations on facilities where occupational safety measures are applied,
- c) training workers for safe work,
- d) assessment of risks at workplaces and working environment from Article 23 of this law.

(2) The permit referred to in paragraph (1) of this article is issued for a fixed period of four years.

(3) The business company or institution to which the permit from paragraph (1) of this article was issued must submit to the federal minister at the end of each calendar year, no later than January 15, documentation on the fulfillment of personnel, organizational and other conditions, as well as a report on performed tasks from paragraph (1) of this article.

(4) The permit from paragraph (1) of this article will be revoked by the federal minister:

- a) if it is determined that the authorized organization no longer meets the conditions for obtaining a permit,
- b) if the permit was issued based on false information,
- c) if in the supervision procedure referred to in Article 68 of this law it is determined that the work is not performed in accordance with the law and other regulations adopted on the basis of the law,
- d) at the proposal of the labor inspection, if it determines that the work is not performed in accordance with the law and other regulations adopted on the basis of the law,
- e) if he does not act in accordance with the obligations prescribed in paragraph (3) of this article.

Article 65

(Procedure of issuing or revoking a permit)

- (1) On the issuance or revocation of a work permit, the federal minister issues a decision against which no appeal is allowed, but an administrative dispute can be initiated before the competent court.
- (2) The costs of the work permit issuance procedure shall be borne by the authorized organization.
- (3) The decision on the permit or the revocation of the work permit shall be entered in the register maintained by the ministry.
- (4) The manner of keeping and form of the register referred to in paragraph (3) of this article is prescribed by the federal minister.

Article 66

(Conditions that must be met by authorized organizations)

- (1) An employee who performs professional tasks in an authorized organization from Article 64, paragraph (1) of this law must have an appropriate professional education and pass a professional exam related to the performance of those tasks, in accordance with this law.
- (2) The professional exam referred to in paragraph (1) of this article is taken before a commission appointed by the federal minister, whose work is provided with financial resources in the Federation Budget.
- (3) The federal minister will issue a rulebook that will prescribe the organizational, personnel, technical and other conditions that must be met by authorized organizations from Article 64 of this law, the procedure and method of determining those conditions, and the content, program, method and costs of taking the professional exam from of paragraph (1) of this article, as well as the composition of the commission from paragraph (2) of this article.

Article 67

(Record of performed periodic inspections)

- (1) The authorized organization shall draw up a record of the expert report on the performed periodic inspections and tests referred to in Article 64, paragraph (1) of this law, on the basis of which it shall issue a document.
- (2) The record and document referred to in paragraph (1) of this article contain the results of the inspection and examination and a statement as to whether the inspected means of work and

personal protection means and equipment comply with the regulations adopted on the basis of the law.

(3) The manner, procedure and deadlines for conducting periodic inspections and tests from paragraph (1) of this article, as well as the form and content of the minutes and documents from paragraph (2) of this article are prescribed by the federal minister.

Article 68

(Supervision of the legality of the work of authorized organizations)

Supervision over the legality of the work of an authorized organization that received a permit from Article 64, paragraph (1) of this law, in the part that refers to the performance of periodic inspections and testing of work equipment and personal protection equipment and supplies, is performed by the ministry.

PART EIGHT - SPECIAL SAFETY AND HEALTH PROTECTION AT WORK

Article 69

(Protection of groups particularly sensitive to risks)

(1) The employer is obliged to organize the workplace in such a way as to take care of the presence of groups sensitive to certain risks.

(2) Groups particularly sensitive to risks, such as pregnant women, women giving birth or nursing mothers, minors, persons with disabilities, as well as workers with altered working capacity in the sense of regulations on pension and disability insurance, must protect themselves from the dangers that particularly affect them, in accordance with this law, other regulations, the collective agreement and the employer's general act.

Article 70

(Prohibition of work of groups particularly sensitive to risks on certain jobs)

(1) It is prohibited for pregnant women, women in labor and nursing mothers to work in jobs where there is a risk of exposure to dangerous substances, chemical, physical and biological agents, harmful radiation and microclimatic influences, i.e. in jobs with difficult working

conditions, as well as particularly difficult and dangerous jobs where there is a risk to their physical and mental health.

(2) Minors are prohibited from working in jobs that may endanger their health and development.

(3) A worker with a changed working capacity may not perform tasks where there is a risk of reducing the remaining working capacity.

Article 71

(Procedure of assigning workers to jobs with increased risk)

(1) When there are such conditions at a certain workplace that, despite the application of occupational safety measures, there is still a residual risk and threat of illness, i.e. disability, the employer is obliged to take measures to prevent the disease, i.e. occurrence of disability or further worsening of the worker's illness.

(2) In the cases referred to in paragraph (1) of this article, working hours are shortened in proportion to the harmful impact of working conditions on the health and working ability of the worker, in accordance with the law.

(3) For jobs that are defined by the internal act on occupational safety and the employment contract as jobs with increased risk, the procedure for assigning workers to those jobs, working conditions and health supervision is prescribed by the federal minister in cooperation with the federal minister of health.

Article 72.

(Procedure for reducing working hours)

(1) Jobs from Article 71, paragraph (2) of this law and the duration of working hours are determined by the employer's internal act on occupational safety, based on the risk assessment act from Article 23, paragraph (2) of this law and the expert report of an authorized organization, which meets personnel, organizational, technical and other requirements.

(2) The ministry decides on the shortening of working hours in the sense of paragraph (1) of this article.

(3) The procedure for shortening working hours at the employer, as well as personnel, organizational, technical and other conditions that must be met by authorized organizations from paragraph (1) of this article, will be prescribed by the federal minister.

(4) When exercising the right to salary and other rights based on work and in connection with work, part-time work in the sense of this article is equated to full-time work.

Article 73.

(Special insurance for workers who perform work with increased risk)

The employer specifically insures against the risk of accidents and injuries at work workers who perform tasks with increased risk, determined by the internal act on occupational safety, in order to provide compensation for damages, in accordance with the law.

PART NINE - INSPECTION SUPERVISION

Article 74

(Authorities responsible for inspection supervision)

(1) Inspection supervision over the implementation of this law, regulations adopted on the basis of the law, technical regulations and standards related to safety and health protection at work and general acts in the field of safety and health protection at work is carried out by the Cantonal Administration for Inspection Affairs (in hereinafter: the cantonal administration), except for the supervision that is under the jurisdiction of the Federal Administration for Inspection Affairs (hereinafter: the Federal Administration) by this law

(2) The work of inspection supervision referred to in paragraph (1) of this article is performed by an occupational safety inspector, i.e. a labor inspector (hereinafter: inspector).

Article 75

(Federal Authority for Inspection Affairs)

(1) The federal administration performs direct supervision of the employer who performs the activity:

- a) production and processing of pig iron, steel and ferroalloys,
- b) production and processing of alumina, aluminum, lead and zinc, manganese and other heavy metals,
- c) production and processing of basic chemicals, plastics, coatings, medicines and pharmaceutical chemicals,
- d) production and storage of coke and carbon gas and other technical gases,
- e) production of explosives and explosive devices and haberdashery,
- f) production and distribution of petroleum products,
- g) pulp and paper production and chemical processing of wood,

- h) production of cement and cement products,
 - i) electricity production.
- (2) The Federal Administration exercises direct supervision over the execution of works:
- a) in tunnels and other underground works except for mining,
 - b) on reinforced concrete, steel and wooden bridges with a span of over 20 m,
 - c) in caissons and diving works,
 - d) on the construction of thermal power plants and hydroelectric power plants.
- (3) Exceptionally, in case of need, the director of the Federal Administration, with the consent of the cantonal head of the inspection, may transfer the authority to the cantonal inspector to carry out tasks of inspection supervision under the jurisdiction of the Federal Administration on the territory of the Federation.

Article 76

(Cooperation of inspection bodies)

- (1) In performing inspection supervision, the federal inspector cooperates with competent cantonal inspectors in matters of common interest for inspection supervision and provides them with professional assistance.
- (2) For the purpose of uniform implementation of this law, the federal inspector may issue appropriate instructions and work instructions to the cantonal inspector.

Article 77

(Obligation to perform inspections)

- (1) In carrying out inspection supervision, inspectors are obliged to perform inspections at least once a year, and in other cases as necessary, at the employer, where technical and technological work processes are performed.
- (2) Inspectors are obliged to carry out control inspections at the employer referred to in paragraph (1) of this article, where measures have been ordered to eliminate deficiencies in the field of safety and health protection at work.

Article 78

(Proceedings in the event of a violation of regulations in the area safety and health protection at work)

(1) If the inspector finds violations of regulations in the field of safety and health protection at work, he will issue a decision on the elimination of those deficiencies, i.e., irregularities, and set a deadline by which they must be eliminated.

(2) The employer is obliged to notify the inspector in writing about the execution of the decision within eight days from the date of expiry of the deadline for eliminating deficiencies, i.e. irregularities.

(3) The inspector can order the implementation of an occupational safety measure that is not prescribed, if the workers are directly endangered at work.

(4) If larger investments are required to eliminate identified irregularities and deficiencies, and the life and health of workers are not immediately threatened, the inspector will order the employer to draw up a special investment program on gradual alignment of the situation with the provisions of the regulations on safety and health protection at work.

Article 79

(Proceedings of the inspector in case of death or accident which affected one or more workers)

(1) The cantonal administration is obliged to report to the Federal Administration immediately after receiving the notification from the employer about any death, accident at work that leads to incapacitation for three or more days or any event that happened to one or more workers.

(2) The cantonal inspector is obliged to investigate every case of death, accident that befell one or more workers and serious injuries at work at the employer.

(3) After the investigation referred to in paragraph (2) of this article, the cantonal administration is obliged to take appropriate measures and submit a report to the Federal Administration.

(4) In the event of a death or an accident involving one or more workers, the investigation will also be carried out by a federal inspector.

Article 80

(Inspector's action in case of immediate danger to life and workers' health at work)

(1) If the inspector determines that there is an immediate danger to the life and health of workers at work, he will immediately issue a decision prohibiting work at the workplace.

(2) If the employer does not act according to the decision on the elimination of deficiencies, the inspector will prohibit work at the workplace to which the decision refers, until the irregularities or deficiencies are eliminated.

Article 81

(Obligation to keep confidential data)

The inspector is obliged to keep as confidential information the name of the worker who contacted him on any basis for non-implementation of regulations in the field of safety and health protection at work.

Article 82.

(Right to Appeal)

- (1) An appeal against the decision of the cantonal inspector may be filed with the competent federal inspector, within eight days from the date of receipt of the decision.
- (2) Against the decision of the federal inspector made in the first instance, an appeal can be filed with the Federal Ministry of Labor and Social Policy within eight days from the date of receipt of the decision.
- (3) In the case where a work ban has been ordered, the appeal does not delay the execution of the decision.

PART TEN - PENAL PROVISIONS

Article 83.

- (1) The employer will be fined from 5,000.00 to 15,000.00 KM for the following offence:
 1. who performs works on construction, assembly, equipment replacement, overhaul and reconstruction of buildings and of the technical-technological process, if he does not perform the works according to the technical documentation, Article 11, paragraph (1),
 2. who puts into circulation or use means for work or dangerous substances without having previously obtained them appropriate documentation, Art. 16th and 17th,
 3. if he does not ensure periodic inspections and testing of work equipment and personal protective equipment, Article 22, point j),
 4. if it does not ensure periodic inspections and tests of physical, chemical and biological hazards and microclimate in the working environment, Article 22, point k),
 5. if he does not ensure periodic inspections and tests of work and equipment, working and auxiliary premises and means and equipment of personal protection, which are not subject to mandatory periodic inspections and tests, in the manner, according to the procedure and within the deadlines established by the general act, Article 22, point l),

6. if he does not implement measures and does not provide funds for first aid, Article 22 point n),
 7. if he does not carry out a risk assessment at the workplace, Article 23, paragraph (2),
 8. if he establishes an employment relationship with an employee, without having previously determined that his health condition and psychophysical abilities correspond to the requirements of a certain workplace, Article 24, paragraph (2),
 9. if he does not refer the worker to an appropriate medical examination, or does not ensure it within the established deadlines by the law or regulations adopted on the basis of the law, Article 57 paragraph (1) and Article 60 paragraph (1),
 10. if he does not determine workplaces with increased risk, Article 57, paragraph (2).
- (2) The authorized organization for occupational safety will be fined from paragraph (1) of this article, if:
1. performs professional activities contrary to the provisions of this law and regulations adopted on the basis of the law or if he performs professional activities without a prescribed permit, Article 64, paragraph (1),
 2. if he creates or issues documents whose form and content are contrary to the regulation, Article 67.
- (3) For the offense referred to in paragraph (1) of this article, the employer, a natural person, will also be fined from 1,000.00 to 1,500.00 KM.
- (4) For the offense from para. (1) and (2) of this article, the responsible person at the legal entity will also be fined from 2,000.00 to 3,000.00 KM.

Article 84

- (1) A fine of between 4,000.00 and 15,000.00 KM will be imposed for the offense:
1. an employer who prepares technical documentation for facilities and technical-technological processes, if during design he does not apply the prescribed safety and health protection measures at work and does not issue a document confirming that the design was carried out in accordance with the law and the regulations adopted on the basis of the law, Article 10,
 2. the employer if he puts into use the means of work, which are subject to the obligation of periodic inspections i examination, without obtaining the record, i.e. the document from Article 67, paragraph (1) of this law, Article 14, paragraph (3),
 3. the manufacturer and importer of work equipment and means and personal protection equipment if he does not issue a document proving that they correspond to international regulations, technical regulations and prescribed measures of safety and health protection at work or does not issue instructions for use and maintenance in one of the official languages in Bosnia and Herzegovina, that is, the Federation, Article 16, paragraph (1),
 4. the manufacturer and importer of dangerous substances if he does not issue instructions for safe use and handling in one of the official languages of Bosnia and Herzegovina, that is, the Federation, Article 16, paragraph (2),
- (2) For the misdemeanor referred to in paragraph (1) of this article, the responsible person at the legal entity will be fined from 1,500.00 to 2,500.00 KM.

Article 85

(1) An investor or main contractor will be fined from 4,000.00 to 15,000.00 KM for a misdemeanor if he does not provide a unique report on the arrangement of the work site in the event that two or more employers use the same space for the work site, Article 13.

(2) The employer will be fined from 2,000.00 to 10,000.00 KM for the following offence:

1. if, before the start of the works, he does not prepare a report on the organization of the work site in accordance with the regulations adopted on the basis of the law, he does not perform the work according to that report and does not submit the report to the competent labor inspection within the deadline, Article 12.

2. if he does not pass an internal act on occupational safety, Article 23, paragraph (1),

3. if the internal act on occupational safety does not determine the organization of occupational safety implementation, Article 23, paragraph (1),

4. if he does not determine the working conditions and requirements regarding health and psychophysical abilities for all jobs in the technical-technological work process, Article 24.,

5. if the worker is required to participate in the costs of implementing occupational safety measures, Article 31,

6. if he does not organize work protection tasks depending on the technical-technological process, the number of workers, harm to health, the number of locations of separate work units, hazards and risks to the health of workers, Article 33, paragraph (1),

7. if he does not designate one or more workers for occupational protection and does not ensure their working conditions, Article 34, para. (1) and (2),

8. if it puts workers in a disadvantageous position for occupational safety while acting in accordance with the provisions of this law, Article 34, paragraph (3),

9. if he does not give appropriate written instructions to the workers, Article 38,

10. if he does not post warning signs and general notification signs, Article 39,

11. if workers use dangerous substances that are not equipped with a document on safety and technical data translated into one of the official languages in Bosnia and Herzegovina, that is, the Federation, Article 41.

12. if he fails to train workers for safe and healthy work, Article 46,

13. if he allows a worker who has not previously been trained to work independently in a safe manner to perform tasks independently, Article 47,

14. if he does not transfer the worker to another workplace that corresponds to his health capabilities, if such a workplace exists with the employer, Article 59,

15. if he does not notify the competent labor inspection about a death, serious injury at work or

occupational disease, Art. 62nd and 63rd,

16. if he acts contrary to the provisions of Article 70 and allows the work of persons from para. (1), (2) and (3) of that article,

17. if he does not take measures to prevent the onset of illness or disability among workers, Article 71,

18. if it does not specifically insure against the risk of accidents and injuries at work workers who perform tasks with increased risk, Article 73,

19. if he does not act according to the decision of the labor inspector in accordance with Article 78, para. (1) and (3) of this law.

(3) For the offense from para. (1) and (2) of this article, the employer and natural person will be fined from 500.00 to 1,000.00 KM.

(4) For the offense from para. (1) and (2) of this article, the responsible person at the legal entity will be fined from 1,000.00 to 2,000.00 KM.

Article 86

(1) The employer will be fined from 1,000.00 to 5,000.00 KM for the offense:

1. if the internal act on occupational safety does not determine which means and equipment of personal protection belong to the worker, Article 23, paragraph (1),
2. if he does not consult the occupational safety commissioner when drafting the internal act on occupational safety, Article 23, paragraph (5),
3. if it does not ensure that only workers who have received special instructions and protective equipment have access to workplaces with increased risk, Article 28,
4. if it does not provide workers with means and equipment for personal protection, Article 29, paragraph (1),
5. if he does not ensure that the means and equipment of personal protection are in proper condition, Article 29, paragraph (3),
6. if he does not inform the workers about the risks to safety and health, and the measures he has taken to do so
improvement of safety and health protection, Article 40,
7. if he acts contrary to the provisions of Article 45 of this law,
8. if he does not keep records prescribed by Article 61 of this law and does not submit an annual report to the competent labor inspection,
9. if he does not submit the report from the provisions of Article 62 of this law,
10. if he does not organize the workplace in such a way as to take into account the presence of groups sensitive to certain risks, Article 69,

(2) For the offense referred to in paragraph (1) of this article, the employer, a natural person, will also be fined from 500.00 to 1,000.00 KM.

(3) For the misdemeanor referred to in paragraph (1) of this article, the responsible person at the legal entity will be fined from 100.00 to 1,000.00 KM.

PART ELEVEN - TRANSITIONAL AND FINAL PROVISIONS

Article 87

Employers are obliged to harmonize general acts with the provisions of this law within one year from the date of entry into force of this law.

Article 88

(1) Organizations that, until the date of entry into force of this law, were authorized to carry out tasks referred to in Article 21, paragraph (1) and Article 28, paragraph (2) of the Law on Occupational Safety ("Official Gazette of the SR BiH", number 22/90), are obliged to submit a request to determine the conditions in terms of Article 64 and Article 72, paragraph (1) of this law, within three months from the date of adoption of the by-law from Article 66, paragraph (3), that is, Article 72, paragraph (3) of this law.

(2) Organizations from paragraph (1) of this article, which, within three months from the date of adoption of the by-law from article 66, paragraph (3) of this law, i.e., article 72, paragraph (3) of this law, submit a request for determining the conditions in within the meaning of Article 64, paragraph (1) of this law and Article 72, paragraph (1) of this law, retain the authority to perform tasks from Article 21, paragraph (1), i.e., Article 28, paragraph (2) of the Law on Occupational Safety (" Official Gazette of the SR BiH", number: 22/90), until the adoption of the final decision on the submitted request from paragraph (1) of this article.

(3) Organizations referred to in paragraph (1) of this article, which within three months from the date of adoption of the sub-legal act referred to in Article 66, paragraph (3), i.e. Article 72, paragraph (3) of this law, do not submit a request for determining the conditions in within the meaning of Article 64, i.e. Article 72, paragraph (1) of this law, with the expiration date of the term referred to in paragraph (1) of this article, the authorization to perform tasks referred to in Article 21, paragraph (1) and Article 28, paragraph (2) shall cease by force of law) of the Law on Occupational Safety ("Official Gazette of SR BiH", number: 22/90).

Article 89

Regulations from Article 23, paragraph (4), Article 34, paragraph (6), Article 60, paragraph (1), Article 62, paragraph (2), Article 65, paragraph (4), Article 66, paragraph (3) , Article 67, paragraph (3) of this law and Article 72, paragraph (3) of this law, will be adopted within twelve months from the date of entry into force of this law.

Article 90

Until the adoption of regulations from Article 89 of this law, the following will apply:

1. Rulebook on conditions for determining workplaces with special working conditions and medical examinations of workers in those workplaces ("Official Gazette of the SR BiH", number 2/91),
2. Rulebook on the procedure for reducing working hours at workplaces with special working conditions ("Official Gazette of the SR BiH", number 2/91),
3. Rulebook on conditions that must be met in terms of personnel and technical equipment by organizations that perform periodic inspections and tests in the field of occupational safety ("Official Gazette of the SR BiH", number 2/91),
4. Rulebook on keeping records, keeping documents and content of the annual report in the field of occupational safety ("Official Gazette of the SR BiH", number 2/91),
5. Rulebook on the manner and procedure of periodic inspections and examinations in the field of occupational safety ("Official Gazette of the SR BiH", number 2/91),

6. Rulebook on the provision of first aid in case of injury and illness of workers at work ("Official Gazette of the SR BiH", number 38/86).

Article 91

(1) Until the adoption of new regulations on safety and health protection at work, if they do not contradict the provisions of this law and other regulations, the following shall apply:

1. General rulebook on hygienic and technical protective measures at work ("Official Gazette of FNRJ", no. 16/47, 18/47 and 36/50),

2. Rulebook on hygienic and technical protective measures when working in spinning mills ("Official Gazette of FNRJ" number 46/47),

3. Rulebook on hygienic and technical protective measures when working in graphic companies

("Official Gazette of FNRJ", number 56/47),

4. Rulebook on hygienic and technical measures during work in glass factories-glaziers ("Official Gazette of FNRJ", no. 14/48, 18/48),

5. Rulebook on hygienic and technical measures when working in quarries and brickyards, as well as code

extraction of clay, sand and gravel ("Official Gazette of FNRJ", number 69/48),

6. Rulebook on protective measures when handling explosives and blasting (blasting) in mines and quarries, as well as during other works (Appendix No. 8 to "Official Gazette of FNRJ", No. 98/49),

7. Rulebook on technical and health-technical protective measures at work in chemical-technological processes (annex number 8 to the "Official Gazette of FNRJ", number 55/50),

8. Rulebook on technical and health-technical protective measures when working in ferrous metallurgy

("Official Gazette of FNRJ", number 7/55),

9. Rulebook on hygienic and technical protective measures during diving works ("Official Gazette of FNRJ", number 36/58),

FNRJ", number 36/58),

10. Rulebook on hygienic and technical measures during work on processing and processing of metals ("Official Gazette of FNRJ", number 40/61),

11. Rulebook on hygienic and technical protective measures during port and transport work ("Official Gazette of SFRY", number 14/64),

12. Rulebook on occupational safety during the technical processing of light metal alloys in baths with nitrate salts ("Official Gazette of the SFRY", number 48/65),

13. Rulebook on occupational safety during maintenance of motor vehicles and transportation by motor vehicles ("Official Gazette of SFRY", number 55/65),

14. Rulebook on occupational safety when loading cargo into motor vehicles and unloading cargo from such vehicles ("Official Gazette of the SFRY", number 17/66),

15. Rulebook on safety at work with devices for loading and unloading cargo on seagoing ships and inland navigation vessels ("Official Gazette of the SFRY", number 32/66),

16. Rulebook on occupational safety in agriculture ("Official Gazette of the SFRY", number 34/68),

17. Rulebook on occupational safety in construction ("Official Gazette of SFRY", no. 42/68 and 45/68),
 18. Rulebook on technical standards for cranes ("Official Gazette of the SFRY", number 65/91),
 19. Rulebook on means of personal protection at work and personal protective equipment ("Official Gazette of the SFRY", number 35/69),
 20. Rulebook on occupational safety in the manufacture of explosives and gunpowder and manipulation of explosives and gunpowder ("Official Gazette of the SFRY", number 55/69),
 21. Rulebook on special measures and norms for protection at work during the processing and processing of leather, fur and leather waste ("Official Gazette of the SFRY", number 47/70),
 22. Rulebook on general measures and norms for protection at work from noise in work premises ("Official Gazette of the SFRY", number 29/71),
 23. Rulebook on occupational safety measures and norms on work tools ("Official Gazette of SFRY", number 18/91),
 24. Rulebook on occupational safety in forestry ("Official Gazette of SR BiH", number 20/85),
 25. Rulebook on protection at work with acetylene developers and acetylene stations ("Official Gazette of SR BiH", number 2/87),
 26. Rulebook on occupational safety during mechanical processing and processing of wood and similar materials ("Official Gazette of the SR BiH", number 5/86),
 27. Rulebook on safety at work in railways ("Official Gazette of SR BiH", no. 42/86 and 3/87),
 28. Rulebook on general safety measures at work for construction facilities intended for work and auxiliary rooms and work spaces ("Official Gazette of the SR BiH", number 5/88),
 29. Rulebook on occupational safety when using electricity ("Official Gazette of SR BiH", number 34/88).
- (2) New regulations on safety and health protection at work from paragraph (1) of this article will be adopted by the federal minister.

Article 92.

On the day this law enters into force, the Law on Safety at Work ceases to be valid ("Official Gazette of the SR BiH", number 22/90).

Article 93

This law enters into force on the eighth day from the day of its publication in the "Official Gazette of the Federation of Bosnia and Herzegovina".

Chairman
House of Representatives
of the Parliament of the Federation of Bosnia and Herzegovina

Mirsad Zaimović

Chairman
Home of the people
of the Parliament of the Federation of Bosnia and Herzegovina

Tomislav Martinović