

Negotiating Position of the Republic of Slovenia on Chapter 13

SOCIAL POLICY AND EMPLOYMENT

The Republic of Slovenia accepts the *acquis* with respect to Chapter 13 – Social Policy and Employment, but reserves the right to examine the need for a transitional period for implementation of the *acquis* concerning health and safety at work with physical, chemical and biological agents, which is the subject of the following Directives: Directive 90/679/EEC amended by 93/88/EEC; Directive 98/24/EC, Directive 80/1107/EEC amended by 88/642/EEC, Directive 83/447/EEC amended by 91/382/EEC; Directive 86/188/EEC; Directive 88/364/EEC; Directive 95/30/EEC, Directive 91/322/EEC and Directive 96/94/EC. The Republic of Slovenia will request a transitional period should a more detailed analysis of the Republic of Slovenia's capacity to implement the above-mentioned Directives reveal the need for a transitional period. The Republic of Slovenia will make a final decision on that matter by 31 October 1999 at the latest.

The Republic of Slovenia does not request any derogation from the *acquis* in the chapter on social policy and employment.

The legislation of the Republic of Slovenia on social policy and employment partly conforms with the *acquis*. There is a need for further approximation of legislation in the following sub-areas: labour law, equal treatment of men and women, public health, and health and safety at work. The Republic of Slovenia will bring its legislation on social policy and employment fully into line with the *acquis* and implement it progressively by 31 December 2002 at the latest (see Annex I). The Republic of Slovenia is not expected to encounter any difficulties with the adoption of the *acquis* in the chapter on social policy and employment, except for implementation in the area of health and safety at work with physical, chemical and biological agents.

The Republic of Slovenia has in place most of the institutions necessary to implement the *acquis* on social policy and employment. The Republic of Slovenia will strengthen the staffing capacity and thus ensure more efficient functioning

of some of these institutions (Ministry of Labour, Family and Social Affairs, Employment Service of Slovenia, Office for Safety and Health at Work, Labour Inspectorate, Ministry of Health, Health Inspectorate, Institute of Public Health, National Mining Inspectorate and other relevant administrative bodies). In order to be able to efficiently use the funds from the European Social Fund, the Republic of Slovenia will, within the framework of the Special Preparatory Programme for Structural Funds in the Republic of Slovenia, strengthen at the national and local levels co-ordination between the ministries and provide an infrastructure for efficient preparation of programmes, monitoring and control of implementation of programmes of the European Social Fund and, by 31 December 2002, progressively set up and put into operation the network of regional development agencies.

JUSTIFICATION

1. LABOUR LAW

Existing legislation in the Republic of Slovenia

The legislation of the Republic of Slovenia on labour law is partly in conformity with the *acquis*.

The Republic of Slovenia has in force the Guarantee Fund Act which provides for the rights of employees whose employment relationship is terminated due to the insolvency of their employer (Directive 80/987/EEC).

The Republic of Slovenia's legislation partly conforms with the *acquis* concerning the following domains of the labour law: collective redundancies (Directive 98/59/EC), safeguarding of employees' rights in the event of transfers of undertakings (Directive 98/50/EC), informing employees of the main terms and working conditions (Directive 91/533/EEC), rights of posted workers (Directive 96/71/EEC), part-time work (Directive 97/81/EC), fixed-duration or temporary employment relationship

(Directive 91/383/EEC), organisation of working time (93/104/EC), and protection of young people at work (Directive 94/33/EC). These areas are regulated by acts regulating individual employment relations (the Basic Rights Stemming from Employment Act and the Labour Relations Act), the Workers' Participation in Management Act, the Safety at Work Act and the Health Care and Health Insurance Act), and partly by the system of collective agreements (in particular, general collective agreements for market and non-market sectors).

The requirements set out in Directive 94/45/EC (European Works Council) are not incorporated in the existing legislation of the Republic of Slovenia.

*Harmonisation of legislation with the *acquis**

The Republic of Slovenia will fully transpose the *acquis* on labour law by adopting and implementing the following acts:

- labour relations act, to be adopted and implemented by 31 December 2000 at the latest,
- health and safety at work act, to be adopted and implemented by 31 June 2000 at the latest,
- act amending the workers' participation in management act, to be adopted and implemented by 31 December 2002 at the latest; and
- European Works Council act, to be adopted and implemented by the time of accession of the Republic of Slovenia to the European Union at the latest,

and the following secondary legislation:

- regulation on safety statement with risk assessment, to be issued and implemented by 31 December 2001 at the latest, and
- implementing regulation concerning the work prohibited for pregnant workers and workers who have recently given birth and young people below the age of 18. The regulation will be issued and implemented by 31 December 2002 at the latest.

The labour relations act will lay down, in accordance with the requirements laid down in the *acquis*, the obligations of an employer in the event of collective redundancies; certain legal rights of employees and responsibilities of the transferor and the transferee in the event of the transfer of an undertaking; and the obligation of employers to ensure the same minimum rights to workers posted in the Republic of Slovenia as apply, as cogent norms, to those employed in the Republic of Slovenia. The act will also explicitly lay down the substance of the contract of employment to be concluded between employer and employee prior to the beginning of work, and the legal protection of a worker in the event that the employer fails to hand over the employment contract for the worker to sign it in time. With regard to some specialities in contracts of employment, employment for a fixed duration will be regulated separately and with the emphasis on informing workers prior to taking up work. Workers will thereby be informed about all

working conditions, including health and safety at work, as well as about their legal rights and obligations, equal position of workers with fixed-duration or permanent-employment contracts. Another speciality with regard to employment contracts will be part-time contracts that will apply the principle of proportionality of rights with regard to working time. The new labour relations act will also contain all requirements related to the organisation and limitation of working time, night and shift work, it will establish breaks, daily and weekly rest times and annual holidays. The act will, as has been the case so far, lay down the minimum employment age (which should not exceed the age of 15) under an employment contract and specially regulate the protection of young people at work aged from 15 to 18. Apart from regulating the special position of young persons in an employment relationship under an employment contract, the act will also regulate employment conditions and all legal issues concerning the work of children below the age of 15 (work related to cultural, artistic, sports or advertising activities, summer work, training in the framework of educational programmes and, in particular, apprenticeships).

The health and safety at work act will lay down the obligations of an employer related to ensuring health and safety to employees at work. The obligations of the employer will be the same for those permanently employed as well as those employed for a fixed duration, and the same for those employed full time as well as part time. In addition, special treatment will be provided for particular categories of the employed – the young (below the age of 18), pregnant workers or workers who have recently given birth, and disabled persons. Furthermore, the act will provide for transitional, periodical and special medical examinations for workers.

The act amending the workers' participation in management act will contain solutions related to the status and rights of workers' representatives in the event of the transfer of an undertaking.

The labour relations act, the health and safety at work act and the secondary legislation issued on those bases will serve as the legal basis for implementation of all the requirements contained in the above-mentioned Directives by the foreseen date of the Republic of Slovenia's accession to the European Union.

Institutional framework for implementing the harmonised legislation

The Republic of Slovenia has in place and operating the institutions necessary for preparation of legislation, control of the situation, and monitoring of implementation of legislation in the fields of labour law, rights of workers in the event of insolvency of their employer and enforcement of judicial protection. Here, the Ministry of Labour, Family and Social Affairs is the key institution. The Labour Inspectorate is the body responsible for monitoring the implementation of

legislation. Pursuant to the Labour and Social Courts Act, judicial protection is provided in labour and social courts. The Guarantee Fund of the Republic of Slovenia, in operation since 3 November 1997, guarantees payments of employees' claims if their employment relationship is terminated due to bankruptcy or compulsory settlement of their employer.

2. SOCIAL DIALOGUE

The legislation of the Republic of Slovenia on social dialogue conforms with the *acquis*.

At the national level, the Economic and Social Council has been in operation since 1994.

The Republic of Slovenia will continue to endeavour to strengthen social dialogue.

3. EQUAL TREATMENT OF MEN AND WOMEN

Existing legislation in the Republic of Slovenia

The legislation of the Republic of Slovenia on the equal treatment of men and women is partly in conformity with the *acquis*.

The main provisions on equal treatment of men and women are provided in the chapter on human rights and basic freedoms of the Constitution of the Republic of Slovenia. In addition, the Constitution provides judicial protection related to the respect and protection of human rights and basic freedoms. The constitutional principle prohibiting discrimination and the principle of equal treatment of men and women is further specified in individual acts in the areas of labour relations and social security.

Harmonisation of legislation with the acquis

The Republic of Slovenia will harmonise its legislation on the equal treatment of men and women with the *acquis* (Directives 75/117/EEC, 76/207/EEC, 86/613/EEC, 92/85/EEC, 96/34/EC and 97/80/EC) by the labour relations act, to be adopted and implemented by 31 December 2000 at the latest, the parenthood and family benefits act, to be adopted and implemented by 31 December 2001 at the latest, and the equal opportunities act, to be adopted and implemented by 31 December 2002 at the latest.

The labour relations act will provide for equal pay for work of equal value for men and women, it will enshrine the principle of equal treatment and equal opportunities for men and women regarding access to employment, promotion, vocational training, education, retraining, absence from work, working conditions, working time and termination of employment contracts, and specifically define the concepts of direct and indirect discrimination. It will enshrine the principle that the burden of proof that there was no violation of the principle of equal treatment lies on the side of a defendant. Further, the act will provide for the protection of pregnant workers or workers who have recently given birth.

The parenthood and family benefits act will provide for the individual right of both parents to at least three months of parental leave. This right will be implemented gradually.

The equal opportunities act will provide for equal treatment of men and women in most spheres of social life, in particular in the work environment and in matters related to social security. The act will elaborate in greater detail the provisions already contained in other regulations and provide for adequate sanctions in cases of violations. In this manner, the more efficient application of the principle of equal treatment and equal opportunities for men and women will be ensured.

With regard to the equal treatment of men and women in matters of social security (Directive 79/7/EEC), the legislation of the Republic of Slovenia is fully in conformity with the *acquis*.

Institutional framework for implementing the harmonised legislation

With regard to the equal treatment of men and women, the Republic of Slovenia has in place the necessary institutions. To meet the requirements stemming from the *acquis*, the Republic of Slovenia will strengthen the staffing capacity of the Ministry of Labour, Family and Social Affairs, the Labour Inspectorate and the Government Office for Women's Policy. Moreover, it will ensure improved efficiency of judicial bodies, in particular the labour and social courts.

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4. EMPLOYMENT AND THE EUROPEAN SOCIAL FUND

Existing legislation in the Republic of Slovenia

The legislation of the Republic of Slovenia on employment conforms with the *acquis*.

The Employment and Insurance in Case of Unemployment Act and the secondary legislation issued on that basis adhere to the provisions of the Amsterdam Treaty and the Commission's recommendations.

The Government of the Republic of Slovenia has adopted the 1999 National Action Programme in the field of employment.

Harmonisation of legislation with the acquis

The *acquis* related to employment is not of binding nature. The Republic of Slovenia will prepare, in the framework of its employment policy, two basic programme documents: the Strategy of Employment for the period 2000–2006 and the National Action Plan (NAP) for the period 2000–2001. The NAP will be regularly updated. Both documents will be in accordance with the European Union's employment guidelines for 1998 and 1999.

Institutional framework for implementing the harmonised legislation

With regard to the implementation of employment policy, the Republic of Slovenia has in place the necessary institutions.

Active and passive employment policies are carried out by the Employment Service of Slovenia headed by a tripartite board (government, employers, trade unions). It is a public service obliged to report about its activities to the Ministry of Labour, Family and Social Affairs. At regional and local levels, the Employment Service of Slovenia performs its tasks through its local units and labour offices. In order to ensure more efficient implementation and monitoring of the programmes of active employment policy, the Republic of Slovenia will modernise and strengthen the staffing of the above institution.

The activities related to job broking and implementation of employment policy can be carried out by other authorised organisations on the basis of a concession.

To carry out the activities related to European Social Fund, the Republic of Slovenia will set up, within the framework of a Special Preparatory Programme for Structural Funds in the Republic of Slovenia, the relevant infrastructure and train the personnel to be able to carry out different programmes according to the principles of the European Social Fund. In order to be able to efficiently use the funds from the European Social Fund, the Republic of Slovenia will, within the framework of the Special Preparatory Programme for Structural Funds in the Republic of Slovenia, strengthen at the national and local levels co-ordination between the ministries and provide an infrastructure for suitable preparation of programmes, monitoring and controlling implementation of programmes of the European Social Fund and, by 31 December 2002, progressively set up and put into operation the network of regional development agencies.

In order to perform the activities related to European Social Fund, the Republic of Slovenia will strengthen the staffing of the Ministry of Labour, Family and Social Affairs, the Vocational Training Centre and the Employment Service of Slovenia.

5. SOCIAL SECURITY AND DISABLED PERSONS

Existing legislation in the Republic of Slovenia

The *acquis* on social security and disabled persons is not binding but consists of general guidelines and recommendations, which the Republic of Slovenia almost fully applies.

Harmonisation of legislation with the acquis

The Republic of Slovenia will fully transpose into its legislation the general guidelines of the European Union concerning protection of disabled persons in the organisations for disabled act, to be adopted and implemented by 31 March 2002 at the latest, and the invalidity benefit act, to be adopted and implemented by 31 March 2002 at the latest.

The Republic of Slovenia is preparing an Action Programme against Poverty and Social Exclusion, to be adopted by 30 June 2000 and to start being implemented by 30 September

2000 at the latest and the National Programme on Social Care and Welfare until 2005, to be adopted by 31 March 2000 and to start being implemented by 30 June 2000 at the latest. Both documents will take full account of the European Union recommendations concerning social care, welfare and assistance systems.

With a view to achieving the greatest possible coherence of social security policies (Recommendation 92/442/EEC) also in the field of family protection, the Republic of Slovenia will adopt and implement the parenthood and family benefits act by 31 December 2001 at the latest.

Institutional framework for implementing the harmonised legislation

The Republic of Slovenia has in place the institutions necessary for implementing the policy on social security and disabled persons.

6. PUBLIC HEALTH

Existing legislation in the Republic of Slovenia

The legislation of the Republic of Slovenia on public health is partly in conformity with the *acquis*.

The Restricting the Use of Tobacco Products Act adopted in 1996 complies fully with the requirements set out in Directive 90/239/EEC on the maximum tar yield of cigarettes, whilst the provisions of Directive 89/662/EEC on labelling tobacco products are only partly reflected in the said act.

Harmonisation of legislation with the acquis

Full harmonisation of legislation of the Republic of Slovenia on public health will be achieved by amendments to the act restricting the use of tobacco products, to be adopted and implemented by 31 June 2002 at the latest. The act will provide for compliance in the substance of warning signs to be used for selected kinds of tobacco products, a harmonised method of labelling and will abolish restrictions on imports of tobacco products whose labels are in compliance with the requirements of the Directive.

Institutional framework for implementing the harmonised legislation

The Republic of Slovenia has in place the institution necessary for implementing the public health policy: the Institute of Public Health, whose staffing will be strengthened to be able to take measurements of harmful substances in accordance with the required ISO standards.

7. HEALTH AND SAFETY AT WORK

Existing legislation in the Republic of Slovenia

The legislation of the Republic of Slovenia on health and safety at work is not in conformity with the *acquis*. The rules and

regulations in force, having been prepared in different social and economic conditions, are obsolete and as such do not conform with the *acquis*. Some areas of health and safety at work are not regulated at all in the Republic of Slovenia.

Harmonisation of legislation with the acquis

The new health and safety at work act, to be adopted by 31 June 1999 at the latest, will serve as the framework law regulating this area. It will incorporate the requirements set out in the framework Directive 89/391/EEC on the introduction of measures to encourage improvements in the safety and health of workers at work. A series of individual directives in the framework of Article 16 of the above-mentioned framework Directive, each of which covers a particular domain of this area, will be gradually adopted by the foreseen date of accession to the European Union (31 December 2002) by the issuing and implementation of the relevant secondary legislation (see Annex I). The Republic of Slovenia has already set up special working groups for the preparation of professional basis for the secondary legislation.

In the course of harmonising its legislation, the Republic of Slovenia is paying special attention to co-operation with social partners (employers and employees). Representatives of individual associations are invited to take part in the very preparation of an professional basis for future regulations and, moreover, each regulation is discussed in the tripartite Economic and Social Council prior to its issue. This procedure allows the social partners to be ready to take on the requirements stemming from harmonisation of legislation and to anticipate the instruments necessary for implementation of these requirements.

The Republic of Slovenia will issue the following secondary legislation by 30 September 1999 at the latest:

- Regulation on minimum safety and health requirements for the workplace,
- Regulation on minimum safety and health requirements for the use of work equipment,
- Regulation on the minimum safety and health requirements for the use by workers of personal protective equipment, and
- Regulation on the minimum requirements for safety and/or health signs at work.

The above listed items of secondary legislation are currently undergoing tripartite co-ordination among the social partners.

Waiting to enter the procedure of tripartite co-ordination are the draft regulation on the minimum requirements for protection of workers from the risk of exposure to carcinogens at work; and the working material for regulation on safety statement with risk assessment, which also sets out the obligations of an employer related to risk assessments. The Republic of Slovenia is not expected to encounter any difficulties with implementation of the above-listed regulations.

The draft regulation on the minimum safety and health requirements at temporary or mobile construction sites has been prepared. The Republic of Slovenia is not expected to encounter any difficulties with its implementation, since the existing legislation already contains the obligation that for each construction site a study on safeguard measures has to be provided.

The Republic of Slovenia is putting together the professional basis for preparation of the regulation on minimum safety and health requirements for work with display screen equipment. This regulation will be a novelty in the legislation of the Republic of Slovenia, therefore – given the variety of display screen equipment available – a period of almost two years is anticipated for its implementation.

There are similar reasons behind the delayed implementation of the regulation on minimum safety and health requirements for the manual handling of loads where there is risk of back injury to workers. The regulation is in the phase of preparation.

The Republic of Slovenia is not expected to encounter any greater difficulties with the preparation and implementation of the regulation on minimum safety and health requirements for work on board fishing vessels, and the regulation on minimum requirements for the provision of medical treatment on board vessels. The draft regulations are in the phase of preparation.

The Republic of Slovenia does not expect to encounter any significant difficulties with implementation of the regulation on minimum safety and health requirements of workers in the mineral-extracting industries using drilling and workers in the surface and underground mineral-extracting industries. A more detailed timetable for issuing and implementation of individual pieces of secondary legislation is provided in Annex I.

Institutional framework for implementing the harmonised legislation

The Republic of Slovenia has in place the institutions necessary for implementation of the health and safety at work policy. However, in order to ensure implementation of the newly issued regulations on health and safety at work which will be in compliance with the *acquis*, the Republic of Slovenia will strengthen the staffing and improve other working conditions in the Office for Safety and Health at Work and the Labour Inspectorate, both operating within the framework of the Ministry of Labour, Family and Social Affairs.

Possible request for a transitional period

The Republic of Slovenia is still examining the possibility of a request for a transitional period for implementation of the *acquis* concerning health and safety at work with physical, chemical and biological agents referred to in the following Directives on health and safety at work: Directive 90/679/EEC amended by 93/88/EEC; Directive 98/24/EC, Directive 80/1107/EEC amended

by 88/642/EEC, Directive 83/447/EEC amended by 91/382/EEC; Directive 86/188/EEC; Directive 88/364/EEC; Directive 95/30/EEC, Directive 91/322/EEC and Directive 96/94/EC.

Implementation of the legislation on health and safety at work with physical, chemical and biological agents depends on the adaptability and capacity of the existing undertakings to actually implement the above-mentioned *acquis*.

198 The Republic of Slovenia does not yet possess any analysis that would allow an assessment of the corporate sector's capacity to implement the said *acquis*. Aware of the fact that even some of the Member States needed transitional periods for the implementation of this *acquis*, the Republic of Slovenia reasonably doubts that the existing corporate sector will be able to actually implement the *acquis* in question, at least not without serious economic consequences. The Republic of Slovenia has already started preparation of an analysis which is to assess the capacities of the Slovenian economy to implement the mentioned *acquis*. It is being prepared by the Government in co-operation with the Chamber of Commerce and Industry. The results of the analysis will be available by 31 September 1999 at the latest. Should the analysis prove that a transitional period is necessary for undertakings to implement the above mentioned Directives, the Republic of Slovenia will request a transitional period. A decision on this will be taken by 31 October 1999 at the latest and communicated to the Conference on Accession.

Ljubljana, 28 May 1999

Annex I
TIMETABLE FOR ADOPTION AND IMPLEMENTATION
OF LEGISLATION AND PROGRAMMES

1. LABOUR LAW

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National reference	EU reference	Date of adoption	Date of implementation
Labour Relations Act	393L0104 394L0033 396L0071 397L0081 380L0987 375L0129 377L0187 391L0383 391L0533	31.12.1999	31.12.2000
Health and Safety at Work Act	393L0104 391L0383 394L0033	30.06.1999	30.06.2000
European Worker's Council Act	394L0045 397L0074	31.12.2002	31.12.2002*
Act Amending the Workers' Participation in Management Act	377L0187 394L0045 397L0074	31.12.2002	31.12.2002

* upon accession of RS to EU

3. EQUAL TREATMENT OF MEN AND WOMEN

National reference	EU reference	Date of adoption	Date of implementation
Labour Relations Act	375L0117 376L0207 386L0613 392L0085 396L0034 397L0080 379L0007	31.12.1999	31.12.2000
Parenthood and Family Benefits Act	396L0034	31.12.2000	31.12.2001
Equal Opportunities Act	375L0117 376L0207 386L0613 392L0085 396L0034 397L0080 379L0007	31.12.2002	31.12.2002
Health and Safety at Work Act	392L0085 376L0207	30.06.1999	30.06.2000

4. EMPLOYMENT AND THE EUROPEAN SOCIAL FUND

National reference	EU reference	Date of adoption	Date of implementation
Strategy of market development and active employment policy measures for the period 2000-2006	397Y0802(01) 398Y0128(01) 399Y0312(01)	31.12.1999	31.03.2000*
National Action Programme	397Y0802(01) 398Y0128(01) 399Y0312(01)	periodically	periodically

* datum začetka implementacije

5. SOCIAL CARE AND WELFARE, AND DISABLED PERSONS

National reference	EU reference	Date of adoption	Date of implementation
Parenthood and Family Benefits Act	392X0442	31.12.2000	31.12.2001
Organisations for Disabled Act	497Y0113(01)	31.03.2001	31.03.2002
Invalidity Benefits Act	497Y0113(01)	31.12.2001	31.03.2002
Action Programme against Poverty and Social Exclusion	489Y1031(01) 392X0441	30.06.2000	30.09.2000*
National Programme of Social Care and Welfare until 2005	392X0442 392X0441 489Y1031(01)493Y1221(01)	31.03.2000	30.06.2000*

* date of starting implementation

6. PUBLIC HEALTH

National reference	EU reference	Date of adoption	Date of implementation
Amendments to the Act Restricting the Use of Tobacco Products	389L0622 390L0239	31.12.2001	30.06.2002

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7. HEALTH AND SAFETY AT WORK

National reference	EU reference	Date of adoption	Date of implementation
Health and Safety at Work Act	389L0391 390L0270	30.06.1999	30.09.2001
Regulation on minimum safety and health requirements for the workplace	389L0654	30.09.1999	30.06.2001
Regulation on minimum safety and health requirements for the use of work equipment	389L0655 395L0063	30.09.1999	30.06.2001
Regulation on minimum safety and health requirements for the use by workers of personal protective equipment	389L0656	30.09.1999	30.09.2000
Regulation on minimum requirements for safety and/or health signs at work	392L0058	30.09.1999	30.06.2001
Regulation on safety statement with risk assessment	389L0391	31.12.1999	31.12.2001
Regulation on the protection of workers from risks of exposure to noise at work	386L0188	31.12.1999	31.12.2002
Regulation on minimum safety and health requirements at temporary and mobile construction sites	392L0057	31.12.1999	31.12.2001
Regulation on minimum safety and health requirements for the manual handling of loads, where there is risk of back injury to workers	390L0269	31.12.1999	31.12.2001
Regulation on minimum safety and health requirements for work with display screen equipment	390L0270	31.12.1999	30.09.2001
Regulation on the protection of workers by the banning of specific agents and certain work activities	388L0364	31.03.2000	31.12.2001
Regulation on the protection of workers from the risks of exposure to asbestos at work	383L0477 391L0382	30.09.2000	31.12.2001
Regulation on the protection of workers from the risks of exposure to metallic lead and its compounds at work	382L0605	31.12.2001	31.12.2002
Regulation on the protection of workers from the risks of exposure to chemical, physical and biological agents at work	380L1107 388L0642	31.12.2001	31.12.2002

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Regulation on the protection of workers from the risks of exposure to vinyl chloride monomer	378L0610	31.12.2000	31.12.2001
Regulation on the protection of workers from the risks of exposure to carcinogens	390L0394 397L0042	31.03.2000	30.09.2001
Regulation on the protection of workers from the risks of exposure to biological agents at work	390L0679 393L0088 395L0030 397L0059 397L0065	31.12.2001	31.12.2002
Regulation on the limit values of chemical, physical and biological agents for health protection of workers exposed to risks at work	391L0322 396L0094	31.12.2001	31.12.2002
Regulation on minimum requirements for the provision of medical treatment on board vessels	392L0029	31.12.2000	31.03.2001
Regulation on minimum safety and health requirements for protection of workers in the mineral-extracting industries using drilling	392L0091	31.12.2000	31.12.2001
Regulation on minimum safety and health requirements for protection of workers in surface and underground mineral-extracting industries	392L0104	31.12.2000	31.12.2001
Regulation on minimum safety and health requirements for work on board fishing vessels	393L0103	31.12.2000	31.12.2001
Regulation on safety and health protection of workers from risks of exposure to chemical agents at work	398L0024	31.12.2001	31.12.2002
