

UNOFFICIAL TRANSLATION

In accordance with the Article 200 paragraph 6 of the Constitution of the Republic of Serbia,
The Government, with the countersignature of the President of the Republic renders

REGULATION
on organization of work of employers during state of emergency

Article 1.

This regulation governs the special manner and organization of work of employers at the territory of the Republic of Serbia during state of emergency.

Article 2.

During state of emergency the employer is required to enable the employees to perform their work outside the employer's premises (work at distance and work at home) at all jobs for which it is possible to organize such work in accordance with the general act and the employment agreement.

In case the general act and the employment agreement do not determine the manner of work referred to in the paragraph 1 of this Article, the employer may enable the employee to perform his work outside the employer's premises by rendering a decision, if the organizational requirements allow so.

The decision referred to in the paragraph 2 of this Article must contain:

- 1) duration of working hours;
- 2) the manner of performing the supervision over the employee's work.

The employer is required to keep records regarding the employees performing work outside the employer's premises.

Article 3.

The employer whose nature of business does not allow to organize work in the manner determined in the Article 2 of this regulation is required to harmonize its operations with the conditions of the state of emergency, in particular:

- to, if it is possible and does not take additional assets, organize working in shifts in order to have the smallest possible number of employees and all other engaged persons at the same time in the same room,
- provide keeping all business meeting in electronic or other suitable form (video link, video call and etc.),
- postpone business trips in the country and abroad in accordance with the decision of the competent authority on prohibition, i.e. temporary limitation of entering and movement.

Article 4.

The employer is required, for the purpose of ensuring the protection and health of employees, engaged persons and clients, to provide all general, special and extraordinary measures referring to hygiene safety of facilities and persons in accordance with the Law on Protection of Citizens from Infectious Diseases.

For employees and engaged persons who are in a direct contact with clients or share working space with several persons it is necessary to provide sufficient quantities of means of protection in accordance with the special regulations.

Article 5.

This regulation shall come into force on the day of publishing in the „Official Gazette of the Republic of Serbia”.

05 number 110-2517/2020

In Belgrade, on March 15, 2020

Government

President of the Republic,

Aleksandar Vucic

First Vice-President of the Government,

Ivica Dacic