

## Labour inspection in the Czech Republic

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# Labour inspection in the Czech Republic



Ministry of Labour  
and Social Affairs of the Czech Republic

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## I. Introductory word



In 2009 we commemorate 40 years of the activity now called labour inspection, which at its birth was known as the state professional supervision of safety at work.

On 20th December 1968 the National Assembly adopted the Act No. 174/1968, on state professional supervision of occupational safety, and pursuant to this Act the Czech Office of Labour Inspection started operating with the effect from 1st January 1969. Today's State Office of Labour Inspection is viewed as an

integral successor of the said Office, even though its sphere of operation and methods of activities are different.

Implementation of the mentioned act concentrated the supervision of safety at work in a single national body. This step eliminated the then fragmentation into individual governmental departments and industries and the responsibility for supervision of labour health and safety protection at work was transferred from trade unions to the competence of a governmental body.

From the establishment of the Czech Office of Labour Inspection in 1969 there has been a direct line of activities to the today's State Labour Inspection Office. Very significant was the adoption of a new act in 2005, which transformed the bodies of state professional supervision of safety at work into labour inspection bodies with differently – more broadly – defined sphere of operation.

The purpose of this publication is to briefly document the past period, to gather important information about the supervision of health and safety at work in the Czech Republic since the very beginning and to keep the information for potential use in the future. Meanwhile, it will also provide information about the important facts for all readers who are affected by the health and safety at work issues and protection of working conditions as specialists, individuals or professionals.

The current approach to labour inspection includes, in agreement with the statutory regulations, not only inspection of observation of occupational safety and health protection but also the overall inspection of protection of labour relations and working conditions. It also responds to changes occurring around us, particularly through cooperation with labour inspection bodies in the states of the European Union.

The interconnection of activities and mutual support between the labour inspection bodies in the individual member states of the European Union will be ever more considerable. The reason is the increasing number of employees who work and will be working in other than home member state. The issues of remuneration for work, working hours and other working conditions are becoming equally important as the protection of life and health of the employees at the workplace.

The fortieth anniversary is also the opportunity to look back and to reflect on results achieved in the previous decades. In this connection I would like to appreciate the contribution and effort of the former employees and management of the Czech Office of Labour Inspection. Many outlined goals have been achieved and the today's professional standard is fully comparable with our counterparts in the European Union. The task of the current workers in the labour inspection system is to fulfill the public assignment and expectations which are associated with the labour inspection at present.

**Mgr. Ing. Rudolf Hahn**  
General Inspector  
of the State Labour Inspection Office

## II. Introduction

The State Labour Inspection Office and regional labour inspectorates are state administration bodies whose main task is to inspect observation of obligations resulting from labour law obligations, including regulations on occupational safety and health protection. In substantiated cases the labour inspection bodies impose sanctions for transgressions or administrative offences. The State Labour Inspection Office is managed by the Ministry of Labour and Social Affairs.

Apart from inspections, the basic tasks of the Office and the inspectorates include advisory, consulting and public educational activities. The activities of the Office and the inspectorates are governed by the Act No. 251/2005 Coll., on labour inspection.

The main purpose of the activities conducted by the Office and the inspectorates is not and shall not be repression but prevention, i.e. they shall seek to prevent negative phenomena – occupational injuries, occupational diseases and accidents of technical equipment – and the best possible preparation to overcome consequences of such incidents, once they occur.

The principles of prevention are contained in the Labour Code, the fundamental labour law regulation in effect in the Czech Republic, which has existed since 1965. The currently valid Labour Code is registered in the Collection of Acts under No. 262/2006 Coll.

## III. Basic data about the Czech Republic



The **Czech Republic** is an inland country in central Europe. It borders on Germany in the west, Austria in the south, Slovakia in the east and Poland in the north. The territory of the Czech Republic consists of three historical lands: Bohemia, Moravia and Czech Silesia. Its location makes it a natural crossroad of Europe.

### Political system

The Czech Republic is a parliamentary democracy. The Czech Republic's parliament consists of two chambers, the Chamber of Deputies and the Senate. 200 deputies are elected into the Chamber of Deputies every four years based on a proportional representation, while the Senate consists of 81 senators with six-year mandates. Once in two years one third of the Senate is replaced in two-round majority elections. The executive power is held by the government which issues orders and proposed acts. The government is accountable to the Chamber of Deputies. The head of the state is the President elected every five years by the Parliament. The President nominates judges of the Constitutional Court who are then approved by the Senate. The President may also under certain circumstances dissolve the Chamber of Deputies and veto acts (except constitutional ones).

The President appoints the Prime Minister and other members of the government. The President also accepts resignation of the Prime Minister and through the latter also resignations of the individual government members.

Administrative structure

Since 2000 the Czech Republic has been divided into 14 self-governing regions. The execution of state administration at the regional level uses a combined model. Regional Offices are regional bodies managed by directors. The regions are headed by regional presidents, with the exception of the capital of Prague, headed by a mayor.

District offices were cancelled on 1 January 2003. Districts, however, as territorial and statistical units, continue to exist and some offices still operate with a district sphere of operation.

From the viewpoint of general state administration the regions are divided into administrative districts of municipalities with extended powers (sometimes also called “small districts” or “type III municipalities”). Such municipalities naturally include not only all the former district towns but many others. The districts are in some cases further divided into municipality districts with authorized municipal offices, which hold some powers also for the surrounding municipalities.

Important data about the Czech Republic

- Establishing date of the Czech Republic: 1 January 1993  
as a result of splitting of former Czechoslovakia
- NATO joining date: 12 March 1999
- EU joining date: 1 May 2004

State system	Republic
Capital	Prague – pop. 1 212 097 (as at 31 December 2007)
Area	78 867 km <sup>2</sup> (114 <sup>th</sup> place worldwide)
Time zone	CET
Currency	Czech crown (CZK)
Political system	Parliamentary democracy
Official language	Czech
Population	10 415 853 (as at 31 December 2007)
Population density	132 persons/km <sup>2</sup>
GDP in purchase power parity per capita	20 286 PPS (2007, EUROSTAT)

Data as at 1 May 2009

The protection of civil rights at work is no news on the territory of Czech Republic; on the contrary, labour inspection in various forms in the Czech Republic ranks among the oldest in Europe. At present, this sphere is guaranteed by the Ministry of Labour and Social Affairs, which manages the State Labour Inspection Office based in Opava. The Office performs the inspection activities through 8 regional labour inspectorates focusing on labour relations, working conditions and health and safety at work.

Brief history of labour inspection in the Czech lands

Looking back into the past we can see that in this culturally and economically developed country the safety at work issues have been addressed in a long-term process since the 13th century. At the turn of the 13<sup>th</sup> and 14<sup>th</sup> centuries, under the rule of the king Václav II, a special mining code was created for Kutná Hora, which contained, among other things, labour law and legal rules which sought assurance of safety at work in mines. Even at that time the rules dealt with technical requisites of underground workplaces, ventilation, drainage, lighting, and even regulations dealing with construction-technical issues. The code also established a method to inspect observation of the rules, including sanctions for the failure to observe them. The code was enormously progressive and unique for its time. Very soon it was translated into other European languages and it became the most recognized code of its era, respected throughout Europe.

After the Middle Ages, the later legal regulations in this area are linked to the development of industrial production in the first half of the nineteenth century. At that time the present territory of the Czech Republic was a part of Austria-Hungary. For example, the general civil code of 1811 imposed the obligation on employers to take care of the protection of life and health of the employees. More specific provisions can be found e.g. in the penal act No. 117 of the imperial code from 1852, which set sanctions for failure to observe regulations for operation of steam engines and steam boilers, and contained sanctions for a “building foreman, whose scaffolding or construction collapses”, as well as negligence transgressions “resulting in body impairment “ etc.

The “Trade Licensing Code” (Act Bo. 22/1858 of the imperial code) was issued in 1858 and its Section (§) 74, in addition to many other obligations stated: “... each trade license holder shall take all health precautions at his own expense and introduce and maintain all other equipment, particularly at workplaces, machines and working tools, which are necessary to protect lives and health of workers in the course of operation of his license”. Trade license holders were also required “to make sure that the machines, equipment, plants and their parts are fenced so that workers cautiously performing their work cannot be easily endangered “.

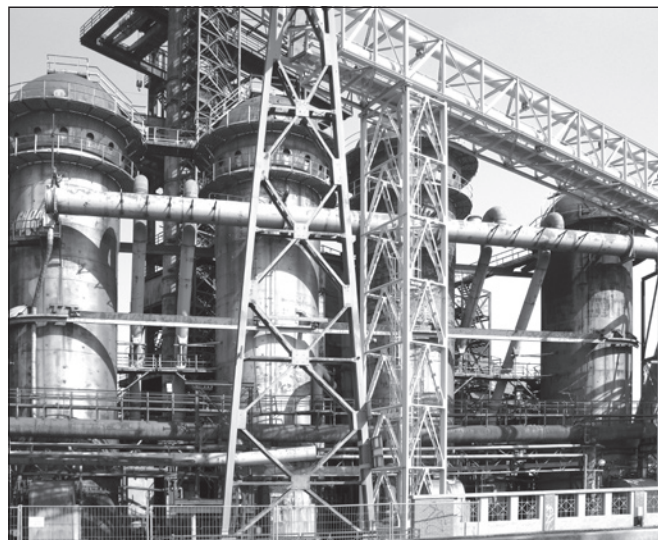
The Act No. 117 of 1883, which regulated safety at work and technical safety of equipment, established trade inspectors who had the status of civil servants. The inspectors could inspect all trade enterprises in one or several districts. The task of the inspector was to inspect observation of statutory regulations, both by the employer and employees.

After the establishing of independent Czechoslovakia the Austrian trade licensing legislation was taken over and the trade inspection was subordinated to the Ministry of Social Welfare; the system continued until 1952, while its activities were expanded to cover also "home workers".

Relatively extensive legal regulations in health and safety at work were created with the development of capitalism. Long before the First World War many legal regulations dealing with safety at work were developed on the territory of this country. They included instructions for trade inspection and boiler supervision in the Decree No. 176/1905 of the imperial code, by the Minister of Trade, which modified and amended the Trade Licensing Code with general regulations for the protection of life and health of workers. The fact that the inspection competence did not cover all businesses and that the new state emphasized the social aspect of labour, probably lead to the proposal of an act on labour inspection, which was submitted in 1921. The proposal expanded the competence of the inspection to all wage workers, regardless of the type and size of the business. This act, which unfortunately was not implemented, was ahead of the rest of the world by many years because the International Labour Organization adopted the Convention No. 81 on labour inspection in the industry and trade only in 1947. The situation described above continued until the end of 1951.

The fundamental document dealing with safety at work was issued in the period of the First Republic, in 1938, and it was in effect without any amendments for 44 years. The document was a governmental decree No. 41/1938 Coll., which issued general regulations for the protection of life and health of workers. The Act No. 67/1951 Coll. was adopted in 1951, and its purpose was to ensure safety at work for employees and apprentices. Labour inspection – supervision of safety at work was performed by united trade unions organization through its labour inspection bodies, whose competence applied to all workplaces and secondary facilities, including workshops and laboratories of vocational schools, universities and institutions.

Similarly, the purpose of the Act No. 51/1954 Coll. was to ensure safety at work for farming cooperatives and individual farmers. Labour inspection – supervision of safety at work was performed by agricultural administration of the Council of the Regional National Committee through its labour inspection bodies. Agricultural departments of Councils of District National



Ilustrační foto: Dolní oblast Vítkovic, Ostrava

Committees cooperated on the performance of such supervision. Supervision of safety at work for manufacturing cooperatives was performed in agreement with the Act No. 72/1959 Coll. by organizations within the manufacturing cooperative system through its labour inspection bodies. Bodies, which performed professional technical supervision based on special regulations, conducted the supervision in manufacturing cooperatives in cooperation with cooperative labour inspection bodies.

Apart from the labour inspection conducted by bodies of the Revolutionary Trade Union Movement (the Czech acronym is ROH), additional inspections were established and performed by special state administration bodies or bodies of the respective ministry in cooperation with the united trade union organization, for such manufacturing or working activities, where this was substantiated by the nature of the work. Such special technical supervision was introduced in mining and it was performed by mining authorities headed by the Central Mining Office. Supervision of boilers, pressure vessels and other technical equipment was entrusted to the Institute of Technical Supervision. Technical supervision in railway sector was performed by the Ministry of Transport. Supervision of health and safety at work in inland navigation was performed by the navigation administrators. The Ministry of Transport provided for supervision of health and safety at work in maritime navigation. The supervision health and of safety at work in air transport was entrusted to aviation inspectors and the supervision of safety at



work in road transport to road traffic inspectorates.

The three mentioned acts on safety at work were abolished and replaced in 1961 by the Act No. 65/1961 Coll. but the supervision was still entrusted to the trade unions. Only in agriculture the state technical supervision was entrusted to workers of engineering tractor stations. The Act No. 65/1961 Coll., on occupational safety and health protection, established material incentives to improve health and safety at work and involvement of workers in the assurance of health and safety at work. The Revolutionary Trade Union Movement performed the supervision of health and safety at work in enterprises, plants and manufacturing cooperatives. The supervision was organized by the Trade Unions Central Council.

This Act was subsequently replaced with the Act No. 65/1965 Coll., Labour Code, whose chapter five contained provisions on occupational safety and health protection. It turned out that the current method of provision of occupational safety and health protection was not sufficient for the future. The rate of occupational injuries continued to be high (up to 1000 of fatal occupational incidents per year) and the improvement of standards in safety at work progressed very slowly. The overall working conditions and safety at work provisions did not correspond to the modern findings in technology and in many cases not even to healthcare criteria. This resulted in adoption of the Act No. 174/1968 Coll., on state professional supervision of occupational safety. This act represented a basis for the establishment of a new independent national agency – state professional supervision of safety at work. This also meant fulfillment of the conditions for ratification of the Convention No. 81 of the International Labour Organization on labour inspection. In May 1969 the Institute of Technical Supervision in Prague was transformed into the Czech Office of Safety at work and employees of the above mentioned bodies performing supervision of safety at work and technical equipment were transferred into the newly established safety at work inspectorates.

This body was in charge of state supervision of safety at work in all manufacturing and non-manufacturing organizations, it analyzed occupational injuries, it was authorized to investigate causes of fatal and collective injuries and to participate in procedures for the issuance of certificates of practical completion of construction projects, to discuss national standards, to issue safety regulations etc.; meanwhile, it had to be provided with the required authority e.g. to impose sanctions on organizations and responsible persons for breaching of safety at work regulations.

The Czech Office of Health and Safety at work under the Act No. 174/1968 Coll., on state professional supervision of occupational

safety, and the Czech Mining Office under the Act No. 41/1957 Coll., on utilization of mineral riches (Mining Act), in a common decree No. 151/1969 Coll., defined the facilities to be classified as specified technical equipment, which means the equipment posing an increased risk for life, health or property. Designers and manufacturers of such equipment, including installation organizations and their operators, had special duties imposed on them by regulations dealing with assurance of health and safety at work and technical equipment. The equipment included pressure equipment and boilers, lifting devices, electric equipment and gas equipment.

### History of professional technical supervision

The 19th century in Europe saw a boom of industrial production, introduction of new machines and technologies in manufacturing, which replaced manual work, increased productivity of labour but at the same time increased the rate of injuries among the employees. The manufacturing in factories also meant beginning of central sources of energy to drive machines and equipment. A steam boiler, as a substantial part of a steam engine, due to the steam parameters became the first dangerous technical equipment, not only for its operating personnel but for the entire building in which it was situated or for its surroundings.

Following a number of explosions of steam boilers which caused material and human losses, the manufacturers looked for a way to limit such accidents and started issuing the first regulations establishing requirements for management of dangerous conditions of such equipment.

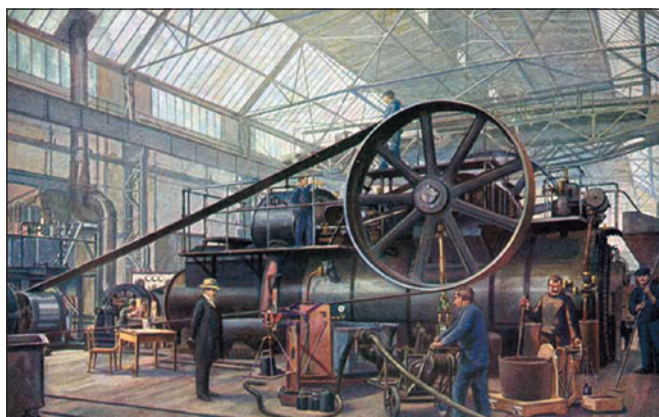


Illustration photo:  
Stationary steam engine R. Wolf with the output 800 HP in a test room

Stát. autor. společnost pro zkoušky „vyšetřování parních kotlů v Praze.  
Podle sazby policie 7, lit. i, poplatek zákona ze dne 9. února 1850 oswobozeno od poplatku. (Výn. fin. ministr. ze dne 2. srpna 1854, čis. 29956.)

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Gemäß Tarifpost 7, lit. i, des Gebühren-Gesetzes vom 9. Februar 1850 erbfrei. (F.-M.-E. vom 2. August 1854, Z. 29955.)

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 Staatl. autor. Dampfkesselprüfungs- und Untersuchungs-Gesellschaft in Prag.

the purpose were the Society for supervision and insurance of steam boilers in Vienna, which had its inspectorates in the Czech kingdom, and the Association for testing and inspection of steam boilers in Bohemia.

The state boiler commissioner was the first state officer performing the state professional supervision of technical equipment and its operation. The measures to be adopted for safety and against explosion of steam boilers were subsequently imposed by a decree issued by the Ministry of Trade No. 130/1875 of the imperial code. The decree already prescribed the material of the boilers, its equipment with safety valves, manometer, and water gages. The decree also contained the first references to the technical professional supervision. Very extensive and strict were the regulations for testing of steam boiler operators. The tests were organized by the inspection commissioners for steam boilers appointed by the state and by bodies of companies authorized by the state.

With the development of other technical fields the existing boiler commissariats transformed in commissariats for engineering and electric technology. Apart from the commissariats, there were also non-governmental companies authorized by the state.

In 1942 a governmental decree was issued by the Protectorate government No. 235/1942 Coll., on technical supervision, which established conditions to be met by steam boilers and other technical equipment in order to ensure public safety. At the same time, it was decreed that such equipment shall be subject to continuous technical supervision or occasional tests. The performance of the supervision and tests required by earlier regulations and by the mentioned decree was entrusted to the Technical Supervision Association Prague. The association was subordinated to the Ministry of Economy and Labour. The performance of supervision and tests on railway was entrusted to the railway administration office in agreement with applicable regulations.

The governmental decree No. 53/1952 Coll., on assurance of safe and economical operation of some technical equipment, established the Institute of Technical Supervision with the Ministry of Fuels and Energy. The purpose of the decree was to ensure that operation of technical equipment was safe for human life and health, national property and other economic values, as well as economical in terms of thermal technology. The decree applied to the following technical equipment: steam boilers (steam generators) and other pressure vessels, heavy-current electric equipment and lifting devices. Later its applicability was expanded to include gas equipment. The professional technical supervision under the mentioned decree excluded the technical equipment possessed by military administration, Ministry of Telecommunication, mines and railway, for which the supervision

was performed by the Ministry of Railway, and the technical equipment of the Czechoslovak radio and Czechoslovak state film.

The bodies of professional technical supervision determined, among other things, whether the technical equipment, its operation and maintenance met the regulations and technical standards or recognized practices in technology and scientific progress and whether the employees entrusted with their operation and supervision of technical equipment had the necessary professional knowledge.

The bodies of professional technical supervision provided professional advice and expert opinions in the matters mentioned above; they organized courses for training of professional technical experts, prepared regulations on safety of technical equipment and its economy in terms of thermal technology. They performed their tasks in cooperation with labour inspection bodies.

The bodies of professional technical supervision were authorized to access the technical equipment at any time. Some activities in the professional technical supervision were made for a payment based on a schedule of rates. Workplaces of the Institute of Technical Supervision were located in the individual regions of Czechoslovakia and in the towns of Prague, Brno and Bratislava. In 1968 the bodies involved in labour inspection and technical supervision were transformed to create the above-mentioned state professional supervision of occupational safety.

### Occupational injuries

We have only sporadic information about occupational injuries in the early era of trade supervision. Statistical data in the today's form did not exist. We do not have enough data about the then definitions of occupational injuries and reporting duty so we can hardly make a comparison with the current data. The data from 1930 from the "Report by the trade inspection" are the most accurate data available and they provide an overview of all companies within the competence of trade inspection for the entire Czechoslovak Republic at that time. The overall occurrence of injuries was probably significantly higher.

Year	1913	1917	1930
Number of persons insured	1 003 529	619 789	954 931
Number of reported incidents	45 352	41 630	75 388
Fatalities			416
Frequency of injuries	4,52	6,72	7,89

Table 4: Occupational injuries in the 1<sup>st</sup> half of the 20<sup>th</sup> century

## Labour inspection and supervision of health and safety at work in the Czech Republic at present

### Legislation in labour inspection and supervision of health and safety at work in the Czech Republic

A uniform system of the state professional supervision of health and safety at work was introduced in 1968 by the Act on state professional supervision No. 174/1968 Coll., which established the supervision in the Czech Republic by the Czech Office of Occupational Safety (ČÚBP) and safety at work inspectorates (IBP). ČÚBP was based in Prague and, as an office with the statute of a central agency, it established, through the Decree No. 18/1969 Coll., 9 inspectorates in total, based (with a single exception) in regional capitals.

Main tasks of the safety at work inspectorates were:

- performance of supervision (inspections),
- evaluation of design documents for selected construction projects,
- application of requirements for safety at work when putting construction project into operation,
- investigation of occupational injuries,
- investigation of operating accidents of technical equipment,
- issuance of authorizations and certificates for activities performed on specified technical equipment (equipment with an increased risk for the operators and surrounding environment – pressure, lifting, electric and gas equipment).

In 1990s the last mentioned activity was handed over to an independent state organization, which was and still is the Institute of Technical Inspection Prague (ITI Prague).

Apart from the activities stated in the act, the inspectorates also provided advice to the employees and employers.

### Labour inspection

The conditions fundamentally changed by the adoption of the Act No. 251/2005 Coll., on labour inspection, which came into effect on 1 July 2005. The act introduced several major changes into the previous practice of the inspectorates and the central office, particularly:

- Abolition of the Czech Office of Labour Inspection and establishment of the State Labour Inspection Office based in Opava (hereinafter the Office),
- Abolition of safety at work inspectorates (Czech acronym

IBP) and development of regional labour inspectorates (Czech acronym OIP),

- Expanding of the inspection powers with comprehensive inspection of observation of obligations resulting from labour law regulations,
- Major increase of the upper limit for sanctions, from 500 000.- CZK to 2 000 000.- CZK,
- Accurate definition of facts of the case for transgressions and administrative offences which may be sanctioned with fines.

#### Sphere of competence of the Office and the inspectorates:

##### The Office and the inspectorates inspect observation of obligations resulting from

- a| legal regulations, which establish rights and obligations in labour law relations for employees, respective trade union body or council of employees or representative for occupational safety and health protection, including legal regulations on remunerations to employees, refund of wage or salary and refund of expenses to the employees, with the exception of legal regulations on employment and legal regulations on protection of employees in case of employer's insolvency ,
- b| legal regulations establishing working hours and time for rest,
- c| legal regulations to ensure safety at work,
- d| legal regulations to ensure safe operation of technical equipment posing a risk to life and health and legal regulations on safe operation of specified technical equipment,
- e| legal regulations on employment of women, underage employees, employees taking care of children and employees, who have proved that they primarily themselves take care of another physical person in the long-term, who is under a special legal regulation viewed as a person dependent on assistance of other physical persons in level II (medium serious dependency), in level III ( serious dependency) or level IV (total dependency),
- f| legal regulations regulating performance of artistic, cultural, sporting and promotional activities by children.

##### The Office and the inspectorates shall also

- a| inspect observation of collective agreements in those sections where the agreements regulate individual labour law entitlements of the employees resulting from legal regulations, as well as internal regulations pursuant to Section ( §) 305 of the Labour Code,

- b| inspect observation of internal regulations issued under the Labour Code, provided they establish rights for the employees,
- c| perform inspection also in cases established by a legal regulation in places where the inspector's life or health may be at immediate risk; the inspection shall be performed only in a company of a physical person authorized for the purposes by the inspected person.

##### Inspector shall be entitled to do the following in the course of his/her activities:

- a| Perform inspections / checks in terms of the Labour Inspection Act, in case the following persons are present at the moment an inspection is commenced: a member of the statutory body of an inspected entity, a representative of an inspected entity, an employee of an inspected entity, cooperating family member or any other physical entity executing and/or ensuring activities, which form the line of business of an inspected entity;
- b| Enter, free of charge, any premises, facilities, and production areas of inspected entities for the purpose of performing inspections;
- c| Request from inspected entities the provision of accurate and complete information on investigated and associated facts;
- d| Identify, during an inspection, physical entities mentioned under letter a) according to their ID cards, passports, or service cards of civil servants;
- e| Request from inspected entities to present original documents within certain deadlines, or officially authenticated copies of such documents, as well as other documents, data entries on data carriers tools of computer technology, their extracts and source codes of programs, samples of materials, substances, or products (hereinafter the "documents") needed for an inspection;
- f| Make copies of parts of documents or extracts from documents in order to evidence the failure to fulfill / insufficient fulfillment of obligations ascertained when performing the inspection; for this purpose, make use of technical resources in order to make photo documentation, audio or visual recordings;
- g| In cases requiring special consideration, in case of an imminent risk of default
  - Secure documents; acceptance / receipt of the documents must be confirmed to an inspected entity in writing, and copies of any accepted documents must be provided to the entity;



- Take the necessary volume of samples of materials, substances and/or products to be analyzed; acceptance / receipt of the samples must be confirmed to an inspected entity in writing;
  - Order an execution of measurements, examinations, tests, or revisions;
- h| Question employees of an inspected entity without the presence of other physical entities, representative of the relevant trade union body, or representative for the area of health and safety at work with regard to matters relating to the performed inspection;
- i| Order the maintenance of an accident location in its original conditions until the completion of an investigation of work accidents and/or for the period necessary to document the accident location;
- j| Render a decision concerning a ban on:
- The use of premises, facilities, production / working equipment or instruments, working or technological procedures, substances or materials, performance of works or activities, which endanger the safety of employees or other physical entities residing within the premises of an inspected entity with the knowledge of the inspected entity, until the removal of any defects, with the exception of fixed traction equipment and traction vehicles on tracks and within the public road transportation, vessels and plains; for this purpose, an inspector may order any present individuals to immediately leave the premises, in which their safety is at risk. In case of risks resulting from any potential delay, the decision may also be communicated verbally; an appeal shall not have a deferring effect.
- In case a decision is communicated verbally, the protocol must state it in a partial protocol.
- A decision on an issued ban must be communicated to the inspected entity in writing without any undue delay after the day the verbal decision is announced;
- Any overtime work, nighttime work, work of women / youth if it is carried out in contrary to a special legal regulation, overtime work carried out pursuant to § 93 of the Labour Code;
- k| Impose on the inspected entity measures to remove any discrepancies ascertained during an inspection and to set reasonable deadlines for the removal thereof, and to require submission of a written report on any measures adopted; he/she may also any technical or other measures necessary to remove risks;

l| Impose disciplinary sanctions on physical entities in the name of the labour inspection authority for the failure to meet obligations of the inspected entity;

m| Use telecommunication equipment of the inspected entity in cases, when the use thereof is necessary to perform the inspection;

n| Become familiar with any classified information, provided an inspector identifies himself/herself with a certificate for the relevant security level of such information.

The inspector's card is a sufficient proof / document on his/her assignment relating to the performance of inspections.

Furthermore, inspectors of the Office and inspectorates carry out assessments of project documentations of selected buildings; enforce requirements of occupational safety when buildings are commissioned; check causes of work accidents, and provide free advisory and consulting services.

In order to facilitate the access of employers / employees to information relating to activities of the Office and inspectorates, advisory and consulting points are established in all regions. These points are always operated one day a week, and they serve for the provision of free advisory and consulting services relating to issues of protection of labour relations / labour (working) conditions. However, it is also possible to obtain information in the area of occupational safety and health, even though this is not stipulated in the Act. These services are also provided within the places of business of the inspectorates / Office.

The competencies of the Office / inspectorates do not apply to works and activities relating to mining, operation of rail / air transport or shipping, and partially to road transport and nuclear safety. Furthermore, the Office / inspectorates do not check hygiene at work, fire safety, environmental protection and commercial activities. These areas are covered by special legal regulations, and inspections are carried out by separate inspection authorities.

### State professional supervision over safety at work

In 1968, the state professional supervision over safety at work was regulated by means of Act no. 174/1968 Coll., and it was ensured through occupational safety inspectorates. Certain tasks relating to dedicated technical equipment were entrusted to the newly founded organization of state professional supervision – the Institute of Technical Inspection Prague (hereinafter "ITI Prague"). With the exception of specific activities of ITI Prague, the supervision over safety at work was excluded from Act no. 174/1968 Coll. in 2005 by means of Act no. 251/2005 Coll., on Labour inspection, and it is currently ensured

by the State Labour Inspection Office and regional labour inspectorates.

Organization of the state professional supervision – (ITI Prague) – remains for the area of dedicated technical equipment, i.e. equipment with a higher risk to health and safety of individuals / property, subject to the supervision pursuant State Professional Supervision Act (SPS). It concerns technical pressure, lifting, electric, and gas equipment. According to the degree of dangerousness, the dedicated technical equipment is divided into classes or groups, and a method is set for verifying professional qualification / competency of organizations, entrepreneurs and individuals relating to activities carried out on/with the use of the equipment.

#### Labour inspection authorities and organization of the state professional supervisions

The labour inspection authorities in the Czech Republic are:

- The State Labour Inspection Office in Opava;
- Regional labour inspectorates.

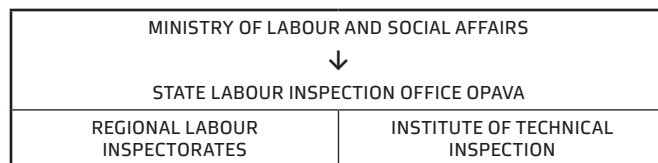
The central public administration authority, which governs the system of the State Labour Inspection Office is the Ministry of Labour and Social Affairs of the Czech Republic, Na Poříčním právu 1/376, 128 01 Prague 2.

The State Labour Inspection Office is headed by an Inspector General, who is appointed by the Minister of Labour and Social Affairs. As of 1.7.2005, the State Labour Inspection Office is located in Opava. Mgr. Ing. Rudolf Hahn has been appointed as the Inspector General.

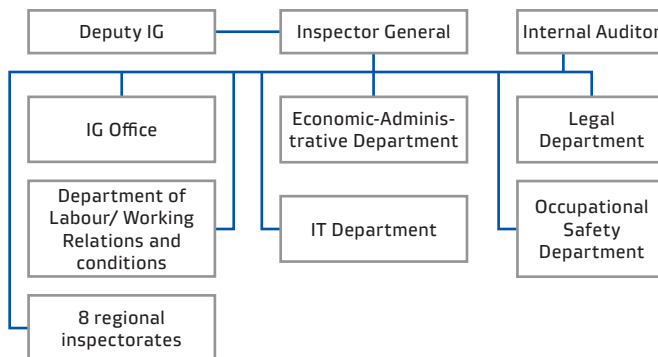
The regional labour inspectorates are managed by the State Labour Inspection Office. The regional labour inspectorates are headed by head inspectors, who are – upon discussion with the Inspector General – also appointed by the Minister of Labour and Social Affairs.

The State Labour Inspection Office has 546 employees in total. Overall, there are 327 inspectors in the area of labour inspection in the Czech Republic, of which 203 inspectors act in the area of health and safety at work and 124 inspectors act in the area of labour relations and labour / working conditions (PVP).

The Institute of Technical Inspection Prague (ITI Prague) is responsible for the organization of the state professional supervision over the safety of dedicated equipment in the Czech Republic. The institute has its regional branches.



#### Organizational chart of the State Labour Inspection Office



#### The State Labour Inspection Office

The registered office of the State Labour Inspection Office has been located in Opava (Moravian-Silesian Region) since its foundation, i.e. since 1. 7. 2005.

The statutory city Opava (population of approximately 60 000) lies in an altitude of around 260 m. It is an industrial and cultural center of the Czech Silesia.



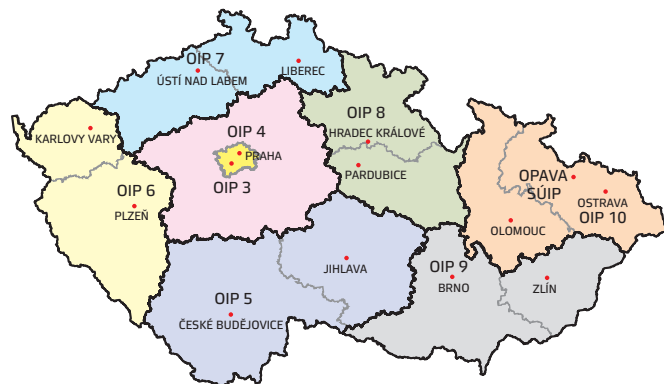
Due to heavy conflicts at the end of World War II, the significant part of the city center was destroyed. Whole new residential districts and industrial facilities, mainly in the area of engineering, food-processing, paper, and pharmaceutical industry, were developed after the War.

Many cultural sites were preserved in Opava, many of which are protected by the state protection

of monuments. “White Opava” – as the city was called by the poet Petr Bezruč – is also characteristic by numerous parks and orchards, namely around the historical city center.

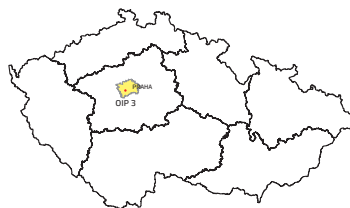
Opava, as the cultural center of Silesia, centralizes high number of educational institutions, with secondary schools of virtually any specialization, two grammar-schools, vocational schools, and the Silesian University. The State Labour Inspection Office is currently located at the following address: Horní náměstí 103/2, 746 01 Opava ([www.suip.cz](http://www.suip.cz)).

Territorial jurisdiction of regional labour inspectorates is shown on the following map:



- State labour inspection office O (SLIO) OPAVA – SLIO HEADQUARTERS
- OIP 3 Regional labour inspectorate (RLI) 3 PRAGUE - RLI for the city of Prague
- OIP 4 RLI 4 PRAGUE - RLI for the Central Bohemian Region
- OIP 5 RLI 5 ČESKÉ BUDĚJOVICE - RLI for South Bohemian and Vysočina Regions
- OIP 6 RLI 6 PLZEŇ - RLI for Plzeň and Karlovy Vary Regions
- OIP 7 RLI 7 ÚSTÍ n. LABEM - RLI for Ústí and Labem and Liberec Regions
- OIP 8 RLI 8 HRADEC KRÁLOVÉ - RLI for Hradec Králové and Pardubice Regions
- OIP 9 RLI 9 BRNO - RLI for South Moravian and Zlín Regions
- OIP 10 RLI 10 OSTRAVA - RLI for Moravian-Silesian and Olomouc Regions

## Territorial jurisdiction of the regional labour inspectorates

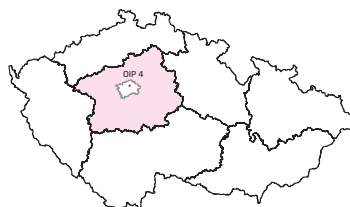


The Regional Labour Inspectorate for the city of Prague, registered office: Kladenská 103/105, 160 00 Prague 6 operates within the territory of the city of Prague ([www.suip.cz/oip03](http://www.suip.cz/oip03)).

The area of the region is 496 km<sup>2</sup>. Since 1. 7. 2001, the execution of delegated authority is divided into 22 administrative districts, which are subdivided into 57 city districts. The population of the region amounted to 1 220 846 in 2007.

Prague is the capital of the Czech Republic. This fact predetermines Prague as the natural center of politics, international relations, education, and economy/economics. From the perspective of economic performance of the region, Prague has a privileged position, as it generates almost one fourth of the nationwide GDP.

Prague still retains significant production capacities – heavy and light engineering (engines, trucks, and trams), chemical sector (tires, dyes, and pharmaceuticals), electrical engineering, printing and film, and food-processing industry with several breweries. Many premises of construction companies remaining from the development of panel housing developments are currently used for minor production and distribution. The number of industrial facilities is decreasing slowly, however, the revenues from industrial activities have increased.



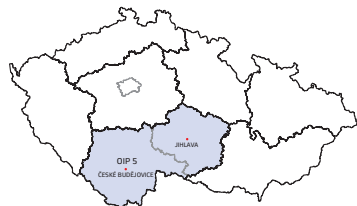
The Regional Labour Inspectorate for the Central Bohemian Region, registered office: Ve Smečkách 29, 110 00 Prague 1 operates within the territory of the Central Bohemian Region ([www.suip.cz/oip04](http://www.suip.cz/oip04)).

The area of the region is 11 015 km<sup>2</sup>. The region consists of 12 districts. As of 1.1.2004, there were 26 municipalities with extended operation in the region. The population of the region amounted to 1 212 709 in 2007. The Central Bohemian Region is characteristic by a developed agricultural and industrial production. The agricultural production profits from excellent

natural conditions, especially within the northeastern part of the region. The region is great at vegetable production, wheat, barley, sugar beet, and fruits, vegetables and flowers in suburban areas. The key industrial sectors of the region are engineering, chemical industry, and food-processing industry. ŠKODA AUTO a. s., Mladá Boleslav, is a company with nationwide importance; there is an ongoing production of small cars in TPCA Czech, s.r.o., Kolín. There are several important companies in the area of glass industry, ceramics, and printing. The importance of traditional sectors - such as coal mining, steelmaking, and boot industry – has been reduced.

The Regional Labour Inspectorate for the South Bohemian and Vysočina Regions, registered office: Vodní 21, 370 06 České Budějovice operates within the territory of the South Bohemian and Vysočina Regions ([www.suip.cz/oip05](http://www.suip.cz/oip05)).

### South Bohemian Region



The area of the region is 10 057 km<sup>2</sup>. The region consists of 7 districts. As of 1. 1. 2004, there were 17 municipalities with extended operation in the region. The population of the region amounted to 634 217 in 2007. The production

of cereals and fodder crops is predominant in the vegetable production of agriculture, with an important production of potatoes. The livestock production mainly comprises cattle and swine production. Overall, the region produces approximately 11 % of the nationwide agricultural produce. The region has a longstanding tradition of fishpond cultivation. The total area of fishponds amounts to approximately 25 000 ha. The region produces one half of the fish production of the Czech Republic, with an important poultry raising sector (ducks and geese). The industrial production is mainly concentrated in the agglomeration of České Budějovice, with significant industrial production in Tábor and Strakonice districts. However, the region is not one of the key industrial areas in the Czech Republic. From the perspective of individual sectors, the processing industry prevails, with special importance of food-processing and beverages, production of transportation vehicles and equipment. The construction companies of the region mainly ensure new development projects, modernizations, and reconstructions within the region. One of the two nuclear power plants in the Czech Republic is located in South Bohemian region (Temelín).

### Vysočina Region

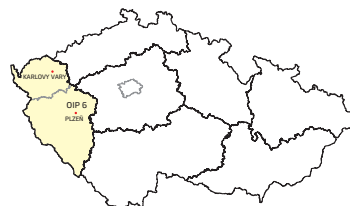
The area of the region is 6 796 km<sup>2</sup>. The region consists of 5 districts. As of 1. 1. 2004, there were 15 municipalities with extended operation in the region. The population of the region amounted to 514 335 in 2007.

In comparison with other regions of the Czech Republic, the economic performance of the region is below average. Vysočina Region still continues with the traditional agricultural production. The economic and technical background of agricultural producers is gradually developing.

The industrial production is represented by engineering and metal works, textile, wood, and food-processing industry. The nuclear power plant Dukovany, the second of the two nuclear power plants in the Czech Republic, is located in the region.

The Regional Labour Inspectorate for Plzeň and Karlovy Vary Regions, registered office: Schwarzova 27, 301 00 Plzeň operates within the territory of Plzeň and Karlovy Vary Regions ([www.suip.cz/oip06](http://www.suip.cz/oip06)).

### Plzeň Region



The area of the region is 7 561 km<sup>2</sup>. The region consists of 7 districts. As of 1.1.2004, there were 15 municipalities with extended operation in the region. The population of the region amounted to 564 449 in 2007.

The important location of the Plzeň Region within other regions is positively affected by the high economic performance of the city of Plzeň. Almost one third of all industrial entities of the region are centralized in Plzeň. If we compare individual sectors from the perspective of revenues of the region, the food-processing and electrical engineering sectors play predominant role.

### Karlovy Vary Region

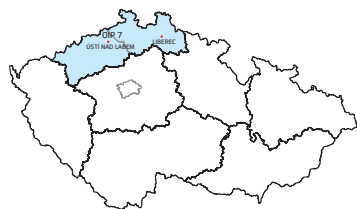
The area of the region is 3 315 km<sup>2</sup>. The region consists of 3 districts. As of 1. 1. 2004, there were 7 municipalities with extended operation in the region. The population of the region amounted to 308 312 in 2007.

One of the most important sectors of Karlovy Vary region is tourism. Especially famous spas have turned the region into a favorite destination of domestic and international clientele.



The Regional Labour Inspectorate for Ústí nad Labem and Liberec Regions, registered office: SNP 2720/21, 400 11 Ústí nad Labem operates within the territory of Ústí nad Labem and Liberec Regions ([www.suip.cz/oip07](http://www.suip.cz/oip07)).

#### Ústí nad Labem Region



The area of the region is 5 335 km<sup>2</sup>. The region consists of 7 districts. As of 1. 1. 2004, there were 16 municipalities with extended operation in the region. The population of the region amounted to 833 576 in 2007.

The industrial importance of the region is historically determined by substantial natural resources, especially by extensive reserves of lignite located in the proximity to the surface. The lignite basin stretches under the slopes of the mountain range Krušné Hory, from Ústí nad Labem all the way to Kadaň. Other important resources mined in the region are quality glass and casting sands and gravels, and construction stones. The most important sectors are energy, coal mining, engineering, and chemical / glass industry.

The industrial activity has had an adverse effect on the environment. However, there has been a substantial improvement in the last decade, which can be documented by the decreasing emissions / pollution, in spite of the fact the region is viewed as the region with the most extensive environmental damage.

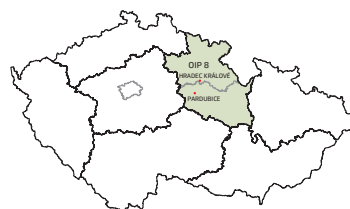
#### Liberec Region

The area of the region is 3 163 km<sup>2</sup> and it consists of 4 districts. As of 1. 1. 2004, there were 10 municipalities with extended operation in the region. The population of the region amounted to 435 360 in 2007.

Liberec Region has mainly an industrial character. The glass industry and bijouterie are highly developed here, together with the plastics production and processing, engineering, and processing industries with close relations to car production. The previously traditional textile industry has recently lost its dominant position. The main crops of agriculture, which is only a supplementary sector, are cereals and fodder crop in connection with cattle production. The economy of Liberec Region is also significantly supported by tourism.

The Regional Labour Inspectorate for Hradec Králové and Pardubice Regions, registered office: Říční 1195, 501 01 Hradec Králové operates within the territory of Hradec Králové and Pardubice Regions ([www.suip.cz/oip08](http://www.suip.cz/oip08)).

#### Hradec Králové Region



The area of the region is 4 758 km<sup>2</sup>. The region consists of 5 districts. As of 1.1.2004, there were 15 municipalities with extended operation in the region. The population of the region amounted to 553 159 in 2007.

This region may be characterized as an agricultural-industrial region, with highly developed tourism. The industry is centralized in large cities, intensive agricultural production in the area along the Labe River. The predominant industrial sector (in terms of number of employees) is the processing industry, with textile and production of electric / optical equipment. Krkonoše Mountains boast the highest concentration of tourism.

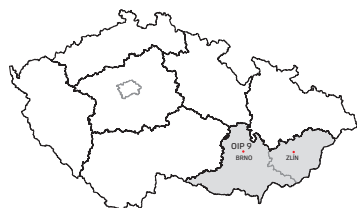
#### Pardubice Region

The area of the region is 4 518 km<sup>2</sup>. The region consists of 4 districts. As of 1.1.2004, there were 15 municipalities with extended operation in the region. The population of the region amounted to 513 234 in 2007.

The processing industry plays a decisive role in the region; a substantial GDP is also attributed to transportation, storage, trading, and construction. Tourism is becoming increasingly important.

The Regional Labour Inspectorate for the South Moravian and Zlín Regions, registered office: Milady Horákové 3, 658 60 Brno operates within the territory of the South Moravian and Zlín Regions ([www.suip.cz/oip09](http://www.suip.cz/oip09)).

### South Moravian Region



The area of the region is 7 196 km<sup>2</sup>. The region consists of 7 districts. As of 1.1.2004, there were 21 municipalities with extended operation in the region. The population of the region amounted to 1 142 793 in 2007.

It is a region with an important economic potential. Due to the industrial tradition of Brno and the surrounding area, the processing industry still has a dominant position within the economy. Another traditional sector is agriculture, especially in the southern parts of the region. The construction sector is also becoming important.

### Zlín Region

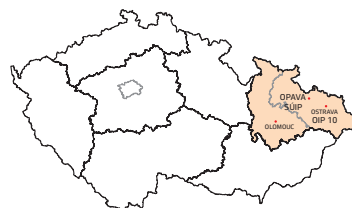
The area of the region is 3 963 km<sup>2</sup> and it consists of 4 districts. As of 1. 1. 2004, there were 13 municipalities with extended operation in the region. The population of the region amounted to 590 994 in 2007.

From the economic perspective, Zlín Region is one of the less developed regions. The economic performance of the region has predominantly been based on the valuation of inputs and intermediate products. Exports of the region are adversely affected by the location of the region within the Czech Republic and its bad traffic accessibility.

The growth potential of Zlín Region comprises of the companies of the processing industry – the total of 17.6% of all registered entities. It namely concerns metal works, wood-processing, electrical engineering, and textile industry companies. However, they are characteristic by low modernization of production in comparison with the rest of the Czech Republic.

The Regional Labour Inspectorate for Olomouc and Moravian-Silesian Regions, registered office: Živičná 2, 702 69 Ostrava operates within the territory of the Moravian-Silesian and Olomouc Regions ([www.suip.cz/oip10](http://www.suip.cz/oip10)).

### Moravian-Silesian Region



The area of the region is 5 427 km<sup>2</sup>. The region consists of 6 districts. As of 1.1.2004, there were 22 municipalities with extended operation in the region. The population of the region amounted to 1 250 036 in 2007.

Larger part of the region became one of most important industrial areas at the times of the Austro-Hungarian Empire. In addition to traditional sectors, such as coal mining, metallurgy, and heavy engineering, the following sectors are becoming more and more important: production and distribution of electricity, gas, and water, production of vehicles, production of chemicals, pharmaceuticals, fibers, as well as the automotive industry.

### Olomouc Region

The area of the region is 5 267 km<sup>2</sup>. The region consists of 5 districts. As of 1. 1. 2004, there were 13 municipalities with extended operation in the region. The population of the region amounted to 641 836 in 2007. Olomouc Region is an industrial area with developed services. The economy of individual districts of the region is quite stable and diverse enough; however, Jeseník district and the northern part of Šumperk district are one of the weaker economic areas, due to their location and traffic accessibility. The southern and central part of the region is one of areas with the most fertile land. The agricultural production is accompanied by many food-processing companies; also developed are the textile and clothing industry, production of machinery and equipment, optics and optical equipment, etc.

## V. International context of occupational safety and health

### Differences in the organization of occupational safety and health in individual EU member states

The level of occupational safety and health of individual EU member states is very hard to assess and/or compare due to the following reasons:

- No unified system of organization – model of supervision of a state over the area of safety and health, not even within the EU member states.
- No unified system for reporting statistical indicators, not even within the EU member states. For example, there is no unified definition of an accidents at work, and some states still register accident at work even for the incapacity of work in the extent of one day.
- Competencies of inspectors in individual countries vary significantly: e.g. in Slovakia, they also include supervision, which is carried out by the Czech Trade Inspectorate (ČOI) in the Czech Republic; in Austria, certain sectors are excluded from inspection competencies (agriculture), and construction sector is centralized in one (central) inspectorate for the purpose of control / supervision. In Netherlands, inspectors only check the compliance with measures for an identification of risks and the plans for the removal thereof prepared by specialized private companies with the necessary accreditation. In other states, the safety and health supervision also includes inspection / supervision competencies in the area of hygiene, etc.
- Requirements for the qualification of persons also vary. In the Czech Republic, Act no. 309/2005 Coll. in effect since 1. 1. 2007, which governs the area to a certain extent. For example, in Austria or in Netherlands, for several years already “safety technicians” must pass state-guaranteed trainings and exams.
- The approach of EU member states toward the risk prevention varies as well. Even though the principles are identical, the resources for their realization are usually acquired from the surpluses of specialized accident insurance companies. For example, in Austria, the insurance company AUVA issues and provides many free informational materials with practical guidance for organizing health and safety for companies.

It would be possible to find a lot more similar differences, which almost prevent any simple comparisons. This is the reason why any such information must be approached cautiously. It is not even possible to say which of the systems for organizing health and safety at work is better or worse. The national systems are based on traditions and customs, and each system has its own pros and cons.

In spite of this situation, there is a clear effort to harmonize and create international standards. It is usually referred to as the gradual harmonization of the Czech legislation with international standards. In principal, this harmonization takes place on two levels:

- Gradual adoption of conventions of the International Labour Organization and their implementation in the legal system of the Czech Republic;
- Implementation of the EU legislation.

### Gradual adoption of conventions of the International Labour Organizations

The International Labour Organization was established in 1919 and Czechoslovakia was one of the founding members.

The list of the ILO conventions ratified by the Czech Republic is attached in the form of Appendix no. 1.

The overview also lists those conventions, which do not apply to health and safety at work directly; however they are related to the matter.

The fundamental and the most important convention is the ILO convention no. 155 of 1981, which was implemented in the legal system of the Czech Republic as Decree no. 20/1989 Coll., on the Occupational safety and health convention (no. 155).

### Implementation of the EU legislation in the legal system of the Czech Republic

The Czech Republic acceded to the European Union on 1.5.2004. One of the conditions for the accession was the fulfillment of the basic requirements of the EU legislation in the area of occupational safety and health. That is why EU standards were gradually implemented even prior to the accession to the EU. Some evaluation reports state that the requirements of the fundamental EU legislation were fulfilled from approximately 80 % as of the accession date.

The overview of EU Directives, including the information on their implementation in the legislation of the Czech Republic, is attached in the form of Appendix no. 2 hereof.

### Technical standards, harmonization of standards

On national level, technical normalization was organized at the beginning of the 20th century. In 1919, the first nationwide company was established - The Czechoslovakian electro-technical Association (Elektrotechnický svaz československý - ESČ). This company issued the first standards in 1920 as the set of ESČ regulations and standards. The Czechoslovak electro-technical standards contributed to the development of electric engineering industry, of companies and businesses by establishing a generally accepted technical basis for the production as well as supervision. The Czechoslovak standards were voluntary; however, they had an undisputable authority due to the high level of technical solution and their normative form. They served as the basis for regulations of professional union, and they were widely used in tenders for public contracts. They were also significantly used in the area of insurance.

After World War II, the ČSN standards became the binding regulation, with a view to regulate the product quality of the nationalized industry, and later to replace safety regulations. This situation persisted until 1993, when professional standards were annulled and declared void, and only some of the state standards (norms) remained. In 1997, Act no. 22/1997 Coll., on Technical requirements for products, came into effect. This Act also included an amendment relating to standards (norms). Starting from 1.1.1998, the abbreviation "ČSN" refers to the "Czech technical norm/standard", and the ČSN regulations are valid, however, not binding. This practically means that a user of such standards may either use the solution described in the standard or he may deviate from the recommendation stipulated therein and select his own solution. However, in this case, he must guarantee his solution will be as good (or better) than the solution stipulated in the standard. ČSN regulations thus represent safety standards and the minimal level necessary.

Czechoslovakia, and later the Czech Republic, is a member of international normalization institutions, and, after the accession of the Czech Republic to the EU, this resulted in an obligation to adopt and implement European standards in the national system of standards, and to annul any conflicting provisions of national standards.

National standards are issued for areas which are not covered by international or European standards. However, there is only about 10% of such standards.

Each European and/or international standard (e.g. EN, ETSI, ISO, IEC), which is adopted / implemented in the system of Czech Standards, becomes a Czech standard and it is identified as ČSN EN, ČSN ISO, ČSN EN ISO, ČSN IEC or ČSN ETS, and it amounts to approximately 90% of the overall annual production of technical standards. These standards are referred to as harmonized standards. Technical standards are implemented in the ČSN system as follows:

- Upon a translation (approximately 60% of all adopted standards),
- Upon adopting the original standards;
- Upon approval for a direct use, i.e. the original English wording is inserted in an envelope with a title and identification of the standard in Czech.

The list of newly issued, cancelled or harmonized standards, as well as amendment standards with other useful facts, is published. Presently, it is possible to access all Czech technical standards online, which significantly facilitates the work of inspectors in the area of occupational safety.

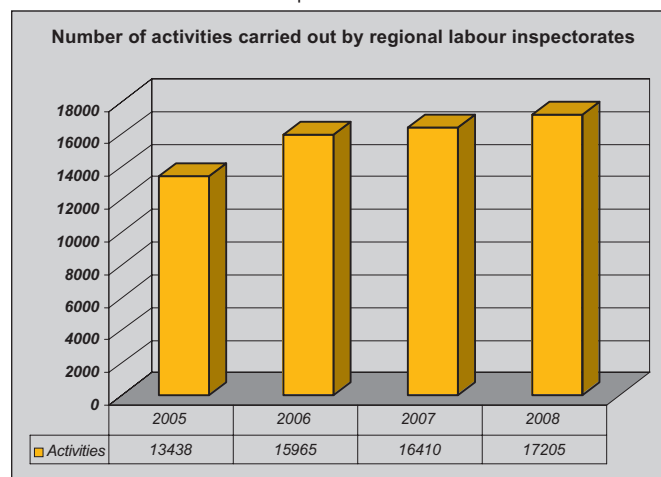
## VI. Activity of the labour inspection authorities in the Czech Republic

### Inspections

Inspections are one of the basic goals / objectives of the regional labour inspectorates. They are realized according to an annual plan, and they may also be unplanned – e.g. in connection with an inspection of causes of accidents at work, on the basis of instigations of people, etc. The assessment of selected project documentations of buildings and technologies as well as the participation of inspectors in the process of commission of buildings may be viewed as a certain form of inspection / supervision.

After the acquisition of extended inspection authorities in 2005, the number of inspectors increased due to a transfer of employees from labour offices, which resulted in the number of performed inspections and penalties imposed for proven violations and administrative delinquencies.

Activities of the State Labour Inspection Office in 2005 – 2008



Types of activities	2005	2006	2007	2008
Inspections of employers and entrepreneurs	11673	12513	12842	12845
Inspections with regard to investigating the causes of fatal occupational injuries	112	111	147	146
Inspections with regard to investigation the causes of other occupational injuries	300	340	367	418
Inspections on the basis of received submissions (instigations)	1353	3001	3054	3796
<b>Total inspections</b>	<b>13438</b>	<b>15965</b>	<b>16410</b>	<b>17205</b>

One of the important activities of the State Labour Inspection Office is the assessment of selected project documentation and enforcement of requirements of occupational safety and health when commissioning buildings (approval inspections):

- The average number of assessed project documentations of selected buildings amounts to 3 400 per year;
- The average number of approval inspections with enforced requirements for occupational safety amounts to 2 500 per year.

In case an inspection uncovers a material violation of obligations resulting from legal regulations, the inspector is to prevent the persistence of such undesired situation. For this purpose, an inspector may order the removal / remedy of any ascertained deficiencies and set reasonable deadlines.

In case of an imminent risk to life or health, an inspector may render a decision banning the use of workplaces, production / working means or equipment, procedures and activities, and he/ she may also ban any overtime work, nighttime work, or work women / youth if carried out in contrary to valid regulations.

The following table summarizes the bans issued in the last three years:

Bans	2006	2007	2008
Deactivation of machinery / equipment	46	10	21
Ban on using production / working premises	8	13	18
Ban on certain technologies	0	1	1
Ban on certain activities	4	14	21
Ban on overtime work	2	0	0
Ban on nighttime work for women	0	1	0

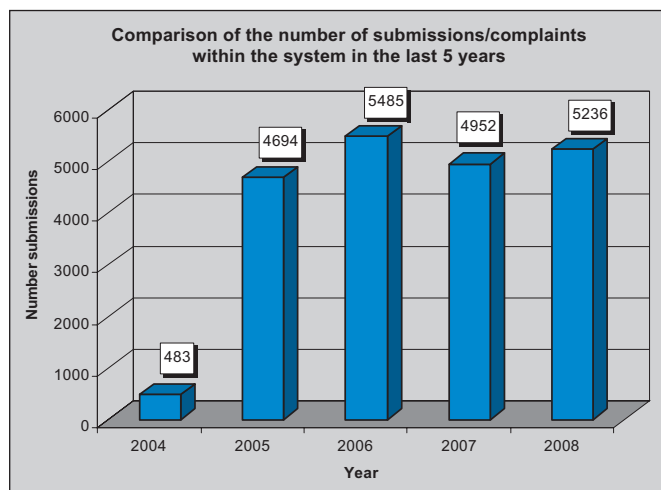
In case of an administrative delinquency according to the Labour Inspection Act, an inspector may impose a penalty on the spot, however, up to the amount of CZK 10,000. Higher penalties – up to CZK 2,000,000 – may be imposed on the inspectorate level, which also acts as a first instance administrative authority. It is possible to appeal the decision of such inspectorate; the appeal is ruled upon by the State Labour Inspection Office in Opava. Final decision of an inspectorate / the Office may be challenged by an action filed to a competent court.

Development of sanction policy is shown in the following table:

Penalties	2006	2007	2008
Penalties to legal entities and to entrepreneurs – number	810	2 044	2 196
Penalties to legal entities and to entrepreneurs – total in CZK	17 692 500	52 826 750	78 124 500

#### Inspections on the basis of submissions and/or complaints of people

Each employee, citizen, employee representative for the area of occupational safety and health, or trade union organization may file a submission to the regional labour inspectorate or directly to the State Labour Inspection Office, in case they believe an employer violated any of their statutory rights. Until 2004, when inspectorates only checked the occupational safety, the number of submissions did not exceed 500 per year nationwide. After the extension of inspection authorities with the inspection of industrial obligations of employers, there was a steep hike in the number of submissions – as apparent from the following chart:



The total number of received submissions/complaints, which fluctuates around 5,000 submissions per year, only approximately one tenth relates to the occupational safety; the remaining cases relate to labour/working relations and conditions.

The most frequent reasons for submission/complaints in the industrial area:

- Nonpayment or late payment of salaries and bonuses;
- Unpaid or incorrectly paid travel allowances;
- Failure to comply with the given procedure after the inception and/or termination of an industrial relation;
- Unfair treatment at a workplace, discrimination.

Inspections of compliance with obligations in the area of new competencies currently amount to around 50 % of the inspectorates' tasks.

Approximately 2/3 of all submissions/complaints are resolved via an onsite inspection, i.e. at an employer. It is possible to state that in approximately 50 % of cases, the submission is justified, i.e. an employer in fact violated the binding regulations. In this case, administrative proceedings and sanctions follow in justified cases, in addition to measures to correct / remedy the defective situation.

Instigation for an inspection may be filed in writing, by telephone, or in person. The relevant public administration authority shall consider the submission, however, it is not obligated to accommodate proposals of a submitting party, i.e. it does not have to perform the suggested inspection. Information about the results of a potential inspection is only provided to the party, which filed the submission in writing. However, such information cannot infringe on the rights of other citizens for the protection of privacy and personal data.

This practically means that a person will mainly receive information about the results of an inspection, which involve him/her directly. Under no circumstances may the labour inspectorates resolve individual claims of employees towards their employers, including the recovery of any financial receivables. In this case, a person may submit the relevant matter to a court, because disputes between employers and employees on claims resulting from working relations are handled and decided by courts.

#### Free consulting activities

According to the Labour Inspection Act, the State Labour Inspection Office and its regional inspectorates provide employers and employees with free basic information and consulting relating to the protection of labour/working relations and conditions, including the area of health safety at work. In addition to the places of business of the Office / regional inspectorates, the consulting services are provided at advisory

and consulting contact points. These points are established in all districts, and they are open during certain hours, always one day a week.

The vast majority of all inquiries of employees / employers relate to industrial area, namely with regard to salaries, inception and termination of a working relation, travel allowances, etc. Only a minor part of all inquiries relates to occupational safety.

Employees of the State Labour Inspection Office system provide approximately 5500–6000 advisory and consulting services; these services usually concern specific problems.



Ilustrační foto: Inspektor při poradenství

#### Education and promotion in the area of occupational safety and health; public relations

Education and promotion in the area of occupational safety and health, as well as education and promotion in the area of labour/working relations and conditions are very important tasks of the State Labour Inspection Office and its inspectorates. Sufficient information for professionals as well as the public is one of the prerequisites for improving their legal awareness in these areas and for reducing the number and seriousness of occupational injuries, and thus achieving the objective set in the EU Strategy for the period of 2007–2012, i.e. namely to reduce the number of occupational injuries by 25 %.

The State Labour Inspection Office operates the website [www.suip.cz](http://www.suip.cz); each regional inspectorate has its own website as well. The State Labour Inspection Office takes part in the content of other information portals, such as [www.bozp.info](http://www.bozp.info), Czech Focal Point for occupational safety and health. Other information

may be acquired from the website of the Occupational Safety Research Institute (Výzkumný ústav bezpečnosti práce, v.v.i.) [www.vubp.cz](http://www.vubp.cz); or the website of the Ministry of Labour and Social Affairs [www.mpsv.cz](http://www.mpsv.cz), etc.

The section "Zpravodaj" (Bulletin) of the website [www.suip.cz](http://www.suip.cz) is definitely worthwhile. It is quarterly issued by the State Labour Inspection Office in the volume of approximately 2000 copies with all the latest information.

The section "Informační materiály" ("Informational Materials") of the website [www.suip.cz](http://www.suip.cz) provides information sheets to the public in the area of health and safety at work, and labour/working relations and conditions – not only in Czech, but also in English, Polish, and Ukrainian; selected materials are also available in German.

The State Labour Inspection Office is a regular contributor to the monthly of the Ministry of Labour and Social Affairs entitled "Práce a sociální politika" ("Labour and Social Policy").

The schedules of inspections as well as annual reports inspections are regularly published at [www.suip.cz](http://www.suip.cz).

Annual education and promotion plan is prepared and assessed within the State Labour Inspection Office system on annual basis. In addition to the aforementioned activities, a great deal of attention is paid to the cooperation with the media. Many television / radio appearances of the State Labour Inspection Office / regional labour inspectorate representatives are registered each year.

Furthermore, from the perspective of public relations, employees of the State Labour Inspection Office system act as expert lecturers in educational courses / seminars organized by various educational agencies.



## VII. International cooperation

On November 13, 1918, the National Committee adopted Law no. 37/1918 Coll., on a provisional constitution, the goal of which was to create the Czechoslovak constitution in the shortest time possible. This put in place the basic legal framework of the Czechoslovak statehood and a framework for international cooperation was created.

The Czechoslovak Republic was one of the founding members of the International Labour Organization and fully identified with the principles of its activities following from the Treaty of Versailles peace treaty from 1919, which ended the horrors of World War I.

At the meeting of the General Labour Conference, the Czechoslovak delegation greatly contributed to the formulation of the final version of Agreement no. 81, on the Inspection of Work in Industry and trade from 1947.

The Czech Republic joined the ILO immediately after its formation in 1993.

After the division of the former Czechoslovakia on January 1, 1993, the Czech Republic's primary goal was to follow on the previous activities and join the active members of the European Communities.

These efforts were also followed by the authority of the state expert supervision of the safety of work and technical equipment, called the State Labour Inspection Office since July 1, 2005.

Contacts with the inspection authorities of France, Denmark, Sweden and Finland were established. A traditional partner with the closest possible links was the authority of the state expert supervision in Slovakia. (Law no. 174/1968 Coll. established independent authorities of state expert supervision in the Czech Republic and Slovakia. The authorities cooperated closely with each other right from the beginning; the first meeting of top representatives at both the national as well as regional levels, which later became a tradition, took place already in 1969. Joint working groups prepared the texts of regulations that were identical in the then federative republics.)

The cooperation became significantly more intense after the adoption of the Copenhagen Criteria (June 22, 1993), which define the conditions for acceptance into the European Union.

In 1994, the Labour Inspection of Denmark prepared a two-week study programme for the top representatives of the labour inspection (then the state expert supervisor) from the Czech and Slovak Republic. In the meantime, other two-party or multi-party contacts took place, the goal of which was the convergence of the activities of our inspection with common standards (e.g., from 1995 with Sweden).

After the submission of the Czech Republic's official application for membership in the EU on January 17, 1996, significant changes in the work of the inspection occurred as a result of the gradual adoption of "Acquis" and also of its impact on the method of pushing through and enforcement.

Up until the accession to the EU, it was necessary to conclude 31 accession agreements (Social policy and employment was concluded on June 1, 2001, Institutions on December 13, 2002.)

The PHARE programmes were supposed to help in the convergence, and indeed they did help considerably. Within their scope, the former Czech Safety at work Authority and individual IBP's cooperated with colleagues from England, Denmark, Sweden, Holland, France, Spain and Germany. At the same time, top representatives of the Czech Safety at work Authority were invited as observers at the discussions of the plenary meetings of SLIC (advisory council of the European Commission consisting of top representatives from the labour inspection authorities of EU member states).

In addition to the gradual overcoming of language barriers, it was necessary, however, to intensively begin studying foreign languages.

Based on the decision of the 47<sup>th</sup> general meeting of SLIC in November 2004 in Maastricht, the Enforcement working group was established. Its first meeting took place on February 3, 2005 in Luxembourg and representatives from the Czech Republic and Hungary represented the then new member states from Central and Eastern European countries at this session.



Illustrative photo: a group of Czech inspectors during a study trip in Denmark in 2004 within the scope of the PHARE Twinning project



## VIII. Cooperating state and non-state authorities and institutions

More and more employees of the Czech Safety at work Authority system, later SLIO, began to take part in PHARE and subsequently TW (twinning) projects; they were sent on thematic and educational stays. This greatly contributed to the unification of the approach in the implementation, pushing through and enforcement of legal regulations as well as to the unified approach to the pushing through of the basic freedoms that represent the main pillars of the EU.

A great success were the results of the TW project, organized with Slovakia in 2006–2007, which had the goal to create a framework for the requirements of the life-long education and training of the employees of labour inspection authorities.

In an audit performed by the EC, the project was repeatedly evaluated with the highest grade (Excellent) in all components, and it was even used abroad (Lithuania, Albania, Macedonia, Azerbaijan) after the project was published.

In addition to the necessary and beneficial cooperation with inspection authorities of other member states in the performance of planned controls as well as controls triggered by external circumstances (complaints, accidents), especially with Slovakia, Poland and Romania, also the participation of our representative in working groups sent for the evaluation of the labour inspection system in individual members states (2006 - Belgium, 2008 - Denmark) is of great significance.

In addition to the above stated official forms of international cooperation, informal cooperation at the level of regions also works well. Examples are visits by representatives from labour inspectorates in the border areas of the CR to neighbouring inspection authorities in Poland, Germany, Austria and Slovakia, or conversely a visit by representatives from the labour inspectorate in Austria to Southern Bohemia.

Employees of the State Labour Inspection Office regularly participate in meetings of the following working groups of SLIC:

- CHEMEX (working group for the implementation of the EU directive on chemical substances – REACH),
- MACHEx (working group for dealing with machine equipment),
- ENFORCEMENT (working group for the pushing through of SLIC requirements),
- working group for the preparation of the final seminar for the Manual manipulation with heavy loads 2007–2008 campaign.

As the deciding platform of the cooperation with other authorities and institutions must be considered the membership of the SLIO general inspector in the Government Council for Occupational Health and Safety (OHS) and also in the OHS Commission of the Council for Economic and Social Agreement (CESA).

The Government Council for OHS prepared a proposal of a system of regional cooperation that should contribute to the creation of formal linkages between individual regional labour inspectorates and regional authorities and institutions.

The SLIO system has concluded a number of agreements on cooperation with authorities of departmental inspections and labour unions. Very close is at the central level as well as regional levels the cooperation with authorities of self-government and state administration in a delegated competence (e.g., building authorities), with labour offices, trade licensing offices, and the alien police service.

Not negligible is also the cooperation with entrepreneurial unions and the CR Chamber of Commerce, both at the central level as well as at the regional levels.



Ilustrační foto: skupina českých inspektorů při studijní cestě v Dánsku v roce 2004 v rámci PHARE Twinning projektu

The state labour inspection also worked on the investigation of the railroad accident in 2008, which occurred during bridge repair work.

The successful cooperation of the authorities of the labour inspection with other authorities and institutions at all levels

## IX. Development of occupational injuries and related indicators in the Czech Republic

represents an important instrument in the fulfilment of the tasks of the labour inspection given by the "Basic principles of the labour inspection", which were approved in their complete wording at the 50th general meeting of the SLIC.

The State Labour Inspection Office works together with a whole range of authorities and institutions, and it is not possible to list all of them. The list below (in alphabetical order) is thus not complete:

Czech Trade Inspectorate  
Czech School Inspection  
Czech Mining Authority  
Rail Authority and Rail Safety Inspection  
fire rescue brigades  
CR Chamber of Commerce  
State Administration Institute  
Institute of Work Safety Education  
Regional hygiene stations  
union headquarters, especially the Czech-Moravian Confederation of Trade Unions and its regional councils  
self-government authorities, especially regional authorities and municipal authorities  
CR Police  
professional guilds and associations  
Council of Economic and Social Agreement  
Government Council for Occupational Health and Safety  
State Office for Nuclear Safety  
associations of entrepreneurs, e.g., the Association of Building Entrepreneurs  
Employment offices  
Mining University – Technical University in Ostrava - Faculty of Safety Engineering  
universities and high schools in regions  
Work Safety Research Institute

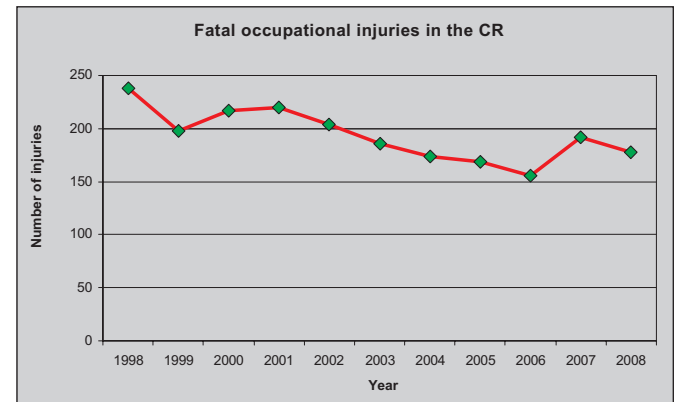
The necessary information, from which it is possible to trace and put together the development of occupational injuries, is acquired by the relevant authorities and institutions from reports and records of accidents, which employers are obligated to send to them pursuant to the Labour Code and Government Decree no. 494/2001 Coll.

In accordance with regulations, on-the-job accidents are divided into:

- fatal occupational injuries,
- other serious occupational injuries (with hospitalization of over 5 days).

### Fatal occupational injuries

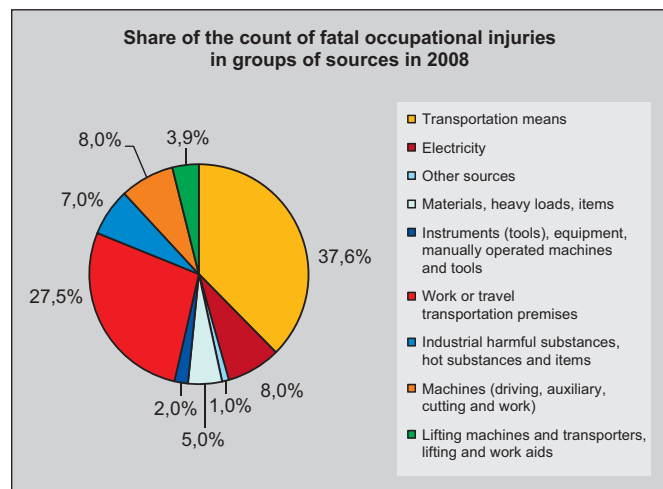
Since 2001, the number of the most serious -- fatal occupational injuries has been decreasing in the CR. In 2007 there was a year-on-year increase, but this can be explained by a combination of unfavourable circumstances, such as the Kyrill windstorm in January 2007, which caused great damage especially to forest stands. An increase in fatal accidents in forest work occurred during the liquidation of the windstorm damage. However, in 2008 we once again see a slight decline in comparison to the previous year.



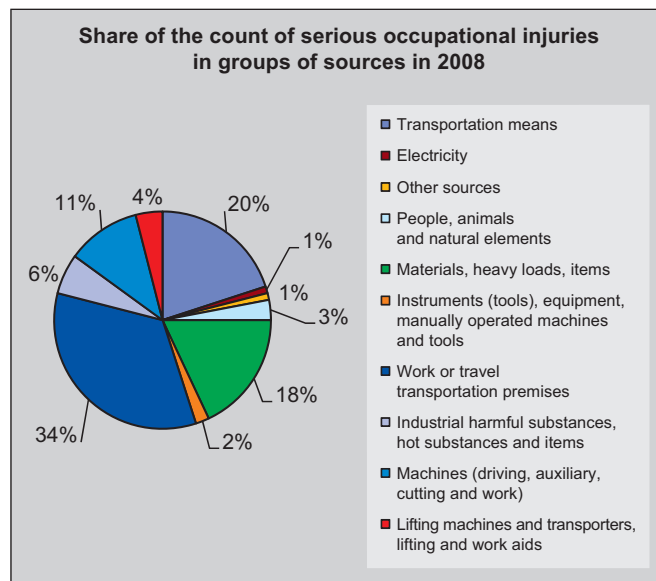


Ilustrační foto:  
Pracovní úraz –  
vysokozdvíhňový vozík,  
sjetí z rampy

Cases of the severe breaching of employer obligations in occupational health and safety are uncompromisingly punished by labour inspectorates.

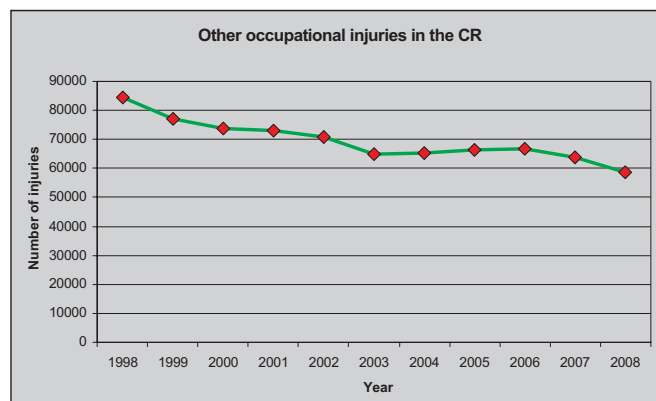


For fatal occupational injuries, it is apparent that the most frequent source is transport means (37.6 %), which are followed by work and transportation premises (27.5%) and materials, heavy loads, items (15.2%) -- this includes, for example, the majority of accidents that occur during work in forests as a result of the fall of a tree trunk on a worker.

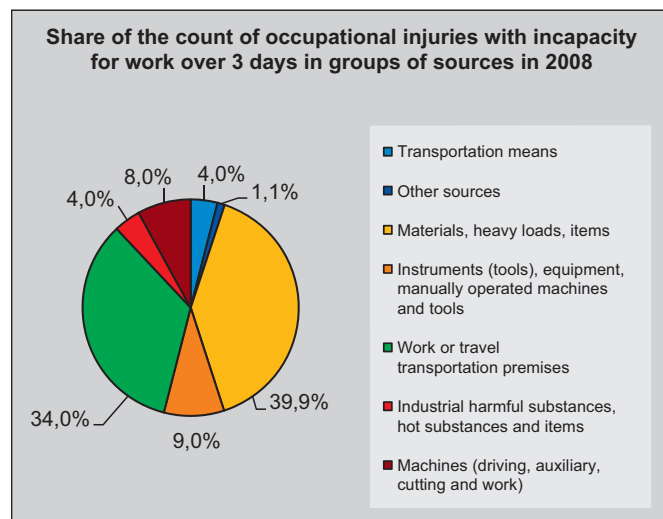


### Other occupational injuries

The graph of the development of other occupational injuries copies the state of occupational injuries in the CR overall and confirms the decreasing tendency in the number of accidents.



Based on the analysis of the sources of other occupational injuries it is apparent that in 2008 the most frequent sources were material, heavy loads, items, especially their falls (39.9 %), followed by work and transportation premises (28 %).



The total number of occupational injuries has been decreasing and one can thus assume that the Czech Republic could reach the goal established in the strategy of the Communities for 2007–2012, which is to decrease the number of occupational injuries by 25%.

**It is also worthwhile to mention:**

Development of the frequency of occupational injuries (number of occupational injuries per 100 employees per year):

1998 - frequency of 2,24

2008 - frequency of 1,66

**Development of the average time of incapacity for work in days per one occupational injury:**

1998 - 38 days

2008 - 46 days

This indicator is constantly increasing; for example, in 1972 the average number of days was only 23.

There are certainly multiple causes of such a state, but the main cause can be seen in the non-existence of an independent accident insurance company that would have a preventive effect on employers as well as employees via the effecting spending of funds.

## X. Occupational health and safety education and training

### Education and training of employees of the SLIO system

The employees of the system of the State Labour Inspection Office -- inspectors -- can perform their work only on the condition that they have reached the prescribed education and successfully passed the inspector examination. In order to successfully complete the examination, the inspectors-candidates, i.e., employees newly accepted to the positions of inspectors, prepare in an 8 week expert inspector course. Prior to that, the inspectors must undergo practical training at the inspectorate. The total length of the training is usually 6 months. The examination is taken in front of a commission appointed by the SLIO General Inspector. After successfully passing the examination, the employee receives an instructor certificate and is authorized to perform controls in the extent pursuant to the labour inspection act.

The inspectors continuously upgrade their knowledge in expert courses and trainings organized by the SLIO, the Brno Institute for Occupational Health and Safety Education, the Prague State Administration Institute or by other organizations. An important initiative in the perfecting of the effectiveness of the education process was the Twinning Project CZ/2005/IB/SO/02 called "Strengthening of Labour Inspection Administration", which, in cooperation with Slovakia as a twinning partner, took place in 2006–2007. Twinning brought significant results and proposals for increasing the effectiveness of the education process of employees and the recommendations are gradually being implemented.



Inspector exams at SLIO in Opava

### Occupational health and safety education and training in work for the public

One of the fundamental conditions for valid regulations to be fulfilled correctly in practice is the high expertise of the employers and employees that are supposed to perform the tasks in the prevention of risks.

Fundamental changes in the securing of the expertise of persons authorized by an employer for the fulfilment of tasks in the prevention of risks was brought by law no. 309/2006 Coll. (Work Safety Act), which became effective on January 1, 2007 and stipulates that an employer employing

- a) 25 employees at most can secure the tasks in the prevention of risks by themselves, if they have the necessary knowledge for this,
- b) 26 to 500 employees can secure the task in the prevention of risks by themselves, if they are professionally qualified for this, or by one or more professionally qualified persons,
- c) more than 500 employees always secures the tasks in the prevention of risks by one or more professionally qualified persons.

In accordance with this law, professional qualification is proven by the successful passing of an examination in front of an expert commission at an accredited facility. Accreditation for the performance of examinations of the professional qualification for the performance of tasks in the prevention of risks is granted by the CR Ministry of Labour and Social Affairs.

Candidates for the acquisition of professional qualification that do not have the necessary knowledge can upgrade their education in courses organized by accredited training organizations. Accreditation for these purposes is granted by the CR Ministry of Education, Youth and Sports.

A condition for the acquisition of professional qualification is school education and practice in the extent pursuant to legal regulations.

The issue of the acquisition of professional qualification for the performance of the tasks of a construction site occupational health and safety coordinator is regulated in a similar manner pursuant to the same law, no. 309/2006 Coll.

The validity of the acquired professional qualification is 5 years, after which it must be renewed by successfully passing a new examination.

## XI. European Weeks for Safety, campaigns organized by SLIC and national-wide campaigns

In addition to the professional qualification for the performance of tasks in the prevention of risks and professional qualification for the performance of the tasks of a construction site occupational health and safety coordinator, law no. 309/2006 Coll. also regulates one special professional qualification. This is related to certain activities on restricted technical equipment pursuant to the act on state expert supervision no. 174/1968 Coll. Documents -- certifications -- acquired in this way are also valid for 5 years.

The European Weeks for Safety (EW) and campaigns organized by SLIC are significant contributions to increasing legal awareness of employers. Therefore the Czech Republic participates in these actions.

All supporting materials obtained from EU bodies are published and dissipated via web portal [www.bozpinfo.cz](http://www.bozpinfo.cz), maintained by the Occupational Safety Research Institute, inspectors of the State Labour Inspection Office (SÚIP), media etc. The tasks and campaigns of SLIC have been incorporated into annual plans and inspection activities performed by SÚIP.

The results of the Good Practice Programme are presented at final workshops, where the employers having developed top-ranking projects are awarded prizes by the Minister of Labour and Social Affairs and the Labour Inspector General.

The efforts to reduce numbers of injuries – not only those at work - have two fundamental aspects. One of them is of purely humane nature that is avoiding pain suffered by the injured person and/or persons close to him/her, while the other is of purely economic nature: International Labour Organisation estimates the losses incurred in connection with occupational injuries at as much as 5 per cent of GDP.

One of the ways how to minimize the risk of occupational injuries and work-related diseases – and this way can be deemed crucial - is prevention. What should we understand by “prevention”? The analysis of causes (of increasing number) of injuries, definition of critical points, proposing measures that are crucial, particularly, for maintaining competitiveness of specific processes and implementation of these measures in activities involving risk.

In order to be efficient, these measures must be accepted, primarily, by the entities involved by them (institutions, inspections bodies, employers and employees) as guidance or an aspect to comply with. However, these entities must be allowed to do so, i.e. to implement these measures. At the same time, overwhelming majority of efficient measures – which may have been modified in various manners - has been known, discovered and locally utilized. The institution to concentrate, process and dissipate efficient measures and examples of good practice within EU is the European Agency for Health and Safety at Work in Bilbao.

One of tasks of the Agency is organization of campaigns aimed at wide implementation of examples of good practice in most business units within EU. A motivation factor for these activities is ongoing assessment and, finally, announcement of the most successful European enterprises within the framework of the European Week of Safety. Massive information of the public on procedures and information on possible adverse impact in case of non-observance of the safety rules are integral parts of these campaigns.



National inspection bodies shall implement, promote and - where necessary - enforce observance of secondary European legislation. Unlike the Agency, they have bodies to implement their activities and the inspectors who are familiar with actual conditions in the workplace. Hence, it can be anticipated that they have greater potential to implement relevant measures.

Organisation of campaigns is one of essential tools used for provision of safe and healthy environment in Europe by SLIC.

The campaigns have two stages. In the first stage (aimed at provision of information) the inspectors will perform massive occupational education. In this way, they can point out non-observance of specified procedures, failure to use prepared materials, and they can advise on possible consequences for health. At the same time, they fulfil an important mission: information of both employees and employers on how to comply with the requirements of relevant regulations.

In the second stage of the campaign, organized several weeks after completion of the first stage, the inspectors check (or enforce) positive impact of the information campaign in particular workplaces.

Undoubtedly, the campaigns must be massive, performed in comparatively short period of time, with majority of inspectors involved. If so, this will be a highly efficient tool to minimize damages to health.

At first, the campaigns organized and invited by the Agency and SLIC were conducted separately and lacking co-ordination, despite both subjects, to a certain degree, were co-operating in the course of preparation, implementation and processing of results. Hence, the opinions and approaches could have been converged to the extent that the campaigns now have the same objectives and are promulgated parallel. Assessment of the conditions in the workplace shall be performed by national bodies involved in labour inspection sector and this information, along with proposals for further activities and future measures, are being passed to relevant authorities.

Thus, the campaigns become essential component of activities pursued by labour inspection bodies and fundamental components of their programmes in specified periods.

In 2009, the focus of the campaign performed by SLIC will be on use of chemicals in workplace, while in 2008 the focus was on handling loads (the focus in preceding years was on processing asbestos, noise in the workplace and more).

In addition to the campaigns organized by SLIC, the Czech Republic also performs national-wide campaigns. An extremely successful campaign, for instance, was organized in the South-Bohemian Region in 2002, with focus on safety at work in the civil engineering sector. The funds for that campaign were sourced from PHARE fund; the entire campaign was organized under the motto „Working safely”.



Two national campaigns, focused on health and safety at work in civil engineering and agriculture, were carried out in 2004. The funds, too, were obtained from the PHARE programme (Twinning Project).

**Logo used in the campaign “Working safely”**

## XII. Safe Enterprise and generation of occupational health and safety management systems

### Safe Enterprise Program logo



In the current practice, it is necessary to strive for efficient compliance with relevant specifications and to provide the employers with useful instructions on how to proceed. The Safe Enterprise and Safe Workplace programmes provide these instructions and, at the same time,

they are one of the ways for the employers to meet relevant legal obligations vested on them.

One of preconditions of accession of the Czech Republic to EU was not only harmonization of the Czech law with European legislation, but also practical implementation of EU legislation into the Czech law. This was the case in the occupational safety sector, where the Czech Republic had to implement health and environmental protection against various working risks using similar procedures and approaches as those already implemented in EU countries.

As documented by analyses of industrial injuries and emergencies 85 –95 % of these adverse events are attributable to human failures, wrong working procedures and habits. These causes can only indirectly be influenced by labour inspection.

Since they can be attributed to inappropriate working organisation and wrong management of employees, they may be positively influenced by implementation of appropriate and efficient safety and health management at work. These reasons have led to promulgation of SAFE ENTERPRISE and SAFE WORKPLACE programmes by the former Czech Safety at work Authority (ČÚBP) in 1996. These programmes have been based on experience acquired by developed countries and Czech enterprises, in co-operation with the Safety at work Research Institute.

Safe Enterprise Programme is aimed at:

- improving safety at work in the enterprises,
- introduction of efficient occupational health and safety management systems in the enterprises,
- helping the enterprises to comply with the provisions of EU directives and Czech laws and regulations.

The Safe Enterprise Programme allows, primarily, large and medium-size enterprises to implement functioning, transparent, efficient and economical health and safety at work management model, meeting the requirements of both EU directives and Czech legislation. It stems from approved approaches of foreign countries, with due consideration of the principles of quality and environmental management system. The Programme was

promulgated by the Minister of Labour and Social Affairs of the Czech Republic in December 1996.

The Safe Enterprise Programme has been based on:

- integration of health and safety at work management and other enterprise management structures and implementation of efficient OSH management system (safety management),
- co-operation between employees and management aimed at increasing safety at work levels,
- systematic support of the enterprises participating in the Programme by health and safety at work authorities.

ČÚBP (present SÚIP) defined the criteria, which fulfilment will entitle any enterprise to use the logo "Safe Enterprise ". Meeting of these criteria will be checked by occupational safety inspectorates free of charge.

Participation in the Safe Enterprise Programme is voluntary, depending only on the willingness of company management to participate, to observe and to enforce integrated management principle, thus improving company's position in the market.

The objective of the Safe Workplace Programme is helping small and medium-size entrepreneurs to comply with legal provisions and requirements in occupational safety sector, thus allowing them to comply with fundamental preconditions as set forth in the Labour Code. Simply, any enterprise participating in the Safe Enterprise or Safe Workplace Programmes shall acquire – almost for free or for cost price of the documents – useful guidance for compliance with legal and other provisions and regulations related to OSH and increasing OSH levels.

The Safe Enterprise Programme allows participating employers to introduce OSH system complying with relevant regulations as applicable both in the Czech Republic and EU countries. Currently, OHSAS 18001 and ILO-OSH 2001V manuals are the most widely accepted documents in the OSH sector and the Safe Enterprise Programme is compatible with these documents. Apart of this, the Safe Enterprise Programme includes some other requirements and is also compatible with standardized quality management systems in accordance with ČSN EN ISO 9001:2001 and environmental management in accordance with ČSN EN ISO 14001:2001.

Based on the principle of continuing improvement, the SAFE ENTERPRISE Programme makes significant contribution to the process of integrated management system implementation in any enterprise.

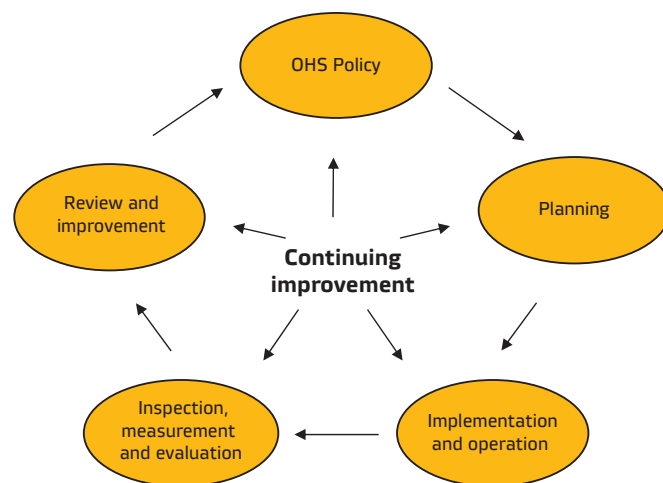
Throughout the time of this Programme, 52 companies were awarded. This is a good result, because it is not easy for any company to meet the criteria and to be awarded.





Granting Safe Enterprise Award  
by the Minister of Labour and Social affairs in 2007.

The awarded enterprise will obtain a document evidencing compliance with requirements of the Safe Enterprise Programme, documents OHSAS 18001:2001, ČSN OHSAS 18001:2008 and also a document of compliance with standards ČSN EN ISO 9001:2001 and ČSN EN ISO 14001:2001, if relevant for OSH, and a document evidencing implementation of the management system and its functioning in operation practice.



### XIII. Planning, activity programmes and goals of the labour inspection system

The activity of National Labour Inspectorate and regional labour inspectorates is based on annual activity programmes, drawn up for each year and providing obligatory material for the activities of the inspectorates.

The activity programmes also consider the objectives stipulated in:

- Community Strategy for Health and Safety at work in 2007–2012 of February 2007,
- National Health and Safety at work Policy of June 2008, approved by the Government of the Czech Republic,
- National Action Plan for Health and Safety at work in 2008 and 2009 approved by Governmental Council for OSH in 2007.

The activity programme includes a set of tasks in seven fields of activity:

1. Annual inspection activity programme
2. Legal activity
3. Development of information systems
4. Conceptual, methodical and research activities
5. Analyses and planning
6. Education and learning
7. Internal management and administration

The annual inspection plan, discussed with superior trade union bodies and employer associations, and then submitted to the Ministry of Labour and Social Affairs of the Czech Republic (MLSA) for approval, is the essential component of every programme. The annual plan is based on analysis of accidents at work, situation in OSH, labour conditions and the conclusions contained in the annual summary report on results of inspections performed by labour inspectorates in the preceding year and activity report of the National Labour Inspectorate for the preceding year.

Annual inspection plans and SÚIP activity reports are available at [www.suip.cz](http://www.suip.cz)

National Labour Inspectorate and regional inspectorates monitor observance of applicable laws and regulations defining rights and obligations of employees, trade unions, employee council, and OSH officer in labour-law relations, labour protection sector, working conditions, safety at work, safe operation of technical equipment involving higher risk to life and health and safety of work of dedicated facilities. They also monitor observance of

collective agreements and specific provisions of the Labour Code and perform inspections in the field of prevention of serious emergencies and other relevant obligations in this sector as stipulated in the Act no. 251/2005 Coll. (The Labour Inspection Act).

Beside inspection activities, SÚIP adopt decisions in administration procedures and reviews decisions on fines imposed in administration procedures and bans issued by OIP. SÚIP also submits proposals towards amendment of laws and regulations within the scope of its activity to the Ministry of Labour and Social Affairs.

#### Essential inspection activities in 2009:

- safety at work in civil engineering with particular focus on safe working procedures on construction sites ,
- employee protection in maintenance and repair of roads,
- preventive inspection of the OHS system and working conditions in SME, including safety at manual handling materials and loads with follow-up corrective measures,
- working time of car/truck drivers, incl. breaks between working shifts and breaks in week,
- safety of in-house transport with particular focus on accumulator cars and transport systems and equipment,
- safety in operation and maintenance of filling plants and fuel stations (LPG),
- ongoing inspection based on reports on violation of labour-law and OSH regulations,
- labour law issues, incl. safety at work and activities of labour agencies,
- labour law issues in retail stores and catering establishments.

National-wide integrated inspection as provided in the Act no. 59/2006 Coll., on Prevention of Serious Emergencies as well as the Safe Enterprise Programme will continue.

Following to the instructions issued by SLIC, national inspection and information campaign focused on compliance with provisions on use of chemical in workplace will be organized in 2009.

After approval by MLSA, the annual inspection plan will become obligatory basis for SÚIP activity. Any changes to this plan will be subject to approval by MLSA.

Apart of reduction of occupational injuries by 25%, as provided in the EU strategy by 2012, the main objectives of activities pursued by SÚIP and labour inspectorates will include improvement of legal awareness of employers and employees through education and consequent inspection, lowering risks at work, thus reducing the losses caused by occupational accidents and diseases. The focus shall be on prevention instead of repression.

This material has been compiled, primarily, by the National Labour Inspectorate, regional inspectorates and former employees in this sector.

Con- ven- tion no.	Name, year of adoption	Date of ratification ČSR/ČSSR/ ČSFR/ČR	Publica- tion in the Col- lection of Acts
<b>Basic rights and freedoms</b>			
11	Freedom of association (agriculture)	31 Aug. 1923	98/1924
29	Forced labour, 1930	30 Oct. 1957	506/1990
87	Freedom of association and right to organize, 1948	21 Jan. 1964	489/1990
98	Right to organize and collective bargaining, 1949	21 Jan. 1964	470/1990
100	Equal pays, 1951	30 Oct. 1957	450/1990
105	Abolition of forced labour, 1957	6 Aug. 1996	231/1998
111	Discrimination (employment and profession), 1958	21 Jan. 1964	465/1990
135	Staff representatives, 1971	9 Oct 2000	108/2001 Sb. m.s.
144	Tripartite consultations (international labour standards), 1976	9 Oct 2000	109/2001 Sb. m.s.
182	Worst forms of children labour, 1999	19 June 2001	90/2002 Sb. m.s.
<b>Employment</b>			
5	Minimum age (industry), 1919	24 Aug. 1921	82/1922
10	Minimum age (agriculture), 1921	31 Aug. 1923	98/1924
45	Underground work (women), 1935	12 June 1950	441/1990
88	Employment services, 1948	12 June 1950	17/1991
122	Employment policy , 1964	15 July 1975	490/1990
123	Minimum age (underground work), 1965	7 June 1968	507/1990
142	Development of human resources, 1975	6 March 1979	141/1980
159	Work rehabilitation and employment of handicapped persons, 1983	21. 2. 1985	72/1985
181	Private labour agencies, 1997	9. 10. 2000	38/2003 Sb. m.s.

## Working conditions

### Wages

26	Mechanism of setting minimum wages, 1928	12 June 1950	439/1990
95	Wages protection, 1949	11 Jan. 1990	411/1991
99	Mechanism of setting minimum wages (agriculture), 1951	21 Jan. 1964	470/1990

## Working time and nigh work

1	Working time (industry), 1919	24 Aug. 1921	80/1922
14	Weekly rest (industry), 1921	31 Aug. 1923	98/1924
43	Sheet glass works, 1934	19 Sept. 1938	353/1938
49	Reduction of Hours of Work (Glass-Bottle Works), 1935	19 Sept. 1938	354/1938
90	Night work of young persons (industry) (revised), 1948	12 June 1950	460/1990
132	Holiday with pays (revised), 1970	23 Aug. 1996	229/1998
140	Paid study leave, 1974	24 May 1976	491/1990
171	Night work, 1990	6 Aug. 1996	230/1998

## Health and safety at work

13	White lead (painting), 1921	31 Aug. 1923	74/1924
27	Marking of weight (packages transported by vessels), 1929	26 March 1934	194/1934
77	Medical examinations of young persons (industry), 1946	23 April 1980	23/1981
78	Medical examinations of young persons (non-industrial sectors), 1946	23 April 1980	24/1981
115	Radiation protection, 1960	21 Jan. 1964	465/1990
120	Hygiene (commerce and offices), 1964	11 Jan. 1990	403/1991
124	Medical examinations of young persons (underground work), 1965	23 April 1980	25/1981
136	Benzene, 1971	23 April 1980	26/1981
139	Work-related cancer, 1974	11 Jan. 1990	408/1991

148	Working Environment (Air Pollution, Noise and Vibration), 1977	11 Jan. 1990	444/1991
155	Health and safety at work, 1981	2 Dec. 1988	20/1989
161	Occupational health service (occupational health service), 1985	25 Feb. 1988	145/1988
167	Health and safety at work in civil engineering, 1988	11 Jan. 1990	433/1991
176	Health and safety at work in mining, 1995	9 Oct. 2000	111/2001 Sb. m.s.

## Social security

12	Occupational injuries compensation (agriculture), 1921	12 June 1950	437/1990
17	Workmen's compensation (occupational injuries), 1925	12 June 1950	437/1990
18	Workmen's compensation (occupational diseases), 1925	19 Sept. 1932	196/1932
19	Equality of treatment (injury compensation), 1925	8 Feb. 1927	34/1928
37	Disability insurance (industry etc.), 1933	1 July 1949	469/1990
38	Disability insurance (agriculture), 1933	1 July 1949	469/1990
39	Survivors insurance (industry etc.), 1933	1 July 1949	469/1990
42	Workmen's compensation (occupational diseases ) (revised), 1934	1 July 1949	438/1990
102	Social security (minimum standards), 1952	11 Jan. 1990	461/1991
128	Disability, age and survivor benefits, 1967	11 Jan. 1990	416/1991
130	Health care and sickness benefits, 1969	27 May 1971	537/1990

Other

21	Inspection of emigrants, 1926	25 May 1928	181/1928
80	Revision of final articles, 1946		
108	Identity cards of sailors, 1958	6 Aug. 1996	232/1998
116	Revision of final articles, 1961		
150	Labour administration, 1978	9 Oct. 2000	110/2001 Sb. m.s.
160	Labour statistics, 1985	25 Feb. 1988	144/1988
163	Social care for sailors, 1987	11 Jan. 1990	432/1991
164	Health protection and health service, 1987	11 Jan. 1990	445/1991

The survey also includes the conventions not directly involving health and safety at work but associated with OSH.

The fundamental and most important convention is the International Labour Organisation Convention no. 155 (1981) incorporated into the Czech law as the Regulation no. 20/1989 Coll. on the Convention on Health and Safety at work and Working Environment Protection (no. 155).

Framework Directive 89/391/EEC and 19 related individual Directives:

Directive no.	Name	Implemented in CR
Directive 89/391/EHS 89/391/EEC	Council Directive 89/391/EEC - on the introduction of measures to encourage improvements in the safety and health of workers at work, as supplemented, see Directive 91/383/EEC, as amended by Regulation (EC) No 1882/2003 and Directive 2007/30/EC	Labour Code (LC) No 262/2006 Coll. as amended by No 362/2007 Coll. Act No 309/2006 Coll. Government Order (GO) No 361/2007 Coll. GO No 592/2006 Coll.
Directive of EP and Council 2006/25/ES 2006/25/EC	Directive 2006/25/EC of the European Parliament and of the Council on the minimum health and safety requirements regarding the exposure of workers to risks arising from physical agents (artificial optical radiation), nineteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC	
Directive 2004/40/ES 2004/40/EC	Directive 2004/40/EC of the European Parliament and of the Council of 29 April 2004 on the minimum health and safety requirements regarding the exposure of workers to risks arising from physical agents (electromagnetic fields), eighteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directives 2007/30/EC and 2008/46/EC	Act No 309/2006 Coll. GO No 1/2008 Coll.

Directive  
2003/10/ES  
2003/10/EC

Directive 2003/10/EC - on the minimum health and safety requirements regarding the exposure of workers to risks arising from physical agents (noise), seventeenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC

Act No 309/2006 Coll.  
GO No 148/2006 Coll.  
Act No 258/2000 Coll.

Directive  
2002/44/ES  
2002/44/EC

Directive 2002/44/EC - on the minimum health and safety requirements regarding the exposure of workers to risks arising from physical agents (vibration), sixteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC

Act No 309/2006 Coll.  
Act No 258/2000 Coll.  
GO No 148/2006 Coll.

Directive  
99/92/ES  
99/92/EC

Directive 1999/92/EC - on minimum requirements for improving the safety and health protection of workers potentially at risk from explosive atmospheres, fifteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC

Act No 309/2006 Coll.  
GO No 406/2004 Coll.

Directive  
98/24/ES  
98/24/EC

Council Directive 98/24/EC - on the protection of the health and safety of workers from the risks related to chemical agents at work, fourteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC. For implementation of the Directive go to „Other EU documents concerning health and safety“ - „Worker safety“.

Act No 309/2006 Coll.  
GO No 361/2007 Coll.

Directive  
93/103/EHS  
93/103/EEC

Directive 93/103/EEC - concerning the minimum safety and health requirements for work on board fishing vessels, thirteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC

Will not be issued

Directive  
92/104/EHS  
92/104/EEC

Directive 92/104/EEC - on the minimum requirements for improving the safety and health protection of workers in mineral extracting industries, twelfth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC

Czech Mining Authority (CMA) decrees  
Decree No 22/1989 Coll.  
No 26/1989 Coll.  
No 51/1989 Coll.  
No 55/1996 Coll.

Directive  
92/91/EHS  
92/91/EEC

Directive 92/91/EEC - concerning the minimum requirements for improving the safety and health protection of workers in the mineral extracting industries through drilling, eleventh individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC

CMA decrees  
Decree No 239/1998 Coll. as amended by  
No 360/2001 Coll. and  
No 298/2005 Coll.

Directive  
92/85/EHS  
92/85/EEC

Directive 92/85/EEC - on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding, tenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC, Proposal for a Directive COM(2008) 637

LC No 262/2006 Coll.  
as amended by No  
362/2007 Coll.,

Directive  
92/58/EHS  
92/58/EEC

Council Directive 92/58/EEC – on the minimum requirements for the provision of safety and/or health signs at work, ninth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC, Communication from the Commission COM(2008) 698

Act No 309/2006 Coll.  
GO No 11/2002 Coll.  
as amended by No  
405/2004 Coll.

Directive  
92/57/EHS  
92/57/EEC

Council Directive 92/57/EEC – on the implementation of minimum safety and health requirements at temporary or mobile construction sites, eighth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC, Communication from the Commission COM(2008) 698

Act No 309/2006 Coll.  
GO No 101/2005 Coll.  
GO No 591/2006 Coll.  
GO No 592/2006 Coll.

Directive  
2000/54/ES  
2000/54/EC

Directive 2000/54/EC of the European Parliament and of the Council – on the protection of workers from risks related to exposure to biological agents at work, seventh individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC

Act No 309/2006 Coll.  
GO No 361/2007 Coll.,  
Act No 258/2000  
Coll., as amended

Directive  
2004/37/ES  
2004/37/EC

Directive 2004/37/EC of the European Parliament and of the Council of 29 April 2004 on the protection of workers from the risks related to exposure to carcinogens or mutagens at work, sixth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC

Act No 309/2006 Coll.  
GO No 361/2007 Coll.

Directive  
90/270/EHS  
90/270/EEC

Council Directive 90/270/EEC – on the minimum safety and health requirements for work with display screen equipment, fifth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC

Act No 309/2006 Coll.  
GO No 361/2007 Coll.

Directive  
90/269/EHS  
90/269/EEC

Council Directive 90/269/EEC – on the minimum health and safety requirements for the manual handling of loads where there is a risk particularly of back injury to workers, fourth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC

Act No 309/2006 Coll.  
GO No 361/2007 Coll.,

Directive  
89/656/EHS  
89/656/EEC

Council Directive 89/656/EEC – on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace, third individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC

LC No 262/2006 Coll.,  
as amended by No  
362/2007 Coll. GO No  
148/2006 Coll. GO No  
495/2001 Coll.

Directive  
2001/45/ES  
2001/45/EC

Directive 2001/45/EC – amending Directive 89/655/EEC concerning the minimum safety and health requirements for the use of work equipment, second individual Directive within the meaning of Article 16 of Directive 89/391/EEC as amended by Directive 2007/30/EC

GO No 362/2005 Coll.



Directive  
95/63/ES  
95/63/EC

Council Directive 95/63/EC - amending Directive 89/655/EEC concerning the minimum safety and health requirements for the use of work equipment by workers at work, second individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC

GO No 362/2005 Coll.

Directive  
89/655/EHS  
89/655/EEC

Council Directive 89/655/EEC – concerning the minimum safety and health requirements for the use of work equipment by workers at work, second individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directives 95/63/EC, 2001/45/EC and 2007/30/EC, Opinion 2007/C 97/06, Proposal for a Directive COM(2008) 111

Act No 309/2006 Coll.  
GO No 378/2001 Coll.  
GO No 362/2005 Coll.

Directive  
89/654/EHS  
89/654/EEC

Council Directive 89/654/EEC – concerning the minimum safety and health requirements for the workplace, first individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC

Act No 309/2006 Coll.  
GO No 361/2007 Coll.  
Decree No 101/2005 Coll.

## Working hours, harmful exposure and PPE

KOM(2006)853  
COM(2006)853

REPORT FROM THE COMMISSION on the operation of the provisions of Directive 2003/88/EC applicable to offshore workers (Brussels, 22.12.2006)

Agreement  
42006A1117(01)  
42006A1117(01)-  
EN

AGREEMENT on workers health protection (2006/C 279/02) through the good handling and use of crystalline silica and products containing it (text incl. annexes) (English text)

Průvodce  
Guide

Good practice guide concerning workers protection through the good handling and use of crystalline silica and products containing it

Decision  
2006/216/ES  
2006/216/EC

Commission Decision 2006/216/EC on the publication of the references of standard EN 143:2000 “Respiratory Devices – Particle filters – Requirements, testing, marking” in accordance with Council Directive 89/686/EEC (personal protective equipment)

Directive  
2006/22/ES  
2006/22/EC

Directive 2006/22/EC of the European Parliament and of the Council on minimum conditions for the implementation of Council Regulations (EEC) No 3820/85 and (EEC) No 3821/85 concerning social legislation relating to road transport activities and repealing Council Directive 88/599/EEC, see transport

KOM(2006)371  
COM(2006)371

REPORT FROM THE COMMISSION on the operation of the provisions of Directive 2003/88/EC (organisation of working time for workers concerned with the carriage of passengers on regular urban transport services) (Brussels, 7.7.2006)

Directive  
2003/88/ES  
2003/88/EC

Directive 2003/88/EC of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organisation of working time  
+ REPORT FROM THE COMMISSION COM(2006) 853

LC No 262/2006 Coll.  
as amended by No 362/2007 Coll. GO No 589/2006 Coll.  
GO No 182/2007 Coll.



Directive 2002/15/ES 2002/15/EC	Directive 2002/15/EC - on the organisation of the working time of persons performing mobile road transport activities	LC No 262/2006 Coll. as amended by No 362/2007 Coll., GO No 589/2006 Coll.	Directive 91/383/EHS 91/383/EEC	Directive 91/383/EEC – supplementing the measures to encourage improvements in the safety and health at work of workers with a fixed duration employment relationship or a temporary employment relationship, as amended by Directive 2007/30/EC	LC No 262/2006 Coll. as amended by No 362/2007 Coll.
Directive superseded by 98/24/ES 98/24/EC	Directive 80/1107/EEC – on the protection of workers from the risks related exposure to chemical, physical and biological agents at work (implementation - Directive 91/322/EEC as amended by 2006/15/EC remains in force)	Act No 309/2006 Coll. GO No 361/2007 Coll.	Directive 2004/37/ES 2004/37/EC	Council Directive 97/42/EC of 27 June 1997 amending for the first time Directive 90/394/EEC on the protection of workers from the risks related to exposure to carcinogens at work (sixth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC as amended by Directive 2007/30/EC)	Act No 309/2006 Coll. as amended by No 362/2007 Coll., GO No 361/2007 Coll.
Directive 83/477/EHS 83/477/EEC	Council Directive 83/477/EEC – on the protection of workers from the risks related to exposure to asbestos at work, as amended by Directives 91/382/EC, 98/24/EC and 2003/18/EC and Directive 2007/30/EC	Act No 309/2006 Coll. GO No 361/2007 Coll. Act No 258/2000 Coll. as amended, Decree No 394/2006 Coll.			
Directive 2003/10/ES 2003/10/EC	Council Directive 86/188/EEC – on the protection of workers from the risks related to exposure to noise at work, as amended by Directive 98/24/EC *) Directive 86/188/EEC is repealed on the date provided in Article 17(1) subparagraph 1 – the laws, regulations and administrative provisions necessary to comply with the Directive to be brought into force before 15 February 2006	Act No 309/2006 Coll. Act No 258/2000 Coll. GO No 148/2006 Coll.			
Directive 89/686/EHS 89/686/EEC	Directive 89/686/EEC – on the approximation of laws relating to personal protective equipment, as amended by Directives 93/68/EEC, 93/95/EEC and 96/58/EC	Act No 22/1977 Coll. as amended GO No 21/2003 Coll.			

### List of the most important legislation

The most important legislation concerning health and safety at work, including labour relations and conditions at work and some legislation in related areas, is as follows:

#### Laws

1. Act No 262/2006 Coll., Labour Code, as amended by Acts No 585/2006 Coll., No 181/2007 Coll., No 261/2007 Coll., No 296/2007 Coll., No 362/2007 Coll., judgment of the Constitutional Court, promulgated under No 116/2008 Coll., Acts No 121/2008 Coll., No 126/2008 Coll. and No 294/2008 Coll.
2. Act No 264/2006 Coll., amending some laws in relation to adopting the Labour Code, as amended by Act No 585/2006 Coll.
3. Act No 309/2006 Coll., on the provision of further requirements for health and safety at work
4. Act No 251/2005 Coll., on labour inspection, as amended
5. Act No 174/1968 Coll., on expert governmental supervision of occupational safety, as amended
6. Act No 59/2006 Coll., on the prevention of serious injuries
7. Act No 143/1992 Coll., on pay and remuneration for work standby in budget funded and certain other organizations and bodies, as amended
8. Act No 266/2006 Coll., on employee accident insurance (effective from 1 Jan 2010)
9. Act No 183/2006 Coll., on territorial planning and the building code (Building Act)

#### Government Orders

1. Government Order No 567/2006 Coll., concerning minimum pay, the lowest levels of guaranteed pay, definition of difficult working environment and bonus for work in difficult working environment
2. Government Order No 557/2006 Coll., concerning adjustment of compensation for loss of income following the end of sick leave resulting from industrial injury or occupational disease, adjustment of compensation for loss of income following the end of sick leave or in case of disability and adjustment of compensation for the costs of maintaining the bereaved (adjustment of compensation)
3. Government Order No 148/2006 Coll., on the protection of health from the adverse effects of noise and vibration

4. Government Order No 590/2006 Coll., laying down the scope and extent of other essential personal impediments to the performance of work
5. Government Order No 589/2006 Coll., laying down different working hours and rest periods for transport workers
6. Government Order No 469/2002 Coll., laying down a list of works and qualification requirements and amending the Government Order concerning pay for public administration staff
7. Government Order No 591/2006 Coll., on detailed minimum safety and health protection requirements during work on construction sites
8. Government Order No 592/2006 Coll., on accreditation and qualification testing requirements
9. Government Order No 361/2007 Coll., laying down requirements for health protection at work
10. Government Order No 494/2001 Coll., laying down the method of registering, reporting and sending records of injuries, a sample injury record and a list of the bodies and institutions to which work injuries should be reported and injury records sent
11. Government Order No 495/2001 Coll., laying down the scope and detailed requirements for providing personal protective equipment and washing and cleaning agents and disinfectants
12. Government Order No 378/2001 Coll., laying down detailed requirements for the safe operation and use of machines, technical equipment, appliances and tools
13. Government Order No 11/2002 Coll., laying down the appearance and placement of safety signs and introducing signals, as amended by Government Order No 405/2004 Coll.
14. Government Order No 27/2002 Coll., laying down the way of organizing work and the methods of operation which have to be guaranteed by the employer during work related to keeping of animals
15. Government Order No 28/2002 Coll., laying down the way of organizing work and the methods of operation which have to be guaranteed by the employer during work in the forest and sites of similar nature
16. Government Order No 168/2002 Coll., laying down the way of organizing work and the methods of operation which have to be guaranteed by the employer in providing transport using means of transport

17. Government Order No 101/2005 Coll., on detailed requirements for the workplace and working environment
18. Government Order No 406/2004 Coll., on detailed requirements for ensuring safety and health protection at work in locations with a risk of explosion
19. Government Order No 362/2005 Coll., on detailed requirements for safety and health protection at work on sites with a risk of falls from elevated positions or falls onto low lying surfaces

#### Decrees

1. Czech Occupational Safety Office (COSO) Decree No 48/1982 Coll., laying down the basic requirements for ensuring safety at work and the safety of technical equipment, as amended by Decrees No 324/1990 Coll. and No 207/1991 Coll., Government Order No 352/2000 Coll. and Decree No 192/2005 Coll.
2. COSO and CMA Decree No 50/1978 Coll., on qualifications in electrical engineering, as amended by Decree No 98/1982 Coll.
3. COSO and CMA Decree No 18/1979 Coll., specifying selected pressure equipment and laying down some requirements to ensure its safety, as amended by Decrees No 97/1982 Coll. and No 551/1990 Coll., Government Order No 352/2000 Coll. and Decrees No 118/2003 Coll. and No 393/2003 Coll.
4. COSO and CMA Decree No 19/1979 Coll., specifying selected lifting equipment and laying down some requirements to ensure its safety, as amended by Decree No 552/1990 Coll., Government Order No 352/2000 Coll. and Decree No 394/2003 Coll.
5. COSO and CMA Decree No 20/1979 Coll., specifying selected electrical equipment and laying down some requirements to ensure its safety, as amended by Decree No 553/1990 Coll., Government Order No 352/2000 Coll. and Decree No 159/2002 Coll.
6. COSO and CMA Decree No 21/1979 Coll., specifying selected gas equipment and laying down some requirements to ensure its safety, as amended by Decree No 554/1990 Coll., Government Order No 352/2000 Coll. and Decree No 395/2003 Coll.
7. COSO Decree No 91/1993 Coll., on ensuring work safety in low pressure boiler rooms
8. COSO Decree No 85/1978 Coll., on inspections, revisions and testing of gas equipment, as amended by Government Order No 352/2000 Coll.
9. Decree of the Ministry of Health No 288/2003 Coll., specifying the work and the workplaces that are prohibited to pregnant women, breastfeeding women, mothers who have given birth in the past nine months and young workers, and the conditions subject to which such work may be performed by young workers under special circumstances due to vocational training
10. Decree of the Ministry of Health No 432/2003 Coll., laying down the requirements for classifying work, threshold values of biological exposure test indicators, the conditions for taking samples of biological material to carry out biological exposure tests and the requirements for reporting work involving asbestos and biological agents
11. Decree No 64/2005 Coll., on keeping records of injuries sustained by children, pupils and students
12. Decree No 499/2006 Coll., on documenting constructions



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