



VÝZKUMNÝ  
ÚSTAV  
BEZPEČNOSTI  
PRÁCE

# OSH for foreigners

Textual part of the professional content for the web application in the field of occupational safety and health intended for foreign employees

## Thematic Areas 1–7

Project of the Confederation of Industry of the Czech Republic “Increasing the Level of Awareness of Employers and Foreign Employees Regarding Risk Prevention and Ensuring OSH for Foreign Workers in the Czech Republic”

Proposal for measures in the area of prevention of risks of injury to health of employees due to occupational injury or occupational disease financed from a contribution under Section 320a (b) of Act No. 262/2006 Coll., the Labor Code, as amended in 2024

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## INTRODUCTION<sup>1</sup>

Each culture has its own standards and customs regarding safety, which may differ from those in the Czech Republic. One important aspect is the perception of risk. In some countries, risk may be accepted as an integral part of work and lifestyle, resulting in a tendency to non-compliance with safety regulations.

Significant cultural differences also exist in terms of hierarchy and perception of authority. In some cultural circles, it may be customary to obey supervisors without questioning their decisions, which can be beneficial for the rapid implementation of safety measures, but can also lead to workers not pointing out potential risks or shortcomings in OSH.

Another factor is communication and training. Language barriers and different communication styles can affect how workers understand and apply safety guidelines. It is important to ensure that OSH training and information are available in a language that workers understand and that they are adapted to their customs. Effective communication can include not only verbal instructions, but also visual and audiovisual materials.

The following document contains professional content for the preparation of a web application in the field of occupational safety and health intended for foreign employees in specified thematic areas with emphasis on clarity and intelligibility of the submitted information. The aim is to increase the general awareness and education of foreigners about OSH issues in the Czech Republic and to enable foreigners to obtain basic and general information in this form, possibly even in advance of their arrival in the Czech Republic in the phase of processing residence permits and before starting work for a specific employer in the Czech Republic.

The text is divided into individual thematic areas and was mainly prepared in the form of FAQ (most frequently asked questions). FAQs (or other text blocks) are numbered. We recommend that the translator keeps this numbering in the language mutations, without the numbering it will not be possible to navigate the translated text further and assign it to the correct categories within the website. This applies particularly to Ukrainian and Bulgarian which are not written in Latin script.

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<sup>1</sup> Introduction is used for orientation of the client in the following text and attachments, from our point of view it does **not need to be translated**.

## **1. Thematic Area 1 – Occupational Injuries Involving Foreign Nationals**

Thematic area 1 contains a detailed analysis of occupational injury rates of foreigners in the Czech Republic for the period 2013–2023, special attention is paid to fatal occupational injuries, for which individual indicators were analyzed in detail (sex and age of the affected person, industry, source, cause, employment of the affected person, place of injury, type of accident). This block also provides a description of the accident storylines for 25 selected fatal occupational injuries involving foreigners that occurred during the given period. The attached file in xlsx format, containing source data in the form of tables and charts, is an integral part of thematic block 1.

## **2. Thematic Area 2 – Introduction to OSH**

The thematic area 2 is the most extensive, therefore it is divided into 7 subcategories: Employee Rights and Responsibilities, Employer Responsibilities, OSH Training, Self-Employed Persons, Prohibition of Alcohol and Smoking in the Workplace, Occupational Medical Examinations, Safety Signs, Colors, and Signals. For some subcategories, there is a link to a video featuring the character Napo<sup>2</sup> – a series of animated films co-produced by a small group of European organizations aimed at presenting important occupational safety and health topics in a memorable and light-hearted way. Speech is not used in the videos, so there is no language barrier. However, the link and logos of the copyright consortium must be included, details are always provided for each individual link to the video. A series of illustrations for hand signals is attached in png. format to subcategory 2.7 (Safety Signs and Signals), which was created for this project of SP ČR.

## **3. Thematic Area 3 – Work of Young Employees / Work of Pregnant, Breastfeeding**

### **Employees, Employees up to the Ninth Month after Childbirth**

Thematic area 3 contains two subcategories with a basic overview of working conditions and protection of young employees and pregnant, breastfeeding employees, employees up to the ninth month after childbirth.

## **4. Thematic Area 4 – Reporting of Occupational Injuries, Recognition of Occupational Diseases, Compensation for Occupational Injuries**

The thematic area 4 includes basic information on the terminology of occupational injuries and diseases, the procedure for the occurrence of an occupational injury, the obligations of employees and employers in relation to the occurrence of an occupational injury, the

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<sup>2</sup> This also applies to other thematic areas.

procedure for the recognition of occupational diseases and information on the conditions under which entitlement to compensation for an occupational injury and an occupational disease arises.

## **5. Thematic Area 5 – Personal Protective Equipment**

The thematic area 5 contains basic terminology in relation to personal protective equipment, information on the cases in which it is provided by the employer, issues related to the payment for PPE, obligations of the employee in relation to PPE, etc. Attached to thematic area 5 are illustrative photos of selected PPE for the protection of individual body parts in jpg. or png. format.

## **6. Thematic Area 6 – First Aid in the Workplace**

The thematic area 6 contains information on the basics of first aid in the workplace and first aid procedures for the following situations: respiratory arrest and unconsciousness (cardiopulmonary resuscitation, cardiopulmonary resuscitation using an AED), massive bleeding, unconsciousness, burns, fractures, car accident, foreign object suffocation. The texts are accompanied by links to videos showing the first aid procedure in these situations. Subtitles were created for the SP ČR project in the following languages: English, Ukrainian, Polish, Romanian, Bulgarian. Subtitles are included in the xlsx file.

## **7. Thematic Area 7 – OSH on Construction Sites**

Within the thematic area 7, basic information was elaborated to ensure safety during the performance of selected work activities in the construction sector, which rank among the highest risk in terms of accidents. These include work at height and over free depths, work on portable ladders, demolition work, material storage and excavation. A series of illustrations for subcategories was created for the SP ČR project: work at height; ladders; demolition work; storage. Illustrations are in png formats with transparent background and in EPS vector format. We propose attaching illustrations from the already implemented project<sup>3</sup> to the subcategory of excavation work; however, it is necessary to indicate the project's dedication everywhere, as shown below.

Outside the main thematic areas the following text contains the chapters:

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<sup>3</sup> This is [\*Project No. TIRSMPSV701 “Innovative Solutions to a Group of Needs in the field of OSH Optimization of Regulations, Procedures and Measures including Dissemination Measures”\*](#), financed by the Technology Agency of the Czech Republic within the BETA project.

8. **Selected risk factors of working conditions** – A series of awareness posters in pdf format was created for the SP ČR project.
9. **Materials for website suppliers** – This is a proposal of the OSRI containing possible domain names for the future website, possible graphical display of the materials within the site, structure and sorting of categories within the future website. The resulting solution and graphic design must be consulted and selected in agreement with the selected website supplier.

The last attachment not previously mentioned, elaborated for the SP ČR project, is a OSH Practice Test in docx format. It contains a general OSH section (10 questions) and a section related to OSH on construction sites (10 questions). After translation, electronic versions can be created in the respective languages, e.g. within the Google Forms application.

See **Seznam příloh:**.

# 1 Thematic Area 1 – OCCUPATIONAL INJURIES OF FOREIGN NATIONALS IN THE CZECH REPUBLIC (2013–2023)

*Categorization within the website: bozp-cizinci.cz/bozp-cizinci.cz/Pracovní úrazy cizinců v ČR*

**The tabular and graphical part is the content of the xls file. Occupational injury rate for foreigners.<sup>4</sup>**

**The methodology is given in sheet 1 of the above xls file.**

**Textual (descriptive) part to the tabular and graphical part:**

## 1.1 Absolute indicators — total number of occupational injuries involving foreigners in 2013–2023 (Sheet 1)

The total number of occupational injuries involving foreigners increased almost 2.5-fold between 2013 and 2023 (Table 1.1, Chart 1.1). This increase is related to the continuously increasing number of foreigners in the Czech Republic (see Chapter 1.2). A temporary decrease in the total number of occupational injuries was recorded in 2020 and 2021, apparently due to the downturn in economic activity during the COVID-19 pandemic. In the following year 2022, the total number of occupational injuries to foreigners increased sharply. Looking more closely at the development of individual types of occupational injuries, we can see that the number of fatal occupational injuries (Table 1.1, Chart 1.2) from 2017 to the present fluctuates between 14 and 17 fatal occupational injuries per year, with the exception of 2018 (31 fatal occupational injuries), when a spike was recorded, however, that year a large-scale mining accident occurred, in which 12 Polish miners died in one day.

Between 2013 and 2023, there were on average 67.7 serious occupational injuries per year among foreigners (Table 1.1, Chart 1.3). The lowest number of these injuries was recorded in 2021, while the highest number was recorded in 2014. The evolution of the number of other occupational injuries (Table 1.1, Chart 1.4) follows the curve of the evolution of the total number of occupational injuries of foreigners.

## 1.2 Relative indicators — incidence rate (frequency) of occupational injuries among foreigners (Sheet 2)

The relative indicator of the incidence rate (frequency) of occupational injuries indicates the number of occupational injuries per 100,000 employed foreigners (citizens from other EU

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<sup>4</sup> Excel file contains both source data in the form of tables and graphical representation in the form of charts of various types. Within the website, we recommend that you only view charts with accompanying text, not source tables. The graphic design within the website should be discussed with the website supplier.



countries + citizens from third countries outside the EU) registered by employment offices. Trade licenses are not included. Data are available from 2015 onwards. The incidence curve (frequency) of all occupational injuries (Table 2.1, Chart 2.1) and other occupational injuries (Table 2.1, Chart 2.3) per 100,000 employed foreigners remained relatively stable between 2015 and 2023, with a slight drop in 2020 and 2021 during the COVID-19 pandemic. It follows that although the absolute number of occupational injuries to foreigners is steadily increasing, the incidence rate does not change significantly due to the number of employed foreigners. The rate of fatal occupational injuries per 100,000 employed foreigners is in the range of 2.0 and 2.5 as of 2019. In 2018, the frequency jumped to 5.45, due to the aforementioned mining accident (Table 2.1, Chart 2.2).

### 1.3 Share of foreigners in the total number of fatal occupational injuries in the Czech Republic (Sheet 3)

Foreigners accounted for more than 23% of the total number of fatal occupational injuries in the Czech Republic in 2023 (Table 3.1, Chart 3.1). This share has been steadily increasing since 2017, with a sharp increase in 2018 due to the aforementioned mass mining accident with more deaths. On the contrary, a decrease occurred in 2020.

### 1.4 Nationality of foreigners affected by occupational injuries (Sheet 4)

In the period from 2013 to 2023, nationals of Ukraine and the Slovak Republic accounted for the highest number of occupational injuries involving incapacity for work longer than 3 calendar days (excluding fatalities) (over 28%). Citizens of Poland are in third place (more than 15%), followed by nationals of Bulgaria and Romania (Table 4.1, Chart 4.1).

For fatal occupational injuries, the same nationalities are involved in the given time period, however, there is a greater prevalence of Ukrainian citizens, accounting for 35% of all fatal occupational injuries of foreigners. (Table 4.2, Chart 4.2).

The relative indicator of the incidence rate (frequency) of occupational injuries indicates the number of accidents at work per 100,000 employed foreigners of a given nationality registered by Labor Offices, trade licenses are not included (Table 4.3, Chart 4.3). The incidence rate (frequency) of occupational injuries with incapacity for work for more than 3 calendar days (excluding fatalities) is highest among Polish citizens, followed by Ukrainian citizens (Table 4.4, Chart 4.4). The incidence rate (frequency) of fatal occupational injuries at work fluctuates

between nationalities in the period between 2015 and 2023; in 2023 it was highest among Ukrainian citizens (Table 4.5, Table 4.5).

## 1.5 Detailed analysis of fatal occupational injuries of foreigners (Sheet 5)

### 1.5.1. Gender and age of the worker affected by an occupational injury – Table 5.1, Table 5.2, Chart 5.2

Workers who suffered fatal occupational injuries were overwhelmingly male (with less than 2% of fatal workplace accidents involving women during the monitored period). The dominant age category is 46–55 years, followed by 36–45 years, these two together comprise more than 50% of all fatal occupational injuries of foreigners. Young workers under 25 contribute less than 10% to fatal occupational injuries.

### 1.5.2. Main activity (CZ-NACE) in which a fatal occupational injury occurred – Table 5.3, Table 5.4, Chart 5.3, Chart 5.4

The most frequent sector of CZ-NACE in which a fatal occupational injury of a foreigner was reported in the monitored period was F – Construction (almost 35% of fatal occupational injuries). This is followed by sector B – Mining and quarrying, C – Manufacturing and H – Transport and storage. These 4 sectors comprise almost 70% of all fatal occupational injuries during the monitored period. Other sectors of CZ-NACE are represented to a lesser extent. From the point of view of a more detailed division into CZ-NACE sections, the most common sections are 41 – Construction of buildings, 43 – Specialized construction activities and 05 – Mining and treatment of hard coal and brown coal.

### 1.5.3. Activity in which a fatal occupational injury occurred – Table 5.5, Chart 5.5

The activity with the highest percentage representation is "Handling, manipulation and processing of physical objects, living plants and animals," – a total of 33.5% of cases. This is followed by activities "Walking" and "Transport of goods".

### 1.5.4. Source of a fatal occupational injury – Table 5.6, Chart 5.6

Buildings, structures, surfaces above ground level (both inside and outside) were the most common source of fatal occupational injuries in the monitored period, in 22.8% of cases. In terms of percentage representation, the next sources are materials, objects, products, components, machinery, and vehicles, fragments, and dust (18%), followed by land vehicles (12%) and physical phenomena and natural elements (10.8%).

### **1.5.5. Cause of fatal occupational injuries (why the injury occurred) – Table 5.7, Chart 5.7**

In more than 50% of cases, a miscalculated or underestimated risk is cited as the cause of a fatal occupational injury. Long-term statistics show that this cause is most often mentioned by employers in the injury records. The cause was not identified in almost 17% of cases. The use of unsafe procedures or work practices, including acting without authorization, violating prohibitions, or lingering in danger zones, was cited as the cause in 12.6% of cases.

### **1.5.6. Classification of the occupation of a worker affected by a fatal occupational injury according to CZ-ISCO/KZAM<sup>5</sup> – Tab. 5.8, Chart 5.8**

In almost 30% of cases, the occupation was classified as Craftsmen and related skilled workers in construction (excluding electricians). In 14% the occupation is unknown. This is followed by the occupations Drivers and Mobile equipment operators and Laborers in mining, construction, manufacturing, transport, and Related fields. Both jobs were similarly recorded in 13.2% of cases.

### **1.5.7. Place of fatal occupational injury – Table 5.9, Chart 5.9**

In one third of cases, the location of the fatal occupational injury was an industrial sector. Similarly, construction sites, opencast quarries, opencast mines were the site of fatal occupational injuries in almost 30% of cases. Public space (which also includes means of transport and areas permanently open to public transport) was the place of injury in 15.6% of cases.

### **Type of accident resulting in a fatal occupational injury – Table 5.10, Chart 5.10**

The most common cause of fatal occupational injuries was a fall from a height, into a depth, or on a flat surface (27% of cases). This is followed by falling objects from a height (tipping onto a person) in 15.6% of cases, traffic accidents in 10.8%, and mining accidents in 9% of cases.

### **1.5.8. A model example of a fatal occupational injury of a foreigner**

Based on the evaluation of data for the monitored period from 2013 to 2023, we can construct a model case of a typical fatal occupational injury of a foreigner:

- They are men aged 46–55 with Ukrainian nationality.

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<sup>5</sup> The State Inspection Office has been using the CZ-ISCO classification for statistical reporting since 2019, the original KZAM classification was used in 2012–2018. KZAM classifications have been converted to the current CZ-ISCO.

- The main activity (CZ-NACE) within which a fatal occupational injury occurred is Section F – Construction, Section 41 – Construction of buildings.
- The occupation of the affected person is classified (CZ-ISCO) as "Craftsmen and skilled workers in construction (excluding electricians)."
- The activity in which a fatal occupational injury occurred is "Handling, manipulation and processing of physical objects, living plants and animals".
- The source of an occupational injury was "Buildings, structures, surfaces above ground level (both inside and outside)".
- The place of an occupational injury was the industrial sector.
- The cause of the accident was a miscalculated or underestimated risk.
- The type of accident is classified as a fall of a person from a height/into a depth/on a flat surface.

## 1.6 The course and consequences of selected fatal occupational injuries involving foreign nationals in the Czech Republic in 2013–2023.<sup>67</sup>

### 1.6.1. Fall from height

A worker from Ukraine (d.46) was working at height near a fall edge. He wasn't wearing a helmet or assigned PPE (fall restraint system). The worker fell from a height of 5 meters, during the fall he was fatally injured by hitting his head on a steel structure.

### 1.6.2. Falling through the lightwell

A worker of Ukrainian nationality (†18) was carrying out cleaning work on a flat metal roof. For reasons unknown, he unhooked himself from the safety rope and moved the cover plate that protected the area of the future lightwell. The worker fell from a height of 14 meters into the hall area. The injuries to the body and head were incompatible with life.

### 1.6.3. Run over by forklift

A Ukrainian national (†58) was walking outside on the pavement and suddenly entered the road, where a forklift was just passing, which hit him and picked him up on the forks. Extensive multiple injuries were incompatible with life.

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<sup>6</sup> We recommend displaying a "carousel" type element on the website as an interactive feature that allows multiple items (commonly used for reviews) to be showcased in a limited space by rotating or sliding them progressively. This element can be set to automatically change items after a certain time, or it can allow users to manually switch between items.

<sup>7</sup> Source of information: Database occupational injuries of OSRI collecting records of injuries sent by employers.

#### **1.6.4. High voltage**

A driver from Poland (†34) was raising a trailer bed when it came into contact with high-voltage power lines under which the vehicle was parked. The driver got out and touched the ground, connecting with the trailer and the power lines, resulting in fatal injuries to the driver of the vehicle.

#### **1.6.5. Fall from bridge structure**

A worker from Ukraine (†48) together with other colleagues were concreting of the upper part of a pillar for a bridge structure. Workers were being transported to the top of the pillar using a suspended crane cage designed to transport people. After completing the concreting, the affected worker decided not to wait for the crane cage and chose to descend independently using the tower scaffolding erected near the pillar. There was a gap of about 80 cm between the scaffolding and the place of work at the top of the pillar. The affected person fell to a free depth of about 15 meters and sustained injuries incompatible with life. Colleagues only heard his screams during the fall.

#### **1.6.6. Fall on exit from pulley lift**

A worker from Slovakia (†51) together with other workers were to mount thermal sensors on the steel structure of a rack. They used a pulley lift (platform) for transport. While exiting the pulley lift, the affected individual stepped onto an outer steel plate that was not load-bearing. The plate bent under his feet, and with the counterweight of his other foot, he pushed the pulley lift away, creating a gap through which he fell approximately 20 meters onto the concrete floor of the hall. The injuries were incompatible with life. The worker did not use the harness safety rope to prevent a fall from height.

#### **1.6.7. Burial in an unsupported excavation**

An employee from Ukraine (†38) was carrying out manual cleaning of the excavation. The machine-dug excavation measured 2 x 3 meters and was approximately 2.5 meters deep. The fire pipe was to be repaired. The employee entered the unsupported excavation, and subsequently the wall of the excavation collapsed, burying the worker. The cave-in caused injuries incompatible with life.

#### **1.6.8. Fall from scaffolding**

During the disassembly of a temporary construction structure (support scaffolding), part of the structure came loose, pulling the worker from the scaffolding from a height of about 3

meters. A worker from Slovakia (†35) hit his head during the fall, causing a skull fracture with fatal consequences.

#### **1.6.9. Fall during roof cleaning work**

A worker from Slovakia (†19) was carrying out finishing and cleaning work after installing thermal insulation on the roof. While cleaning up, he didn't wear PPE such as a harness and rope and didn't strap himself to the anchor point. He then tripped over the installed lightwell and fell to the lower floor. He did not survive the fall.

#### **1.6.10. Thrown under a truck**

An employee of Ukrainian nationality (†59) was carrying out road milling. The milling machine “bit” into the road surface and jumped backward, throwing the worker into the left lane, where he was struck by a passing truck. The subsequent injuries sustained were incompatible with life.

#### **1.6.11. Dangerous descent**

The affected employee from Ukraine (†30) was carrying out cleaning and finishing work. For unknown reasons, he climbed over wall formwork on the third floor and descended via formwork that had already been dismantled and was to be moved to another concreting site. The board overturned with him, breaking the construction railing and the affected person fell to the concrete floor of the first floor, with the formwork board then landing on him. Other workers removed the board with a tower crane and started first aid, but unfortunately CPR was unsuccessful, even after the emergency services arrived, and the worker died from the injury.

#### **1.6.12. Robotic manipulator**

An employee of Slovak nationality (†47) entered the work area of the robotic rotary manipulator, the employee's head was pinned by the robotic rotary arm against a conveyor. This caused a fatal injury to the employee.

#### **1.6.13. Fall of material into excavation**

The driver did not properly secure the crawler excavator on a waterlogged slope. It spontaneously slid down and pushed a 2.5 ton gas pipe into the excavation where the affected Slovak worker was located (†52). The worker was buried by the pipe and sustained injuries incompatible with life.

#### **1.6.14. Removal of scaffolding railing**

While graveling during facade work on a residential building, a worker from Ukraine (†53) removed the side railing of the scaffolding and fell from the sixth floor onto the sidewalk from a height of 13 meters. He did not survive the fall.

#### **1.6.15. Fall of a load**

A worker from Romania (†38) was laterally moving a 14-meter-long steel beam using a chain hoist to position it for suspension on a pillar. During this transfer, the beam lost stability and fell onto the work floor was on which the affected person was standing. The beam slammed the affected person to the floor, causing fatal injuries.

#### **1.6.16. Forklift overturn**

The affected worker from Ukraine (†34) was working in a waste sorting facility using a forklift. Due to improper use of the forklift, it was tipped over on the side, where it pinned the worker's the head and neck. He sustained injuries incompatible with life and died on the spot.

#### **1.6.17. Fall from roof edge**

A worker of Slovak nationality (†37) climbed onto a roof structure after lunch to secure covering sheets with his colleagues. He did not strap himself to the anchor point and went to the edge of the structure for a cordless drill, subsequently falling off the edge of the roof for unknown reasons.

#### **1.6.18. Fall from scaffolding under the influence of alcohol**

The affected employee from Slovakia (†35) fell to the ground from a construction structure from a height of about 7 meters. It was later proved that at the time of the accident the deceased was intoxicated, his blood alcohol level was 3.0 per mill.

#### **1.6.19. Electric shock during hop picking**

A worker from Bulgaria (†22) was picking hops on a hop farm when she made contact with a wire – used as a hop guide and, which then electrocuted the worker with fatal consequences.

#### **1.6.20. Mine explosion during excavation work**

An employee from Slovakia (†49) attempted to remove a protruding metal object from the bottom of an excavation using a grinder. The metal part, however, turned out to be unexploded war ammunition and an explosion occurred while cutting. The injuries were incompatible with life.

#### **1.6.21. High voltage contact**

The affected worker of Slovak nationality (†47) was tasked with dismantling an old fence structure and manually digging foundations for posts for a new fence. During a planned power outage, the site was empty. Contrary to instructions, he climbed on an excavator and probably touched a high-voltage line while working with the excavator. He was later found lifeless on the road next to an excavator. The affected person suffered from epilepsy, but the accident occurred without witnesses, so the exact circumstances of the death are unknown.

#### **1.6.22. Crushed by steel frames**

While another company's employee was loading a steel frame, a row of approximately 6 similar frames tipped over. This assembly pinned the injured employee from Ukraine against the conveyor frame, which had been used here as a retaining element in case of tipping of said frames. The affected person created a temporary workplace from the conveyor frame, where he was standing inside and welding at the time of the accident. The injuries were fatal.

#### **1.6.23. Movement in the area reserved for forklift**

During the break, the operator from Bulgaria (†42) was crossing to the smoking area in front of the production hall. Contrary to instructions, he did not use the designated pedestrian route but cut through a corner reserved for forklift operations. At that moment, the forklift was being maneuvered by a warehouse worker. He checked the area behind the forklift and started the maneuver. At that exact moment, the affected employee came out from around the corner and was hit by the forklift and fell headfirst to the ground. The emergency services were unable to resuscitate the affected person.

#### **1.6.24. Traverse falling onto a person**

During the transport of a 12 meter long traverse by forklift, the traverse fell from a height of about 3 meters on a worker. The employee was carrying the traverse on a transport trolley raised at a height of about 6 meters. When the brake pedal was suddenly and abruptly pressed, the forklift was tipped and the traverse slid off the forks, which hit the affected worker from Serbia (†24), causing fatal injuries.

#### **1.6.25. Fall from a ladder**

The affected worker of Romanian nationality (†48) was carrying out auxiliary work on the construction site under the supervision and direction of qualified workers. He was tasked with cleaning up materials from the construction site on the first floor and instructed to use the stairs in the building. For unidentified reasons, he used an aluminum ladder to access the



terrace on the 2nd floor. When descending from the terrace using this ladder, the ladder slipped and the affected person fell from a height of about 2.9 meters with fatal consequences.

## 2 Thematic Area 2 – INTRODUCTION TO OSH

*Categorization within the website: bozp-cizinci.cz/BOZP pro cizince/ZÁKLADY BOZP*

### 2.1 Rights and obligations of the employee

#### 2.1.1. Napo Introduction Video – General risks

<https://www.youtube.com/watch?v=U4b8IKtsFew>

Other films featuring the character Napo are available at <https://www.napofilm.net/en/napos-films/films?films=all>.

The Napo Consortium currently has eight members

[AUVA](#) (Austria), [CIOP](#) (Poland), [DGUV](#) (Germany), [EU-OSHA](#) (Bilbao, Spain), [INAIL](#) (Italy), [INRS](#) (France), [SUVA](#) (Switzerland) and [TNO](#) (The Netherlands).<sup>8</sup>



#### 2.1.2. What should I do before I start working in the Czech Republic?

The basic requirement is to work in the Czech Republic (CZ) in accordance with legal regulations and to verify the legality of your stay in the Czech Republic. It is not sufficient to reside in the Czech Republic on the basis of a valid residence permit, you must also be

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<sup>8</sup> OSRI concluded an agreement with the consortium producing Napo films on the use of both the films and the character Napo. However, information about the consortium, including logos of the institutions involved in the consortium, must be included for all videos.

authorized to work in the Czech Republic. Carrying out illegal work poses a number of risks not only to the employer, but also to the illegal worker (for example, citizens from third countries outside the EU may be expelled from the European Union). You should not rely solely on information from employers, intermediaries, or other persons, as such information may sometimes be misleading and create a false impression that your stay and work in the Czech Republic are legal. We recommend verifying that you are staying in the Czech Republic on the basis of a valid residence permit and familiarize yourself with the rights and obligations associated with it.

- Would you like to learn more about the conditions for entering the Czech Republic and working in compliance with legal regulations?
- Are you curious about the consequences of working illegally in the Czech Republic?
- Are you unsure if your work in the Czech Republic complies with legal regulations?
- Are you looking for information on the rights of foreigners in the areas of healthcare (including participation of foreigners in public health insurance) and social security?

If you are a non-EU citizen: [www.pracecizincu.cz](http://www.pracecizincu.cz)

If you are a citizen of another EU member state or a family member: [www.eu-citizens.cz](http://www.eu-citizens.cz)

### **2.1.3. Why should I even care about occupational health and safety (OSH)?**

Because it's about your life and health, that is, the most precious thing you have.

There are risks in any job and dangerous situations can arise, whether you are sitting behind a computer in the office or operating an excavator on a construction site. Your actions may endanger not only yourself, but also others around you. Over the past three years, more than 1,500 foreigners have been injured at work in the Czech Republic – some seriously and some never returned from work. More information in the tab **Occupational injuries of foreigners in the Czech Republic<sup>9</sup>**

### **2.1.4. If I am a foreigner, do the same OSH rules apply to me as to Czech citizens?**

Yes.

Foreigners are subject to the same rights and obligations associated with OSH as citizens of the Czech Republic.

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<sup>9</sup> Insert a hyperlink to individual bookmarks on the page.

As an employee, you have the right to safety and health protection at work. Your employer has an obligation to ensure this to you as an employee. You can learn about other rights and obligations in the following FAQs.

[Section 106 \(1\) of Act No. 262/2006 Coll., the Labor Code](#)

**2.1.5. My employer wants me to do a job that I believe is dangerous and puts my health at risk. Can I say no?**

Yes.

As an employee, you are entitled to refuse work that you reasonably believe poses an immediate and serious threat to your life or health, or to the life or health of others (e.g. colleagues, passers-by, etc.). If you refuse to perform the work in these cases, it does not constitute a breach of your employee obligations.

[Section 106 \(2\) of Act No. 262/2006 Coll., the Labor Code](#)

**2.1.6. My employer has not provided any information about ensuring OSH. Is that okay?**

No.

As an employee, you have the right to be informed about the risks associated with your work. Your employer should also tell you what measures they have taken to protect you from the risks. The information must be understandable to you. This means that if you don't speak Czech at all or have a problem understanding it, your employer must make sure you understand the information by translating it into your mother tongue or another language you speak well. It is important that you fully understand the information presented. More information at [OSH training](#)<sup>10</sup>

[Section 106 \(1\) of Act No. 262/2006 Coll., the Labor Code](#)

**2.1.7. Do I also have responsibilities in terms of occupational safety and health?**

Yes.

The basic obligations of an employee in the area of occupational safety and health protection include:

- Complying with legal and other OSH regulations related to your work with which you have been duly acquainted.
- Taking care of your own safety and health to the best of your ability.

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<sup>10</sup> Insert a hyperlink to individual bookmarks on the page.

- Take care of the safety and health of others (e.g. colleagues, members of the public) to the best of your ability.
- Following established working and technological procedures with which you have been properly acquainted.
- Using personal protective equipment and safety devices while working (you must not tamper with or deactivate safety devices).
- Reporting OSH deficiencies and hazards to your supervisor and participating in their elimination.
- Not consuming alcoholic beverages or other addictive substances at the workplace, and not starting work under their influence.
- Complying with the smoking ban at the workplace.
- Participating in OSH training.
- Undergoing occupational medical examinations, tests, or vaccinations related to your job position.
- Undergoing tests for the presence of alcohol or other addictive substances.
- Reporting to your supervisor that you have suffered an occupational injury, if your health condition allows. If you witness an injury to a colleague or other person, you must also report it to your supervisor without delay. You also need to cooperate in explaining the causes of the injury.

For more detailed information on OSH training, occupational medical examinations, occupational injuries, prohibition of alcohol and smoking in the workplace and PPE, see separate topics.<sup>11</sup>

[Section 106 \(4\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.1.8. What about OSH responsibilities if I am in a managerial position?**

The employer is responsible for occupational safety. However, OSH care is also an integral part of the job responsibilities of managerial staff at all levels of management within the scope of the positions in which they operate. Therefore, if you are a managerial employee, you take responsibility for OSH in your workplace or work area and have the obligation to create favorable working conditions and ensure occupational safety and health.

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<sup>11</sup> Insert a hyperlink to individual bookmarks on the page.

A managerial employee is responsible for the occupational safety of not only their subordinates but also of all persons who, with their knowledge, are present in the workplace. Remember that as a managerial employee you also have criminal liability.

[Section 101 \(2\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 101 \(5\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 302 \(1\) \(c\) of Act No. 262/2006 Coll., the Labor Code](#)

**2.1.9. As an employee, can I participate in OSH-related matters at the workplace and discuss my objections and suggestions with the employer?**

Yes.

You not only have the right but also the obligation to participate in creating a work environment that is safe and does not endanger health. For this purpose, you should follow all the employer's measures. You can participate in resolving OSH issues with your employer through a trade union or an OSH representative or directly as an employee. The employer must allow you (or the trade union or OSH representative) to participate in OSH-related meetings or provide information from such meetings. The employer is also obliged to hear your information, comments, and suggestions related to OSH. The employer is also required to discuss a number of OSH-related issues with you: e.g. measures they have taken, risk assessment, organization of OSH training, appointment of a competent person for risk prevention, selection of an occupational health service provider, selection of employees designated to organize first aid, etc.

[Section 106 \(3\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 108 \(2\) of Act No. 262/2006 Coll., the Labor Code](#)

## 2.2 Obligations of the employer

### 2.2.1. What are the employer's obligations in the area of OSH?

Employers in the Czech Republic must fulfill numerous obligations in the area OSH. Every employer, even if they employ only one employee, is obliged to ensure safety and health protection at work. These obligations apply to both legal entities and natural persons. If a self-employed individual has employees, they are considered an employer and are subject to the relevant obligations.

Selected basic obligations of employers as specified in the Labor Code:

#### 1. Ensuring OSH

- ensure OSH for all employees, taking into account potential risks to their life and health that may arise during the performance of work;
- the obligation to provide OSH applies to all natural persons who, with the knowledge of the employer, are present at their workplaces.

[Section 101 \(1\) of Act No. 262/2006 Coll., the Labor Code](#)

**2. Employees of another employer**

- If employees of two or more employers perform tasks at the same workplace, these employers must mutually exchange written information about risks and measures taken;
- coordinate the activities of their employees to ensure the safety of employees of the other employer.

[Section 101 \(3\) of Act No. 262/2006 Coll., the Labor Code](#)

**3. The costs of OSH**

- Cover the costs of OSH, employers must not pass it on directly or indirectly to the employees.

[Section 101 \(6\) of Act No. 262/2006 Coll., the Labor Code](#)

**4. Risk prevention**

- Create a safe and health-friendly work environment and working conditions;
- risk prevention includes measures arising from legal and other regulations to ensure OSH, as well as measures adopted by the employer to prevent, eliminate, or minimize risks if they cannot be eliminated entirely;
- continuously identify hazards in work processes and conditions, determine their causes and sources, evaluate risks, and take measures to minimize these risks.

[Section 102 of Act No. 262/2006 Coll., the Labor Code](#)

**5. Emergencies, first aid**

- Take measures to address emergencies (e.g., accidents, fires, floods) and ensure employee evacuation;
- ensure that staff receive first aid;
- appoint and ensure a sufficient number of employees to organize the provision of first aid, summon emergency services (medical rescue, firefighters, police);
- adequately train and equip such staff and cooperate with the occupational health service provider.

[Section 102 \(6\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 103 \(1\) \(j\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **6. Prohibited work, medical fitness, vaccination in specified cases**

- Ensure that employees do not perform prohibited work or work that exceeds their abilities or medical fitness;
- ensure, in cases provided for by specific legislation, that the work is carried out only by employees who have undergone vaccination or have proof of immunity to the disease.

[Section 103 \(1\) \(a\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 103 \(1\) \(c\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **7. Category of work**

- Inform employees about the category their work has been classified into.

[Section 103 \(1\) \(b\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **8. Occupational health services**

- Inform employees of the provider of occupational health services and the types of vaccinations, preventive examinations, and tests related to their work that they are required to undergo;
- Allow employees to undergo these vaccinations, examinations and tests as prescribed by special legislation or decisions of the competent public health authority

More information in the tab **Occupational medical examinations**.

[Section 101 \(1\) \(d\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **9. Fixed-term employees, agency employees, young employees**

- Provide employees, especially employees in fixed-term employment relationships, employees of employment agencies temporarily assigned to perform work for another employer, and young employees, with sufficient and appropriate information and instructions on OSH, according to the needs of the work performed.

[Section 103 \(1\) \(f\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **10. Pregnant employees, breastfeeding employees, postpartum employees**

- Inform employees of any potential exposure to risk factors in their work that could harm the fetus in the mother's body;
- familiarize pregnant employees, breastfeeding employees, and employees who have given birth (up to the end of the ninth month after childbirth) with the risks and their

potential effects on pregnancy, breastfeeding, or their health, and take necessary measures to reduce the risk of physical and mental fatigue and other types of physical and mental strain associated with the work performed, for as long as needed to protect their safety or the health of the child;

- adapt rest areas in the workplace for pregnant employees, breastfeeding employees and employees-mothers until the end of the ninth month after childbirth.

More information in the tab **Young employees, pregnant and breastfeeding employees and postpartum employees**

[Section 103 \(1\) \(h\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 103 \(4\) of Act No. 262/2006 Coll., the Labor Code](#)

### **11. Method of remuneration**

- Employees must not be financially incentivised to carry out work in which they are exposed to an increased risk of harm to health and which could endanger the safety and health of workers to improve results of work.

[Section 103 \(1\) \(k\) of Act No. 262/2006 Coll., the Labor Code](#)

### **12. Smoking ban**

- Ensure compliance with smoking ban in workplaces set out by specific legislation.

More information in the tab **Prohibition of alcohol and smoking in the workplace.**

[Section 103 \(1\) \(l\) of Act No. 262/2006 Coll., the Labor Code](#)

### **13. Providing information and instructions**

- Provide information and instructions whenever an employee is hired, transferred, relocated, or when working conditions, the work environment, work tools, technology, or work procedures change;
- the employer is obliged to maintain documentation on the information and instructions provided.

[Section 103 \(1\) \(l\) of Act No. 262/2006 Coll., the Labor Code](#)

### **14. OSH training**

- Provide employees with training on legislation and other regulations to ensure occupational safety and health.

More information in the **OSH Training** tab.

[Section 103 \(2\) of Act No. 262/2006 Coll., the Labor Code](#)

### **15. Employees with disabilities**



- At the employer's expense, ensure technical and organizational measures for employees with disabilities, particularly necessary adjustments to working conditions, workplaces, reserving positions, training, or requalification, and enhancing their qualifications during the performance of their regular employment.

[Section 103 \(5\) of Act No. 262/2006 Coll., the Labor Code](#)

## **16. Personal protective equipment**

- Provide employees with personal protective equipment when risks cannot be eliminated or sufficiently reduced by collective protection measures or organizational measures.

More information in the **Personal protective equipment** tab.

## **17. Occupational injuries**

- Clarify the causes and circumstances of a occupational injury;
- do not change the condition at the place of the accident without serious reasons until the causes and circumstances of the occupational injury have been clarified;
- In the case of an occupational injury involving an employee of another employer, the employer is obliged to notify the employer of the injured employee without undue delay, enable their participation in the investigation of the causes and circumstances of the occupational injury, and familiarize them with the results of the investigation;
- keep a record of all injuries in the injury log;
- Prepare records and maintain documentation of all occupational injuries that result in an employee's incapacity to work for more than 3 calendar days or their death.

More information in the tab **How to deal with occupational injuries, occupational diseases and compensation**

[Section 105 of Act No. 262/2006 Coll., the Labor Code](#)

## **18. Occupational diseases**

- Maintain records of employees who have been diagnosed with an occupational disease that originated in the employer's workplaces;
- apply such measures so as to eliminate or minimize risk factors that cause the threat of an occupational disease or the occupational disease itself.

More information in the tab **How to deal with occupational injuries, occupational diseases and compensation**

[Section 105 \(6\) of Act No. 262/2006 Coll., the Labor Code](#)

## **19. Employee participation in addressing OSH issues**

- Employees must not be deprived of the right to participate in addressing OSH issues through a trade union or a representative for OSH.

[Section 108 of Act No. 262/2006 Coll., the Labor Code](#)

## **20. OSH inspections**

- Organize occupational safety and health inspections at all employer's workplaces and facilities at least once a year.

[Section 108 \(5\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.2.2. What are the employer's additional obligations?**

The previous FAQ only listed the basic responsibilities an employer has in the field of OSH. However, there are many more obligations depending on the type of work performed, the risks associated with the work, risk factors of working conditions, work tools used, etc. Obligations arise from legislation and other regulations ensuring OSH:

- regulations for the protection of life and health,
- hygiene and anti-epidemic regulations,
- technical regulations,
- technical documents and technical standards,
- construction regulations,
- traffic regulations,
- fire protection regulations,
- special regulations concerning the handling of chemicals and preparations, explosives, combustibles, radioactive substances, etc.

### **2.2.3. What are the consequences for employers breaching their OSH obligations?**

In the Czech Republic, the [State Labor Inspection](#) Office or regional labor inspectorates are authorized to carry out inspections of compliance with obligations to ensure occupational safety and health. Possible fines vary according to the specific violation, but in the case of the most serious violations in the OSH section, a fine of up to 2 million CZK may be imposed. Both legal entities and self-employed natural persons can be fined.

[Section 17 of Act No. 251/2005 Coll., on Labor Inspection](#)

The control body of occupational hygiene are the [Regional Hygiene Stations](#). They serve as the state health supervisor. Regional Hygiene Station can conduct inspections in key areas such as

health protection at work; hygiene of food and items of daily use; epidemiology; general and communal hygiene; and hygiene for children and adolescents. Occupational hygiene within the framework of state health supervision is to check whether a business entity meets legal obligations and requirements in the field of occupational health protection.

[Section 78 of Act No. 258/2000 Coll., on Public Health Protection and Amendments to Related Acts](#)

The employer (or manager) also bears criminal liability. If a gross violation of occupational safety laws causes the death of a person, it can be classified as a crime of negligent homicide, punishable by up to 8 years in prison (or 10 years if at least two people are killed).

[Section 143 \(3\) of Act No. 40/2009 Coll., the Criminal Code](#)

## 2.3 OSH training

### 2.3.1. Video Napo – Napo’s Adventures, Safe Start

<https://www.youtube.com/watch?v=7LjTvVKLWik&t=62s>

Other films featuring the character Napo are available at <https://www.napofilm.net/en/napos-films/films=all>.

The Napo Consortium currently has eight members

— [AUVA](#) (Austria), [CIOP](#) (Poland), [DGUV](#) (Germany), [EU-OSHA](#) (Bilbao, Spain), [INAIL](#) (Italy), [INRS](#) (France), [SUVA](#) (Switzerland) and [TNO](#) (Netherlands).



### **2.3.2. What is the purpose of OSH training?**

OSH training helps you understand how to do your job safely and without risk of injury. It will give you the necessary information and practical skills to avoid dangerous situations at work. Some inappropriate work habits can lead to occupational injuries or occupational diseases. The training should teach you how to work safely and protect your health. The training should be based on risk assessment at your specific workplace, the measures your employer has taken to protect you from the risks, operating instructions for machinery and equipment, internal OSH regulations, etc.

### **2.3.3. What information should I receive from my employer when I start work?**

Your employer must inform you about the risks of your job and tell you what measures they have taken to protect you from the risks. When you start work, you must be familiarized with the Code of Practice and the legal and other regulations ensuring safety and health at work that you are required to follow. The employer should also familiarize you with the collective agreement and internal regulations. The training must be carried out in a language you have a good command of.

[Section 106 \(1\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 37 \(5\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.3.4. Do I have to attend OSH training?**

Yes.

OSH training is mandatory for all employees and you are required to attend.

[Section 106 \(4\) \(a\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.3.5. When do I have to attend OSH training?**

You must complete the initial OSH training on the first day of your new job during working hours. There must not be a situation where you begin working without being trained in OSH.

You will receive OSH training in other situations during your employment, such as when:

- your job classification or type of work changes,
- new technology is introduced or the means of production or work change,
- technological and/or work procedures change,
- in other cases that may affect occupational safety and health (e.g., a serious occupational injury occurs in your workplace)
- for repeated (periodic) training.

### **2.3.6. Will OSH training be repeated?**

Yes, if the nature and severity of the risk at your workplace so requires, the employer must repeat the training regularly. The frequency of training is at the employer's discretion. The usual time limit for retraining is two years.

[Section 106 \(3\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.3.7. Is OSH training free for me?**

Yes.

The employer shall bear the costs associated with the OSH training.

[Section 101 \(6\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.3.8. Will I be paid for my time spent on OSH training?**

Yes.

If the training is organized during working hours, it is considered an obstacle to work on the part of the employee, for which you are entitled to compensation in the form of wages or salary. If, for operational reasons, the employer cannot organize the training during working hours, it would be considered overtime work. In that case, you would be entitled to your wage plus an overtime pay premium of at least 25% of your average earnings, or compensatory time off equivalent to the overtime duration, as agreed with your employer.

[Section 205 \(1\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.3.9. How will OSH training be conducted?**

The exact manner in which training will be conducted depends on your employer, who is responsible for determining the content, scope, frequency, form, and method of training, as well as verifying your knowledge and maintaining documentation of the training. Training can be organized in person, remotely, or in a combined form. Nowadays, the general part of the training is increasingly delivered online via e-learning.

For initial training upon starting work, the training should be divided into:

1. A general section that should familiarize you with:
  - legal and other regulations ensuring OSH,
  - foreseeable occupational risks and the measures taken by the employer
  - the employer's OSH information and instructions that you must follow in your work
2. Workplace instruction will be focused directly on your workstation and the work activity you will be performing:

Workplace and workstation

- How is the workstation organized?
- Where can I find access and escape routes?
- Where are the switches for power, gas supply, etc.?
- What do the audible and visual signals used in the operation mean?
- Where can I find the first aid station and the first aid kit?
- Whom should I contact if I find defects or dangerous situations? What are the important phone numbers?

Work and technological procedures, operation of a specific machine or equipment

- What are the working and technological procedures and requirements for ensuring OSH when operating a machine or equipment, or for the material used, etc.?
- What personal protective equipment is designated for the work and how should I use it properly?
- What prohibited and dangerous work practices are forbidden for the machine?

The next chapter of the training is the introduction to the principles of safe operation of electrical equipment:

- operation of electrical appliances,
- defining permissible tasks with electrical equipment for persons without appropriate electrical qualifications
- prohibition of handling electrical equipment and other OSH principles according to the predominant work.

Special professional competence is required to operate certain equipment.

[Section 103 \(3\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.3.10. Can my OSH knowledge be tested?**

Yes, your employer will determine how to verify your OSH knowledge.

Knowledge verification can be conducted, for example, through an oral interview, a written test after the training, or an examination. Documentation of the verification of OSH knowledge is stored in the employee's personal file.

[Section 103 \(3\) of Act No. 262/2006 Coll., the Labor Code](#)

## 2.4 Self-employed persons (OSVČ) without employees and OSH

### 2.4.1. What if I am a self-employed individual working "for myself"?

The employer is obliged to ensure occupational safety and health of its employees.

If you hold a trade license and are therefore self-employed (and do not employ anyone), you are mainly responsible for OSH yourself. You should fulfill obligations in such a way as to protect yourself, as well as other persons who could be endangered by your activities. OSH is an integral part of your business.

### 2.4.2. What OSH obligations apply to self-employed persons without employees?

You are subject to certain obligations specified in the Labor Code set out in [Section 101 \(1\) \(2\); Section 102; Section 104, and Section 105](#). These include obligations for risk prevention, use of personal protective equipment, and also obligations in the event of occupational injuries and occupational diseases. Other obligations stemming from provisions [Section 2 to 11 of Act No. 309/2006 Coll.](#), considering the activities you perform and obligations from legal and other regulations to ensure occupational safety and health, e.g., in the form of government regulations.

[Section 12 \(1\) \(b\) of Act No. 309/2006 Coll., on ensuring additional conditions of occupational safety and health](#)

### 2.4.3. What OSH obligations do not apply to self-employed persons without employees?

Occupational medical examinations are not mandatory for you. Attention! Exceptions include, for example, drivers for whom operating a motor vehicle is the subject of self-employed activity under the Trade Licensing Act. They must undergo regular medical examinations. You are also not obliged to perform job categorizations. Nor are you expected to train yourself in OSH. However, training may be required (as well as medical fitness) by your contracting authority, e.g. in construction.

[Section 53 et seq. of Act No. 373/2011 Coll., on specific health services](#)

[Section 87 \(1\) \(c\) of Act No. 361/2000 Coll., on road traffic](#)

[Section 37 of Act No. 258/2000 Coll., on protection of public health](#)

### 2.4.4. What if I, as a contractor, will be moving around another company's workplace? I don't know the environment and I don't know the risks there.

An employer is obligated to ensure occupational safety and health for all persons (i.e. not only employees) who are knowingly present at their workplaces. If you are entering the premises of another company, you should be familiar with the risks and policies of movement on the

premises and the precautions to prevent a dangerous event from occurring beforehand. Documentation should be kept about this briefing. If you visit the company repeatedly, the briefing can be done once and does not need to be repeated unless there is a significant change related to safety. However, it is important that you enter the workplace with the consent and knowledge of the company.

[Section 101 \(5\) of Act No. 262/2006 Coll., the Labor Code](#)

## 2.5 Prohibition of alcohol and smoking in the workplace

### 2.5.1. Video Napo – Lungs at work

<https://www.youtube.com/watch?v=e3kimLAtPzg>

Other films featuring the character Napo are available at

<https://www.napofilm.net/en/napos-films/films?films=all>.

The Napo Consortium currently has eight members

– [AUVA](#) (Austria), [CIOP](#) (Poland), [DGUV](#) (Germany), [EU-OSHA](#) (Bilbao, Spain), [INAIL](#) (Italy), [INRS](#) (France), [SUVA](#) (Switzerland) and [TNO](#) (The Netherlands).



### 2.5.2. Can I drink alcohol at the workplace?

No.

In the Czech Republic, as an employee, you are obliged not to consume alcoholic beverages or abuse other addictive substances (e.g. tobacco, marijuana, opioids, full list [here](#)) at the



employer's workplaces. The same prohibition applies to you if you are away from your employer's workplace during working hours (e.g. on a business trip).

[Section 106 \(4\) \(e\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.5.3. What if I drank alcohol before starting work?**

You must not enter the employer's workplace under the influence of alcohol (or other addictive substances).

[Section 106 \(4\) \(e\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.5.4. What about a celebration at work after working hours? Is alcohol allowed there?**

No.

It is forbidden to consume alcoholic beverages even outside of working hours at the workplace. This applies to celebrations held at the workplace after working hours, which, however, many managers tolerate in reality. However, it is contrary to Czech legislation.

[Section 106 \(4\) \(e\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.5.5. Is there an exception to the ban on alcohol at work?**

Yes, there are two exceptions.

Beer with a reduced alcohol content may be consumed by employees who work in adverse microclimatic conditions (e.g., in high heat at blast furnaces). Alcohol may also be consumed by employees for whom it is part of their job duties (e.g., sommeliers, tasters, etc.).

[Section 106 \(4\) \(e\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.5.6. A manager is making me take a breathalyzer test to check if I am under the influence. Do I have to comply?**

Yes.

An employee is required to undergo testing to determine if they are under the influence of alcohol or other addictive substances, at the instruction of an authorized managerial employee who has been designated in writing by the employer. The testing can be conducted directly by the managerial employee or by another designated person, such as a person professionally qualified in risk prevention (often called "bezpečák" (safety officer) in the Czech Republic).

[Section 106 \(4\) \(i\) of Act No. 262/2006 Coll., the Labor Code](#)

An indicative examination and professional medical examination must be undergone by a person for whom there is reasonable suspicion that they are or were under the influence of alcohol or other addictive substances while performing an activity that could endanger their

own life or health or that of others, or damage property. Among other things, the employer is also entitled to request the person to fulfil the obligation to undergo an examination. If you refuse the indicative examination (or it cannot be performed or completed), a specialist medical examination will be performed. If you refuse to do so, you will be seen as if you were under the influence of alcohol or other addictive substance.

[Section 20 of Act No. 65/2017 Coll., on health protection against harmful effects of addictive substances](#)

#### **2.5.7. What are the consequences if I refuse an alcohol test or if it is found that I was under the influence of alcohol?**

If you refuse the test without serious reasons, or if it is proven that you were intoxicated at the workplace, you may be notified of the possibility of termination of your employment. Your employer may terminate your employment immediately. However, it depends on the circumstances and the employer how they approach your misconduct. A positive test result does not always constitute a breach of obligations severe enough to qualify as a serious breach of duty for which the employer could immediately terminate your employment.

[Section 52 \(1\) \(g\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **2.5.8. What if I have an occupational injury while under the influence of alcohol?**

If you suffer an occupational injury as a result of your drunkenness (or under the influence of other substances) and drunkenness is the only cause, your employer may completely disclaim responsibility to compensate you for damages or non-material damage for the occupational injury. Simply put: you will not receive compensation. More information in the [Compensation for occupational injuries<sup>12</sup>](#) tab

[Section 270 \(1\) \(b\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **2.5.9. What about smoking in the workplace?**

Smoking poses risks to human health and can also cause an emergency (e.g. fire). As an employee, you are required not to smoke at workplaces and other areas where non-smokers are also exposed to the effects of smoking. Free smoking in the workplace is almost impossible in practice because of non-smoking employees.

Each natural person must also act in a way that does not lead to the occurrence of a fire – smoking is particularly risky in environments where flammable materials or explosives are handled.

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<sup>12</sup> Insert a hyperlink to a location on the website.

Your employer must ensure a smoking ban at designated workplaces where there is public interaction (e.g., in publicly accessible indoor spaces, in vehicles, and on public transport platforms, in schools, inside restaurants, in healthcare facilities, at children's playgrounds, etc.).

Your employer can therefore ban smoking in the workplace altogether or set up structurally separate smoking areas (so-called "*smoking rooms*").

For details see:

[Section 106 \(4\) \(e\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 8 \(1\) of Act No. 65/2017 Coll., on health protection against harmful effects of addictive substances](#)

[Section 17 \(1\) \(a\) of Act No. 133/1985 Coll.](#)

#### **2.5.10. Can I smoke during the break?**

Yes, outside the employer's workplace.

Food and rest breaks provided do not count towards working hours and you can usually leave the employer's premises. Your employer cannot prohibit you from smoking outside of workspaces.

## **2.6 Occupational medical examinations**

### **2.6.1. What is the purpose of an occupational medical examination?**

The purpose of the occupational medical examination is to determine whether you have the medical fitness for a particular occupational activity. In other words: the occupational doctor determines whether your current health condition allows you to perform the job or whether, on the contrary, you have certain illnesses or limitations that would prevent you from performing this specific job. For example, if you suffer from epilepsy, working at height will not be suitable for you, as a seizure could result in serious injury. Each job has different health requirements for the employee. Your employer is obliged not to let you perform work that does not match your abilities and medical fitness.

[Section 103 \(1\) \(a\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.6.2. Am I required to undergo an occupational medical examination?**

Yes.

As an employee, you are required to undergo occupational medical examinations, tests, or vaccinations specified by special legal regulations.

[Section 106 \(4\) \(b\) of Act No. 262/2006 Coll., the Labor Code](#)

### **2.6.3. Will my employer know details about my health?**

No.

The employer will receive a medical opinion from the examination, stating whether or not you are medically fit for work or that you are medically fit with a condition, or that you have long lost your medical fitness. The reason for your unfitness or your illnesses and health problems not related to the work will not appear in the assessment. Even a doctor providing occupational health services must observe medical confidentiality.

[Section 43 \(3\) of Act No. 373/2011 Coll., on specific health services](#)

### **2.6.4. When is an initial examination conducted?**

*The initial examination* will be conducted before you start your new employment relationship.<sup>13</sup>

Your employer should send you for it before the start of the employment relationship (i.e., before the day stated in the employment contract as the start date). For agreements on work performed outside the employment relationship (agreement to perform work, agreement to complete a job), it is necessary to undergo it if the work is risky or if conditions of medical fitness are specified for the performance of the work by legal regulations. You will also need to undergo an initial medical examination if:

- you are transferred to another job;
- conditions of your work change, e.g. an increase in risks in your work or you will be newly engaged in risky work.

[Section 10 of Decree No. 79/2013 Coll., on occupational health services and certain types of assessment care](#)

### **2.6.5. When is a periodic examination conducted?**

The purpose of the *periodic medical examination* is to verify that you are medically fit to continue to perform your work. Periodic examinations are mandatory for risky work (work classified in categories 2 hazardous, 3, and 4) and for employees performing work or activities that involve occupational risk. Employees undergo a periodic examination in the specified intervals dates according to the category of work. For category 1 and 2, although intervals are also set, its completion is not mandatory. They are conducted when required by the employee or employer.

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<sup>13</sup> According to the current proposal, initial examinations should be abolished for category 1 work starting in 2025. They are to remain on a voluntary basis by the employer and the employee. The amendment has not yet entered into force (August 2024); the wording of question 2.6.4. should be adjusted according to the current development of legislation.

Category of work	Periodical inspection periods					Professional risk
	1	2	2 hazard.	3	4	
Age up to 50 years	1x every 6 years	1x every 4 years	1x every 2 years	1x every 2 years	1x per year	1x every 4 years
Age over 50	1x every 4 years	1x every 2 years	1x every 2 years	1x every 2 years	1x per year	1x every 2 years

The aforementioned intervals shall not apply if other legal regulations or [annexes to Decree No. 79/2013 Coll.](#) are specified.

[Section 11 of Decree No. 79/2013 Coll., on occupational health services and certain types of assessment care](#)

#### **2.6.6. When is an extraordinary examination performed?**

An *extraordinary examination* is conducted in cases where there is a risk of loss or change in your medical fitness for work. This may be a situation where work has been interrupted for a long time:

- due to illness for more than 8 weeks,
- after an accident with severe consequences,
- for other reasons for more than 6 months.

You should undergo the extraordinary examination within 5 working days of starting work again. An extraordinary examination is also conducted if your working conditions have deteriorated and the riskiness of your work has increased. You can also request an extraordinary examination on your own initiative, as can your employer.

[Section 12 of Decree No. 79/2013 Coll., on occupational health services and certain types of assessment care](#)

#### **2.6.7. When is the exit examination conducted?**

The *exit examination* is conducted after the termination of your employment with the employer, in cases where you:

- performed risky work (work classified in categories 2 hazardous, 3, and 4),
- have been recognized with an occupational disease or a risk of an occupational disease during the period of employment with the current employer,
- you have suffered an occupational injury with that employer which has repeatedly left you incapacitated for work,

- in other cases.

From the exit examination, you will be issued a confirmation of its conduct instead of a medical opinion. You and your employer can request an exit examination upon termination of the employment relationship.

#### **2.6.8. When is a follow-up examination conducted?**

A *follow-up examination* is conducted to timely detect changes in your health status, for the purpose of ensuring timely provision of necessary medical care or compensation. Typically, these will be cases where you come into contact with hazardous substances such as asbestos, silica dust or carcinogenic substances at work. In these cases, health problems may occur several years after exposure. You or your employer cannot ask for a follow-up examination. Its conducting is decided by the public health protection authority (in the Czech Republic, Regional Hygiene Stations), or it may be stipulated by another legal regulation. No medical opinion is issued from the follow-up examination.

[Section 14 of Decree No. 79/2013 Coll., on occupational health services and certain types of assessment care](#)

#### **2.6.9. Can I undergo an occupational health examination with my registered general practitioner?**

Yes, if your employer refers you to them and if you perform work classified as first category (non-risk work). However, the employer may have a contract for the provision of occupational health services with a different specific doctor and may refer you to them.

[Section 59 \(1\) and \(2\) of Act No. 373/2011 Coll., on specific health services](#)

#### **2.6.10. Who should cover the costs of the initial medical examination?**

The costs of the initial medical examination are covered by the job applicant. The employer will reimburse you for these costs if they enter into an employment or similar relationship with you. You may also agree that the examination will be reimbursed even if you do not ultimately take up the job. In practice, some employers attempt to agree with employees to reimburse the cost of the initial examination only after the probationary period has passed. However, doing so is contrary to the law. The employer always covers the costs of an initial examination to assess medical fitness for night work.

[Section 59 \(2\) of Act No. 373/2011 Coll., on specific health services](#)

**2.6.11. I am supposed to bring an extract from the medical records to the occupational medical examination, but I am not registered with any general practitioner in the Czech Republic. How should I handle the situation?**

An extract from medical records contains information about your medical history and any past illnesses. It serves as an important source of information about your health for the physician conducting the occupational health examination. However, there is no legal obligation to have a registered general practitioner in the Czech Republic. If you cannot provide an extract from your medical records, this will be noted in your medical documentation during the occupational medical examination, and your examination will be more thorough so that the doctor can obtain the necessary information about your health.

[Section 7 \(2\) \(d\) \(2\) of Decree No. 79/2013 Coll., on occupational health services and certain types of assessment care](#)

**2.6.12. I disagree with the medical opinion, can I appeal it?**

Yes.

You and your employer will receive a medical opinion. The medical opinion shall include instruction on the possibility of filing a motion for its review and on the possibility of waiving the right to review the medical opinion. If you believe that the conclusions of the medical opinion are incorrect, you may submit a request for its review to the provider who issued the report within 10 working days from the date it was delivered to you.

[Section 46 \(1\) of Act No. 373/2011 Coll., on specific health services](#)

## 2.7 Safety signs, colors and signals

### 2.7.1. Video Napo – The story of the best signs

<https://youtu.be/tYjM84YZgV4?si=Pq1biBGOBFcGgmR->

Other films featuring the character Napo are available at <https://www.napofilm.net/en/napos-films/films?films=all>.

The Napo Consortium currently has eight members

– AUVA (Austria), CIOP (Poland), DGUV (Germany), EU-OSHA (Bilbao, Spain), INAIL (Italy), INRS (France), SUVA (Switzerland) and TNO (The Netherlands).



### **2.7.2. What are safety signs, colors and signals for?**

Safety signs (or sound and light signals) are placed and used in workplaces where there is a risk of harm to your health. The signs provide you with instructions and information important to your safety and health. They may warn you of a ban on certain behaviors, give warnings about danger, command you to do something, or inform you about safety (e.g. emergency exit, escape route, etc.) Their advantage is that they are easy to understand even without words. Your employer is responsible for placing and using these signs and is obligated to familiarize you with them.

### **2.7.3. What do prohibition signs look like?**

The prohibition signs are circular in shape with a black pictogram (image) on a white background, a **red border** and a diagonal stripe. The black pictogram, red border and diagonal stripe occupy at least 35% of the mark area.





*Figure 1: NO SMOKING – NO OPEN FLAME – PEDESTRIAN PASSAGE PROHIBITED*



*Figure 2: DO NOT USE WATER FOR FIRE EXTINGUISHING – WATER UNSUITABLE FOR DRINKING – UNAUTHORIZED ENTRY PROHIBITED*



*Figure 3: NO OPERATION/ENTRY OF MOTOR VEHICLES – DO NOT TOUCH*

#### **2.7.4. What do warning signs look like?**

Warning signs are triangular with a black pictogram on a yellow background and a black border. The black pictogram and border occupy at least 50% of the sign's surface.



*Figure 4: WARNING, FIRE HAZARDOUS MATERIALS – WARNING, EXPLOSION RISK – WARNING, TOXICITY RISK*



*Figure 5: WARNING, CORROSION/BURNS RISK – WARNING, RADIOACTIVE MATERIAL – BEWARE OF SUSPENDED LOAD*



*Figure 6: RISK OF COLLISION WITH VEHICLE – ELECTRICAL HAZARD – GENERAL WARNING, RISK OF DANGER*



*Figure 7: DANGEROUS RADIATION – DANGEROUS OXIDIZING MATERIALS – DANGEROUS NON-IONIZING RADIATION*



*Figure 8: DANGER, STRONG MAGNETIC FIELD – RISK OF TRIPPING – RISK OF FALLING*



*Figure 9: BIOLOGICAL HAZARD – LOW TEMPERATURE HAZARD – EXPLOSIVE ENVIRONMENT RISK*

#### **2.7.5. What do mandatory signs look like?**

Mandatory signs are circular with a white pictogram on a blue background; the white pictogram occupies at least 50% of the sign's surface.



*Figure 10: MANDATORY WEARING OF EYE PROTECTION – MANDATORY WEARING OF HEAD PROTECTION – MANDATORY WEARING OF HEARING PROTECTION*



*Figure 11: MANDATORY WEARING OF RESPIRATOR – MANDATORY WEARING OF FOOT PROTECTION – MANDATORY WEARING OF HAND PROTECTION*



*Figure 12: MANDATORY WEARING OF PROTECTIVE WORK CLOTHING – MANDATORY WEARING OF FACE PROTECTION – MANDATORY USE OF SAFETY HARNESS*



*Figure 13: MANDATORY PEDESTRIANS USE THIS PATH – GENERAL COMMAND (ACTION/STATE)*

#### **2.7.6. What do informational signs look like?**

Informational signs for safety/escape/first aid are rectangular or square with a white pictogram on a **green background**; the white pictogram occupies at least 50% of the sign's surface.



Figure 14: ESCAPE EXIT (LEFT, RIGHT, DOWN)



Figure 15: EMERGENCY EXIT / ESCAPE ROUTE



Figure 16: DIRECTIONAL ARROW (DOWN, LEFT, RIGHT, UP) TO THE FIRST AID DEVICE



Figure 17: FIRST AID LOCATION – STRETCHER – SAFETY SHOWER – EYE WASH



Figure 18: EMERGENCY PHONE FOR FIRST AID OR ESCAPE



Informational signs for fire safety equipment, fire-protection devices, and directions to them are rectangular or square with a white pictogram on a **red background**; the white pictogram occupies at least 50% of the sign's surface.



*Figure 19: FIRE HOSE – FIRE LADDER – FIRE EXTINGUISHER – FIRE ALARM SYSTEM POINT*



*Figure 20: DIRECTIONAL ARROW (DOWN, LEFT, RIGHT, UP) TO FIRE SAFETY DEVICE*



*Figure 21: FIRE LIFT*

### **2.7.7. What do signs for collision with obstacles or persons risk or risk of falling look like?**

These signs consist of either alternating red and white or yellow and black stripes of equal size at a 45-degree angle. In low visibility conditions, yellow-green photoluminescent material may be used instead of yellow.



### 2.7.8. How are light and sound signals used?

Light and sound signals indicate when a specific activity should begin or end (e.g., closing and opening remote-controlled doors, starting a machine or line) and are emitted throughout the activity.

Intermittent light is used in the event of a higher danger level or a more urgent need for action or intervention. A variable frequency audible signal is used to indicate a higher level of danger or a more urgent need for action or intervention. A steady sound indicates an evacuation.

### 2.7.9. How are voice signals used?

Voice signals are used to express a necessary actions. Communication takes the form of simple, understandable short words or sentences. Voice signals must be pronounced correctly in a language that the listener understands and must be sufficiently loud.

Examples and meanings of voice signals:

START – Begin operation.

STOP – Stop, stop moving.

FINISH – Stop the activity.

UP – Lift the load.

DOWN – Lower the load.

FORWARD, BACKWARD, RIGHT, LEFT – Indicates the direction in conjunction with a hand signal.

STOP – Emergency stop.

FAST – Speed up your movement, there is danger.

SLOWLY – Slowly, you are approaching an obstacle/danger.

### 2.7.10. How are hand signals used?

Hand signals must be accurate, simple, unambiguous. the signaler stands facing the recipient outside the danger zone. They must wear distinguishing features (helmet, vest, arm bands, or flags).

The figures are included in Attachment 2 to this document.

#### General signals:

A. Start – beware – start of command (*vložit obr. obrazová příloha \signal-y-rukou-001*)<sup>14</sup>

B. Stop – interrupt – end of controlled movement (*vložit obr. obrazová příloha \signal-y-rukou-002*)

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<sup>14</sup> Do not translate text in parentheses in italics.

C. End of operation (vložit obr. obrazová příloha\signaly-rukou-003)

**Vertical movement:**

D. Up (vložit obr. obrazová příloha\signaly-rukou-004)

E. Down (vložit obr. obrazová příloha\signaly-rukou-005)

F. Vertical distance (vložit obr. obrazová příloha\signaly-rukou-006)

**Horizontal movement:**

G. Forward movement (vložit obr. obrazová příloha\signaly-rukou-007)

H. Reverse movement (vložit obr. obrazová příloha\signaly-rukou-008)

I. To the right of the signaler (vložit obr. obrazová příloha\signaly-rukou-009)

J. To the left of the signaler (vložit obr. obrazová příloha\signaly-rukou-010)

K. Horizontal distance (vložit obr. obrazová příloha\signaly-rukou-011)

**Danger:**

L. Stop – emergency stop (vložit obr. obrazová příloha\signaly-rukou-012)

M. Fast: all movements faster

N. Slow: all movements slower

[Government Regulation No. 375/2017 Coll., on the design, placement, and use of safety signs and markings and the introduction of signals](#)

### 3 Thematic Area 3 – WORK OF YOUNG EMPLOYEES, PREGNANT AND BREASTFEEDING EMPLOYEES, AND EMPLOYEE-MOTHERS UNTIL THE END OF THE NINTH MONTH AFTER CHILDBIRTH

*Categorization within the website: as it is a shorter thematic area, we recommend including it into bozp-cizinci.cz/BOZP pro cizince/ZÁKLADY BOZP*

#### 3.1 Young employees

##### 3.1.1. Under what conditions can minors perform work in the Czech Republic?

Minors are persons under the age of 18. A minor who has reached the age of 15 and completed compulsory schooling can perform dependent work. Dependent work of minors younger than 15 or those who have not completed compulsory schooling is prohibited. It is permitted only in cases involving artistic, cultural, advertising, or sports activities under conditions stipulated by other legal regulations.



[Section 350 \(2\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 35 \(1\) of Act No. 89/2012 Coll., the Civil Code](#)

[Section 121 et seq. of Act No. 435/2004 Coll., on employment](#)

### **3.1.2. What are the employer's obligations regarding work of young employees?**

The employer is obliged to:

- assign tasks appropriate to the physical and intellectual development of young employees;
- provide them with extra care and ensure appropriate supervision;
- create favorable conditions for the comprehensive development of young employees' physical and mental abilities, including special adjustments to their working conditions;
- provide young workers with sufficient and adequate information and guidance on occupational safety and health, as required by the work being carried out.

The employer's obligations also include restrictions on working hours, prohibitions on certain types of work, medical examinations for young employees, and limits on lifting loads (see following FAQs). The employer is obliged to maintain a list of all young employees.

[Section 243 \(1\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 103 \(1\) \(f\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 246 \(5\) of Act No. 262/2006 Coll., the Labor Code](#)

### **3.1.3. Are young employees required to undergo an initial medical examination?**

Yes.

Young employees must be examined by an occupational health service provider:

- before commencing employment and before being reassigned to another job,
- regularly, as necessary, but at least once a year.

Workers under agreements for work performed outside the employment relationship, including young employees, must undergo an initial medical examination only in cases stipulated by special legal regulations – e.g., if the work is hazardous (work of category 2 hazard and above) or involves activities with specific medical fitness requirements as determined by implementing legal regulations. An employer may also require an initial medical examination if there are doubts about the applicant's medical fitness, even if the work is not hazardous.

[Section 247 of Act No. 262/2006 Coll., the Labor Code](#)

[Section 59 \(1\) \(b\) \(2\) of Act No. 262/2006 Coll., the Labor Code](#)

### **3.1.4. What working hours are allowed for young employees?**

For an employee under the age of 18:

- the length of the shift on each day must not exceed 8 hours;
- the total weekly working hours across multiple basic employment relationships must not exceed 40 hours;
- rest between shifts must be at least 12 hours in a 24-hour consecutive period;
- weekly uninterrupted rest must be at least 48 hours for young employees.

[Section 79a of Act No. 262/2006 Coll., the Labor Code](#)

[Section 88 \(1\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 90 \(1\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 92 \(2\) of Act No. 262/2006 Coll., the Labor Code](#)

### **3.1.5. What types of work are prohibited for young employees?**

Some types of work is completely prohibited for young employees:

- work underground in the extraction of minerals or in tunneling;
- overtime and night work (young employees over 16 years of age may exceptionally perform night work not exceeding 1 hour if necessary for their vocational training under the conditions specified in the Labor Code);
- work which is unsuitable, dangerous or harmful to the health of young people having regard to anatomical, physiological and psychological particularities at that age;
- work in which they are at an increased risk of injury or in the course of which they could seriously endanger the safety and health of other workers or other natural persons;
- work in controlled areas designated for handling hazardous substances and biological agents;
- operation of specified technical equipment.

Work and workplaces prohibited to young employees and the conditions under which young employees may exceptionally perform such work in order to prepare for an occupation are laid down in a [Decree issued by the Ministry of Health](#). These include, for example, hazardous work, work performed at an imposed pace, work with sources of ionizing radiation, in the manufacture and processing of explosives, work associated with exposure to certain chemical substances, at heights above 1.5 m and above a free depth exceeding 1.5 m, etc.

[Section 246 of Act No. 262/2006 Coll., the Labor Code](#)

[Section 11 \(2\) \(b\) of Act No. 309/2006 Coll., on ensuring further conditions of occupational safety and health](#)

### **3.1.6. Are there restrictions on lifting loads for young employees?**

Yes.

Hygiene limits when handling loads apply for young employees. The weight of the load must not exceed:

- boys: occasional handling up to 20 kg; frequent handling up to 15 kg (4.5 kg in seated position during frequent lifting);
- girls: occasional handling up to 15 kg; frequent handling up to 10 kg (2.5 kg in seated position during frequent lifting).
- the shift cumulative weight of the manually handled load must not exceed 5,500 kg for boys and 4,000 kg for girls per average shift.

[Section 5 \(1\) \(c\) of Decree No. 180/2015 Coll., on prohibited work and workplaces](#)

## **3.2 Pregnant and breastfeeding employees, employee-mothers until the end of the ninth month after childbirth**

### **3.2.1. When must I notify my employer of my pregnancy?**

No legislation in the Czech Republic specifies the obligation or deadline to notify the employer of pregnancy. In general, it is recommended to announce pregnancy once it is already stable, i.e. after the end of the first trimester. Until you notify your employer of your pregnancy, legal measures to protect pregnant women do not apply to you.

If you are performing work prohibited for pregnant employees, you must inform your employer immediately upon learning of your pregnancy. Such work could endanger you and your unborn child.

### **3.2.2. What are the employer's obligations for pregnant and breastfeeding employees and employee-mothers until the end of the ninth month after childbirth?**

The employer is obliged to:

- where exposure to risk factors to the fetus in the mother's body could be present, inform the worker;
- Inform about the risks and their possible effects on pregnancy, breastfeeding, or the health of pregnant employees, employees who are breastfeeding, and employee-mothers until the end of the ninth month after childbirth;

- to take the necessary measures for such workers, including those relating to the reduction of the risk of mental and physical fatigue and other types of mental and physical stress;
- provide adapted rest areas at the workplace.

[Section 103 \(1\) \(h\) of Act No. 262/2006 Coll., the Labor Code](#)

### **3.2.3. What types of work are prohibited for pregnant, breastfeeding employees, and employee-mothers until the end of the ninth month after childbirth?**

It is prohibited to assign:

- employees work that endangers maternity;
- a pregnant employee, an employee who is breastfeeding and an employee-mother until the end of the ninth month following childbirth work for which they are not medically fit, according to medical opinion.

Types work and workplaces prohibited for these employees are set out in a the [Decree of the Ministry of Health](#).

[Section 240 of Act No. 262/2006 Coll., the Labor Code](#)

### **3.2.4. I found out I was pregnant, and the work I do is forbidden for pregnant women. What should I do now?**

Your employer must transfer you to other suitable work if:

- you perform work that is prohibited for pregnant women;
- you perform work that, according to a medical opinion, endangers your pregnancy;
- you work night shifts and request daytime work.

If the employer does not have another suitable job to which you can be transferred, this is an obstacle on the part of the employer. A pregnant woman in this case stays at home with 100% compensation.

[Section 41 \(1\) \(c\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 41 \(1\) \(g\) of Act No. 262/2006 Coll., the Labor Code](#)

### **3.2.5. Can a pregnant woman work overtime?**

No.

Pregnant employees must not work overtime. Similarly, employers are not allowed to require overtime work from employees who care for a child under the age of 1 year.

[Section 240 \(3\) of Act No. 262/2006 Coll., the Labor Code](#)

### 3.2.6. Can I breastfeed my baby at work?

An employer is obliged to provide an employee who is breastfeeding her child, in addition to regular work breaks, special breaks for breastfeeding, which are included in the working hours and compensated with a wage or salary equivalent to the average earnings.

If you work for a set weekly working time, you are entitled to:

- for each child under 1 year old: two 30-minute breaks per shift
- for the next 3 months: one 30-minute break per shift.

If you work shorter hours, but at least half of the week's working time, you are entitled to a 1 half hour break for each child under 1 year old.

[Section 242 of Act No. 262/2006 Coll., the Labor Code](#)

### 3.2.7. Are there any restrictions on lifting loads for pregnant employees, breastfeeding employees and employee-mothers until the end of the ninth month after childbirth?

Yes, hygiene limits for handling loads are set by the [Decree of the Ministry of Health](#).

## 4 Thematic Area 4 – REPORTING OF OCCUPATIONAL INJURIES, RECOGNITION OF OCCUPATIONAL DISEASES, COMPENSATION FOR OCCUPATIONAL INJURIES

*Categorization within the website: bozp-cizinci.cz/BOZP pro cizince/JAK NA PRACOVNÍ ÚRAZY, NEMOCI Z POVOLÁNÍ A ODŠKODŇOVÁNÍ*

### 4.1 Occupational injuries and diseases

#### 4.1.1. What is an occupational injury?

An occupational injury is a health impairment or death of an employee that occurs independently of the employee's will:

- by short-term, sudden and violent external influences
- *while performing work tasks or in direct connection with them*. See the FAQ below for an explanation of these terms.
- An incident will also be classified as an occupational injury if it occurs *due to the performance of work duties* (a typical example is a government official being attacked by a dissatisfied client outside working hours and the employer's premises, for reasons related to their professional responsibilities).

An example of an occupational injury can be a fall from a ladder while performing work tasks and a subsequent fracture of the employee's arm.

However, it always depends on the individual assessment of the circumstances and it is not possible to say in advance whether the incident will be classified as an occupational injury.

[Section 271k of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.1.2. What should I do if I experience an occupational injury or witness a colleague's occupational injury (or injury involving another person)?**

In the event of an occupational injury, whether it happens to you or someone else, it is necessary to:

- if you witness an injury, provide first aid to the injured person, call the emergency services (155 – emergency medical services / 112 – if multiple units of the integrated rescue system are needed; for traffic accidents, fires, industrial accidents), see **First Aid in the Workplace**;
- if your health condition allows, report your occupational injury to your supervisor or the responsible manager without unnecessary delay;
- report an injury of another employee / another person you witnessed without unnecessary delay;
- cooperate in clarifying the causes of an occupational injury.

[Section 106 \(4\)\(h\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.1.3. In the event of an occupational injury, what is meant by “while performing work tasks”?**

An occupational injury is an injury that occurred while performing work tasks that include:

- the performance of employment obligations arising from your employment relationship or from agreements on work performed outside the employment relationship (Agreement to complete a job, Agreement to perform work);
- another activity you perform at the employer's request;
- activity that is the purpose of a business trip;
- activity carried out for the employer at the initiative of a trade union (or works council, OSH representative) or other employees;
- an activity that you perform on behalf of an employer on your own initiative, unless you, as an employee, need special authorization to do so;

- voluntary assistance organized by the employer.

[Section 273 of Act No. 262/2006 Coll., the Labor Code](#)

**4.1.4. In the event of an occupational injury, what is meant by "*directly related to the performance of work tasks*"?**

An occupational injury is an injury that occurred directly in connection with the performance of work tasks. These include:

- actions required to perform the work;
- actions customary or necessary before, during, or after the start of work;
- actions customary during work breaks for meals and rest taken on the employer's premises;
- examination at the health service provider carried out on the employer's request,
- examination in connection with night work;
- first aid treatment and the journey to and from it.

However, such actions do not include commuting to and from work, meals (i.e. the actual consumption of food during a work break for meals and rest), examination or treatment with a health service provider, or travel to and from it, unless it is carried out on the employer's premises.

Also in direct connection with the performance of work tasks is:

- employee training organized by the employer or a trade union, or by an authority superior to the employer, aimed at enhancing their professional qualifications.

[Section 274 of Act No. 262/2006 Coll., the Labor Code](#)

**4.1.5. Is it considered an occupational injury if it happened to me on my way to and from my job?**

No.

Commuting to and from work refers to the journey from your place of residence (or accommodation) to the entrance of the employer's premises or to another location designated for performing work tasks, and back. If you work in forestry, agriculture and construction, commuting also includes travel to and from the designated assembly point.

However, the situation is different if your employer sends you on a business trip. A journey from the employee's municipality of residence to a workplace or accommodation in another municipality, which is the destination of a business trip (unless it is also the municipality of the

employee's regular workplace), and back, is considered a necessary action before or after the start of work (i.e., directly related to the performance of work tasks).

[Section 274a of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.1.6. Who decides whether an injury will be recognized as an occupational injury?**

The recognition of an occupational injury is the sole responsibility of the employer, who investigates the causes and circumstances of the injury, or of the court. This matter should not be decided by your treating physician or the insurance company with which the employer is legally insured for liability related to occupational injuries and occupational diseases.

[Section 105 \(1\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.1.7. My employer did not recognize my injury as occupational. I do not agree with this decision, is there anything I can do?**

If the employer does not recognize the injury as occupational, you can take the matter to court. However, be prepared to present evidence to the court to support your claim.

#### **4.1.8. Do I have to report every occupational injury, even a minor one?**

Yes.

The employer must keep a record of injuries in the form of an injury log, where every injury is recorded, even if it did not result in work incapacity. It is in your best interest to report an occupational injury to your supervisor. Even a seemingly minor injury can later lead to a larger health problem. In retrospect, it may be difficult to prove that you have suffered an occupational injury, so it is important to report any injury without undue delay and secure any witnesses to the incident.

[Section 105 \(2\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.1.9. What obligations does the employer have when an occupational injury occurs?**

The employer has a number of obligations in connection with the occurrence of an occupational injury. In particular, they are obliged to investigate the occupational injury, record it and report it to the competent authorities.

What the employer must do when an injury occurs at work:

- **notify** another employer of an occupational injury without undue delay, allow that employer to participate in clarifying the causes and circumstances of the occupational injury, and inform them of the results.;
- not to **alter the condition** at the site of the occupational injury until the causes and circumstances of the incident have been clarified;



- **clarify the causes and circumstances of** an occupational injury;
- **record the injury in the injury log**, even if the occupational injury did not result in temporary incapacity for work exceeding three calendar days;
- **report occupational injury to the competent authorities** – in all cases to the trade union and the OSH representative, and in specified cases to other institutions such as the Police of the Czech Republic or the Regional Labor Inspectorate;
- **prepare and maintain an injury record** in cases of fatal occupational injuries or occupational injuries resulting in incapacity for work exceeding three calendar days. This record is then sent to designated institutions – e.g. the Regional Labor Inspectorate or the employee's health insurance company;
- **adopt and implement measures** to prevent the recurrence of the occupational injury.

[Section 105 of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.1.10. Does my employer have to provide me with an injury record?**

Yes.

If it is an occupational injury resulting in incapacity for work exceeding three calendar days, and therefore an injury record has been prepared, the employer is required to provide the affected worker with a copy of the injury record. In the event of a fatal occupational injury, it is handed over to the family members of the deceased.

[Section 105\(3\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.1.11. What is an occupational disease?**

Occupational diseases are professional illnesses that result from the harmful effects of chemical, physical, biological, or other harmful influences (e.g., dust, noise, vibration, repetitive strain, infectious skin diseases, etc.), as well as acute poisoning from chemical substances. At the same time, the disease must be classified as an [occupational disease](#) and the conditions specified for the disease must be met.

[Section 1\(1\), of Government Regulation No. 290/1995 Coll., establishing a list of occupational diseases](#)

#### **4.1.12. What is the occupational disease risk?**

In certain cases, a professional disease may not meet the criteria for recognition as an occupational disease but can be recognized as an occupational disease risk.

[Section 347\(1\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.1.13. What is the procedure for the assessment and recognition of occupational diseases?**

If your doctor suspects you have an occupational disease, they are obligated to refer you to an occupational health service provider, who will assess your health in relation to the occupational disease (the risk of occupational disease). Your employer has the same obligation, or you can contact them yourself as an employee. Only so-called [occupational disease centers](#), which are authorized by the Ministry of Health of the Czech Republic, are entitled to recognition of occupational diseases based on territorial jurisdiction.

In order to be recognized as an occupational disease, the following conditions must be met:

1. The disease must be part of the [List of occupational diseases](#), or be included under one of the items on the list.
2. The medical condition of the person being assessed must be consistent with the diagnosis, and the disease must meet the required degree of severity.
3. It must be verified that the person being assessed has worked in conditions that can cause an occupational disease.

More information on the procedure for the assessment and recognition of occupational diseases can be found [here](#).

## **4.2 Compensation for occupational injuries and occupational diseases**

### **4.2.1. Am I entitled to compensation for an occupational injury or an occupational disease?**

Statutory liability insurance for occupational injuries and occupational diseases covers all employees, regardless of their nationality. Employer's statutory liability insurance for occupational injuries or occupational diseases covers occupational injuries and occupational diseases of employees who are employed, on the basis of an employment contract or agreements on work performed outside the employment relationship (agreement to complete a job, agreement to perform work).

Statutory insurance does not apply to members of supervisory boards, statutory bodies, directors and members.

**Occupational injuries:** The employer is obliged to compensate the employee for damage or non-material damage caused by an occupational injury if it occurred during the performance of work tasks or in direct connection with them.

[Section 269\(1\) of Act No. 262/2006 Coll., the Labor Code](#)

**Occupational diseases:** The employer is obliged to compensate the employee for damage or non-material damage caused by an occupational disease, if the employee last worked for the employer under conditions that cause this occupational disease, before its diagnosis.

[Section 269\(2\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.2.2. Are all employers legally insured?**

Yes.

All employers who employ at least one employee are insured by one of two insurance companies: Generali Česká pojišťovna a.s. (for those insured as of 31 December 1992) or Kooperativa pojišťovna, a.s. (for all other employers). There is no need to find out if your employer has an insurance contract. None is concluded, as statutory insurance arises automatically when the first employment relationship is established with the employer.

#### **4.2.3. What kinds of compensation can I get in the event of an occupational injury?**

- Compensation for lost earnings during the period of incapacity for work;
- Compensation for lost earnings following the termination of incapacity for work;
- Compensation for pain and difficulty in social integration;
- Compensation for purposefully incurred costs related to treatment;
- Compensation for damages to property;
- One-off compensation for non-material damage in the event of particularly serious bodily injury to an employee.

#### **4.2.4. What does compensation for lost earnings mean during the period of incapacity for work?**

This compensation covers the difference between the wage or salary compensation provided by the employer (or from the 15th day of sick leave) and the average earnings before the damage occurred.

The employer shall compensate the employee for lost earnings during the period of incapacity for work. Compensation is the difference between the average earnings before the occurrence of the damage caused by occupational injury and the full amount of compensation for wages or salaries under the [provisions of Section 192](#) of the Labor Code or remuneration from the agreement under the [provisions of Section 194](#) of the Labor Code and the full amount of sick pay.

The employer is obliged to pay compensation for lost earnings regularly on a monthly basis, unless another method of payment has been agreed.

[Section 271m \(2\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.2.5. What does compensation for lost earnings mean after my sick leave ends?**

Compensation for lost earnings after the end of incapacity for work (annuity) is a compensation that compensates you for the loss of income if you cannot earn your original income after the incapacity for work ends as a result of an occupational injury, e.g. you can no longer do your original work or can only do it with restrictions.

#### **4.2.6. What does it mean to compensate for pain and difficulty in social integration?**

This compensation is quantified according to the “*point system*” regulated by [Government Regulation No. 276/2015 Coll., on compensation for pain and difficulty in social integration caused by an occupational injury or disease, as amended](#).

Your attending physician will issue a *report on pain compensation*, in which pain and difficulty in social integration are evaluated using a point system. You will submit the report on pain compensation to your employer. This compensation shall be granted on a one-off basis. Compensation for pain can also be claimed for occupational injuries for which no injury record is prepared, i.e. also for minor injuries.

#### **4.2.7. What does compensation for purposefully incurred costs related to treatment mean?**

Purposefully incurred costs related to treatment include, for example, expenses for medication, dressings, or rehabilitation not covered by health insurance, costs of a special diet, travel expenses for doctor visits, and similar items. The condition is that the costs must be incurred purposefully. Costs are reimbursed to the person who incurred them (i.e., not necessarily the affected employee).

[Section 271d of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.2.8. What does compensation for damages to property mean?**

For example, damage to property can include destroyed clothing or watches that the employee was wearing at the time of the occupational injury and the injury caused their destruction or damage. However, no claim for damages arises if the employee used, for example, a means of transport or tools to perform the work without the employer's consent.

[Section 271e of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.2.9. What does a one-off compensation for non-material damage in the event of particularly serious bodily injury to an employee mean?**

If a particularly serious bodily injury to an employee occurs, the spouse, partner, child and parent shall be entitled to a one-off compensation for the non-material damage suffered. Compensation is also due to other persons in a family or similar relationship who perceive the employee's harm as their own.

[Section 271f of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.2.10. How is a fatal occupational injury compensated?**

A fatal occupational injury is such health impairment that leads to the employee's death no later than 1 year after the injury.

In the event of the death of an employee, the following compensation shall be granted:

- Reimbursement of purposefully incurred costs related to treatment and reimbursement of purposefully incurred costs related to the funeral is due to the person who incurred the costs.

[Section 271g of Act No. 262/2006 Coll., the Labor Code](#)

- Reimbursement of the costs of maintenance of survivors – granted to survivors to whom the deceased employee provided or was obliged to provide maintenance.

[Section 271h of Act No. 262/2006 Coll., the Labor Code](#)

- One-off compensation for non-material damage to the surviving relatives is due to the spouse or partner, child, and parents of the deceased employee.

[Section 271i of Act No. 262/2006 Coll., the Labor Code](#)

- Compensation for damages to property is due to the heirs of the deceased employee.

[Section 271j of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.2.11. In what cases will compensation for occupational injury be reduced?**

The employer may, in certain cases, be completely or partially exempt from the obligation to compensate for damage or non-material damage.

When the employer can be **fully** exempt from the obligation to compensate the employee for damage or non-material damage:

- if the employee, through their own fault, violates legal or other regulations or guidelines for ensuring occupational safety and health (OSH), despite the employer having informed them of these rules and consistently requiring and monitoring their understanding and compliance;

- if the employee's occupational injury occurred as a result of drunkenness (or under the influence of other addictive substances) and the employer could not prevent the damage or non-material damage.

At the same time, these facts must be the sole cause of the damage or non-material damage. The affected employee is then not entitled to any compensation for damages or non-material damage.

#### [Section 270 \(1\) of Act No. 262/2006 Coll., the Labor Code](#)

When the employer can be **partially** exempt from the obligation to compensate the employee for damage or non-material damage:

- if the employer could be fully exempt from their obligation, but these facts were not the sole cause of the damage or non-material damage;
- if the employee acted contrary to the usual manner of behavior in such a way that it is clear that, although they did not violate legal or other regulations or guidelines for ensuring OSH, they acted recklessly, despite their qualifications and experience making them aware that their actions could result in harm to their health; normal carelessness and actions resulting from the work-related risk cannot be considered reckless behavior.

If the employer is partially exempt from the obligation to compensate for damage, they are obliged to determine the part borne by the employee according to the degree of their fault. In the case of partial exemption due to reckless behavior, the employer is obliged to compensate at least one-third of the damage or non-material damage.

The employer cannot be exempt from the obligation to compensate for damages if the occupational injury occurred while the employee was avoiding damage to the employer or a danger directly threatening life or health, unless the employee intentionally caused the situation.

#### [Section 270\(2\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.2.12. Who should I contact regarding a compensation claim?**

Your employer. If the employer or their insurance company refuses to pay, you will have to go to the court, as only the court can decide on labor disputes, including the entitlement of the employee to compensation for an occupational injury or an occupational disease.

#### **4.2.13. Will I have to provide any documents or certificates for the purpose of compensation?**

Your employer will provide most of the documentation required for compensation for occupational injuries, but they may also need to cooperate with you at times. What will you have to do?

- Sign the *injury record*, or add your statement to it;
- Submit the so-called decision on temporary incapacity for work – *sick leave slip* in a timely manner (in which the doctor should tick the box "occupational injury").
- Insurance companies can request *medical reports, certificate of hospitalization, etc.*
- After completing the treatment, have the doctor fill out a so-called *report on pain compensation*. In it, the doctor will provide information about the treatment, the duration of the incapacity for work, and any potential permanent consequences caused by the injury. The issuance of a report on pain compensation may be charged according to the doctor's tariff. Request a receipt for the payment and submit it along with the report to your employer. The fee will be reimbursed.
- If you are requesting reimbursement purposefully incurred costs related to treatment (bandages, medication, etc.), keep the receipts for their purchase so the costs can be reimbursed.

#### **4.2.14. What happens if I lose my medical fitness to work for a long period of time as a result of an occupational injury?**

If a medical examination (usually an extraordinary one) results in a medical opinion concluding that you have lost your medical fitness for work for a long period of time due to an occupational injury, you will no longer be able to perform the agreed type of work for the employer. The employer is obliged to transfer you to another job.

[Section 41 \(1\) \(a\) of Act No. 262/2006 Coll., the Labor Code](#)

This is also one of the reasons why your employer may terminate your employment. Upon the termination of employment, you will be entitled to severance pay amounting to at least twelve times the average monthly earnings (in the event that the employer is fully exempted from the obligation to compensate for damage or non-material damage resulting from an occupational injury, the entitlement to severance pay does not arise).

[Section 52 \(1\) \(d\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 67 \(2\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **4.2.15. How are occupational diseases compensated?**

Similarly to occupational injuries.

The employer is obliged to compensate the employee for damage or non-material damage caused by an occupational disease if the employee worked for the employer in conditions which led to the occupational disease. An occupational disease also includes a disease that developed no more than three years before its inclusion in the [List of occupational diseases](#).

Where an employee is recognized as having an occupational disease, they are entitled to the following compensation:

- compensation for loss of earnings during the period of temporary incapacity for work: the difference between the average earnings before the occupational disease arose and the full amount of sick pay.

[Section 271a of Act No. 262/2006 Coll., the Labor Code](#)

- compensation for loss of earnings after the end of temporary incapacity for work or upon recognition of disability: compensates for the difference between the average earnings before the occupational disease occurred and the actual earnings after its recognition (factoring in any disability pension received for the same condition).

[Section 271b of Act No. 262/2006 Coll., the Labor Code](#)

- compensation for pain and difficulty in social integration: point-based assessment is carried out once the employee's health condition is stabilized; difficulty in social integration is typically assessed one year after the damage to health caused by the occupational disease occurred, when it is evident that the damage to health is permanent.

[Section 271c of Act No. 262/2006 Coll., the Labor Code](#)

- compensation for purposefully incurred medical costs: e.g., medications related to the occupational disease that are not covered by public health insurance.

[Section 271d of Act No. 262/2006 Coll., the Labor Code](#)

- compensation for damages to property.

Similarly to occupational injuries, an employee who, according to a medical opinion, can no longer perform work due to an occupational disease or the threat of one, is entitled to severance pay amounting to at least 12 times the average monthly earnings.

[Section 52 \(1\) \(d\) of Act No. 262/2006 Coll., the Labor Code](#)



## 5 Thematic Area 5 – PERSONAL PROTECTIVE EQUIPMENT (PPE)

### 5.1.1. Video Napo – Protect your skin

<https://www.napofilm.net/cs/napos-films/napo-protect-your-skin>

### 5.1.2. Video Napo – Use a safety helmet

<https://www.napofilm.net/cs/napos-films/best-signs-story/safety-helmet-must-be-worn>

Other films featuring the character Napo are available at <https://www.napofilm.net/en/napos-films/films=all>.

The Napo Consortium currently has eight members

– AUVA (Austria), CIOP (Poland), DGUV (Germany), EU-OSHA (Bilbao, Spain), INAIL (Italy), INRS (France), SUVA (Switzerland) and TNO (The Netherlands).



### 5.1.3. What is personal protective equipment (PPE)?

The employer is obliged to provide employees with personal protective equipment (PPE) if risks cannot be eliminated or sufficiently reduced by collective protection measures (e.g., installation of railings, exhaust ventilation, etc.) or by work organization measures (e.g., employee rotation, adjustment of work schedules, etc.).

Personal protective equipment (PPE) is protective equipment that must protect workers from risks, must not endanger their health, must not interfere with their work, and must comply with the requirements set out by a directly applicable European Union regulation ([Regulation \(EU\) 2016/425](#) of the European Parliament and of the Council). PPE should always bear the CE marking.

#### **5.1.4. My employer has provided me with personal protective equipment (PPE). Am I obliged to use it at work?**

Yes.

It is a legal obligation set out in the Labor Code. Employees are required to use PPE and protective devices (such as covers) at work and must not modify or deactivate them without authorization. The employee must be demonstrably familiar with the use of PPE (e.g. through training, which they sign off on). The employer is obliged to keep the PPE in usable condition and to monitor its use.

[Section 106 \(4\) \(d\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 3 \(3\) of Government Regulation No. 390/2021 Coll., on more detailed conditions for the provision of personal protective equipment, washing, cleaning and disinfecting agents](#)

[Section 104 \(4\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **5.1.5. What happens if I don't use the PPE provided by my employer?**

First and foremost, you are endangering your own safety and health. The employee is obliged to use PPE and the employer is obliged to monitor its use. Your employer is therefore also liable to a fine from labor inspection authorities. By not using the assigned PPE, you are in breach of the employee's obligations under the Labor Code, which may ultimately lead to termination by the employer.

[Section 106 \(4\) \(d\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **5.1.6. Can I choose my own PPE?**

No.

PPE is assigned by the employer based on their own list, prepared based on a risk assessment and the specific working conditions. The employer determines the method, conditions, and duration of PPE use according to the frequency and severity of risks, the nature and type of work, and the workplace, taking into account the properties of the PPE.

The use of PPE is regulated by Government Regulation No. 390/2021 Coll., its annexes, which together serve as "instructions" for the use of PPE, are of great importance:

- [Annex No. 1](#) of Government Regulation No. 390/2021 Coll. contains a sample table for employers to use when assessing risks for selecting and using PPE.
- [Annex No. 2](#) of Government Regulation No. 390/2021 Coll. provides an illustrative list of various types of PPE.

- [Annex No. 3](#) of Government Regulation No. 390/2021 Coll. defines demonstratively examples of activities, sectors, and industries where PPE may be required based on risk assessments.

[Section 104 \(5\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **5.1.7. Do work clothes and footwear qualify as PPE?**

In an environment in which clothing or footwear is subject to extraordinary wear or contamination at work or serve a protective function, the employee is also entitled to receive work clothes or footwear from the employer, since they are considered PPE.

[Section 104 \(2\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **5.1.8. What does not qualify as PPE?**

- standard work clothes and footwear that are not designed to protect employee health from hazards and are not subject to extraordinary wear or contamination during work,
- equipment used by rescue services and other entities performing activities under other regulations,
- special personal protective equipment used in the Armed Forces of the Czech Republic, Military Police, Military Intelligence or security forces,
- equipment used in road traffic,
- sports equipment,
- equipment intended for self-defense,
- equipment for detecting and signaling risks and hazards at workplaces.

[Section 2 \(1\), of Government Regulation No. 390/2021 Coll., on more detailed conditions for the provision of personal protective equipment, washing, cleaning and disinfecting agents](#)

#### **5.1.9. My employer assigned me PPE that does not fit my body proportions, causes health issues, or is incompatible with other assigned PPE. How to deal with this situation?**

PPE must:

- be effective against the existing risks during use and its use must not pose an additional risk,
- match the conditions in the workplace,
- fit the physical requirements of the employee; and
- comply with ergonomic requirements and respect the employee's health condition.

Where it is necessary to use more than one PPE during work, they must be compatible with each other.

PPE must be manufactured in such a way that, at the same time as providing protection for workers, it does not restrict workers from carrying out the activity in which they are exposed to risk. The materials used in PPE must not adversely affect health or safety (e.g., by causing allergic reactions), must not cause excessive irritation, or result in injuries. On the contrary, they must be as light as possible and minimize restrictions to the face, eyes, field of vision, and respiratory system. If necessary, they must also be equipped with anti-fogging features. If the assigned PPE is unsuitable for you for various reasons, contact your employer, or alternatively, a professionally competent person responsible for risk prevention tasks (commonly referred to as "bezpečák" (safety officer) in practice), the occupational health services provider, the labor union, or the employee representative for OSH to find an appropriate solution.

[Section 3 \(1\) of Government Regulation No. 390/2021 Coll., on more detailed conditions for the provision of personal protective equipment, washing, cleaning and disinfecting agents Regulation \(EU\) 2016/425 of the European Parliament and of the Council on personal protective equipment](#)

#### **5.1.10. Can my employer require me to pay for my PPE?**

No.

PPE, washing agents, cleaning agents, disinfectants, and protective beverages must be provided by the employer free of charge based on the employer's own list, prepared based on risk assessments and specific working conditions. The employer cannot substitute the provision of PPE with financial compensation (i.e., the employer cannot give you money to purchase PPE on your own).

[Section 104 \(5\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **5.1.11. I returned the used PPE to my employer upon termination of employment. However, my employer deducted a certain amount from my salary for this used PPE. Is this employer's procedure correct?**

No, unless the returned PPE was excessively damaged (beyond what is reasonable given its period of use).

According to the Labor Code, PPE, washing agents, cleaning agents, disinfectants, and protective beverages must be provided free of charge to employees based on the employer's own list, prepared based on risk assessments and specific working conditions.

It is then the employee's obligation to return the used PPE. It is up to the employer to decide how to handle the returned PPE. If the conditions set out by [Government Regulation No. 390/2021 Coll.](#) are met (the employer must ensure hygiene when reassigning PPE to another employee) and the PPE has not expired, it can be reused for other employees.

**5.1.12. Can the employer require me to compensate for unreturned PPE upon termination of employment?**

Yes.

Upon termination of employment or termination of an agreement on work performed outside the employment relationship, the employee is obliged to return the used PPE. Your employer may ask you for financial compensation if you do not return the PPE or if it is excessively damaged (beyond what is reasonable given its period of use). You can agree with the employer to purchase the PPE at its remaining value.

**5.1.13. I started a new job, but PPE will only be provided after the probationary period. Is this employer's procedure correct?**

No.

If you have taken up a position for which PPE is required, your employer must provide you with this PPE immediately after starting work or before starting any work where PPE is needed. It is not possible to provide PPE only after the probationary period.

**5.1.14. What are protective beverages, and when is the employer required to provide them to employees?**

The employer is obliged to provide employees with protective beverages in workplaces with unsatisfactory microclimatic conditions, to the extent and under the conditions specified by the [implementing legislation](#).

Protective beverages are provided to protect health from the effects of heat or cold stress. Such beverages must be safe for consumption, contain no more than 6.5% sugar by weight, they may, however, include substances that enhance the body's resilience. Alcohol content must not exceed 1% by weight. Protective beverages for young employees must not contain alcohol.

[Section 104 \(3\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 8 \(1\) of Act No. 262/2006 Coll., the Labor Code](#)

#### **5.1.15. What are the conditions for providing protective beverages for heat stress?**

Protective beverages for heat stress must be provided in an amount corresponding to at least 70% of fluid and mineral loss through sweat and breathing during an eight-hour shift.

The basis for assessing the entitlement to a protective drink is to measure the temperature at the workplace and the class of work performed. Government Regulation No. 361/2007 Coll. divides employees into so-called [classes](#) according to the physical demands of the work performed. There are eight classes – Class I, IIa, IIb, IIIa, IIIb, IVa, IVb and V. The types of work performed with assignment to classes are only indicative for employers (the list is limited). Employers must classify employees into the appropriate work class. They must also inform you of the classification.

Entitlement to protective beverages arises in the following cases:

- for work where the energy expenditure exceeds 106 W/m<sup>2</sup> and the temperature exceeds **26°C** (e.g., welders, workers in hot operations, metallurgists, etc.),
- if measurements show fluid loss through sweat and breathing exceeding 1.25 liters during work,
- for constant work under heat stress classified as category four under the Public Health Protection Act.

Employees performing lighter work (e.g. office, administrative work) are entitled to a protective beverage if the temperature at the workplace exceeds **34°C**.

Protective beverages may include natural mineral water with low mineralization, spring water, or water meeting equivalent microbiological, physical, and chemical standards (for work classes I to IIIa) or natural medium mineralized water (for work classes IIIb to V). For light work, drinking water provided by the employer also meets these requirements.

[Section 8 of Government Regulation No. 361/2007 Coll., setting conditions for health protection at work](#)

#### **5.1.16. What are the conditions for providing protective beverages for cold stress?**

Protective beverages for cold stress must be provided warm and in an amount of at least half a liter per eight-hour shift.

Protective beverages for cold stress are provided for work at:

- indoor workplaces where the required temperature is kept **below 4°C** as a technological necessity,
- outdoor workplaces where the corrected air temperature is **below 4°C**.

[Section 8 \(5\) of Government Regulation No. 361/2007 Coll., setting conditions for health protection at work](#)

#### **5.1.17. When must employers provide washing, cleaning, and disinfecting agents to employees?**

Employers must provide washing, cleaning, and disinfecting agents based on the extent of contamination to the skin and clothing.

For employees exposed to substances that may cause skin irritation or contamination, employers must provide washing and cleaning agents appropriate to the substance, as well as regenerative creams and ointments if necessary.

Types of work based on contamination levels and recommended amounts of washing and cleaning agents are listed in [Annex No. 4 to Government Regulation No. 390/2021 Col.](#) If washing or cleaning agents are permanently available in workplace sanitary facilities, [Annex No. 4](#) does not apply to these agents; this exception does not include textile towels provided to employees performing very dirty or dirty work.

[Section 104 \(3\) of Act No. 262/2006 Coll., the Labor Code](#)

[Section 5 \(2\) of Government Regulation No. 390/2021 Coll., on more detailed conditions for the provision of personal protective equipment, washing, cleaning and disinfecting agents](#)

#### **5.1.18. Illustrative examples of personal protective equipment:**

##### **PPE for head protection**

- Helmet (vložit **obr. OOPP-1**)

##### **PPE for hearing protection**

- Earplugs (vložit **obr. OOPP-2**)
- Earmuffs (vložit **obr. OOPP-3**)

##### **PPE for eye and face protection**

- Face shield (vložit obr. **OOPP-4**)

##### **PPE for respiratory protection**

- Filtering half mask (vložit **obr. OOPP-5**)
- Respirator with a valve (vložit **obr. OOPP-6**)

##### **PPE for hand protection**

- Protective gloves (vložit **obr. OOPP-7**)

##### **PPE for protection against falls from height**

- (vložit **obr. PPE 8; PPE-9; PPE-10**)

The source of photos: Depositphotos.com<sup>15</sup>

## 6 Thematic Area 6 – FIRST AID IN THE WORKPLACE

### 6.1.1. What is first aid?

First aid is immediate assistance given to an injured or sick person before they come into contact with a professional health professional. It is a set of actions aimed at saving life, reducing complications of an injury or sudden health collapse and reducing the pain of the affected. First aid can be effectively provided even by a layperson without medical training and special equipment.

### 6.1.2. Am I required to provide first aid to another person?

Yes.

Everyone is obliged to provide first aid to a person who is in danger of death or shows signs of serious health issues or other serious illness, provided that this does not put themselves or someone else in danger.

Failure to provide first aid may constitute a criminal offense in the Czech Republic. Everyone should be able to provide basic first aid to another person. Life-threatening conditions can be encountered not only at work, but also in private life.

### 6.1.3. When should you call emergency medical services?

1. in life-threatening conditions (the affected person is not breathing, unconscious, bleeding profusely);
2. for severe head, spine, chest, abdominal, pelvic injuries;
3. for road accidents involving injury of persons;
4. in sudden collapses (e.g., acute myocardial infarction, stroke, severe allergic reactions);
5. for severe or extensive burns;
6. when the affected person is unable to walk or suffering from excruciating pain.

### 6.1.4. What is the phone number for emergency medical services in the Czech Republic?

Emergency medical services = 155 → Call if you only need medical assistance.

Emergency line = 112 → Call in situations requiring multiple integrated rescue system components (e.g., medical services, firefighters, police), such as car accidents, industrial disasters, or mass casualties.

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<sup>15</sup> Uvést zdroj fotografií.



Calling emergency lines is free of charge.

#### **6.1.5. I don't speak Czech. How can I communicate with the emergency line operator?**

If there is another person who speaks Czech on site, it is preferable for them to make the call.

If this option is not available and you are alone, it is preferable to contact the emergency line 112, as operators also speak international foreign languages (usually English or German).

#### **6.1.6. Is there a mobile application for calling emergency medical services in the Czech Republic?**

Yes, the [Záchranka](#) application.

The application offers:

- entering the exact GPS location;
- emergency call at the touch of a button;
- the “I cannot speak” function with sending a data SMS;
- a map of automated external defibrillators (AED) in the Czech Republic;
- first aid information on your mobile phone;
- app available for iPhone, Android, Huawei (download via QR code).



The source of photos: <https://www.zachrankaapp.cz/>

#### **6.1.7. What information should be provided to the emergency line operator and in what order?**

After introducing yourself, provide the operator with the following:

WHERE?

Please indicate where the event occurred in the following order:

- city/municipality;

- street, number, entrance, floor;
- landmarks (e.g. numbers on lighting poles, railroad crossing numbers, kilometer markers on highways).

WHAT?

State what happened to the affected:

- conscious/unconscious;
- breathing / not breathing;
- bleeding / not bleeding;
- other symptoms.

WHO?

Please provide details of the affected person:


- age;
- gender;
- significant facts.

! Never hang up on an emergency call first. The operator stays on the line with you until paramedics arrive and provides you with instructions to administer first aid!

### **6.1.8. How to provide first aid to a person who is unconscious and not breathing?**

Video:

<https://www.youtube.com/watch?v=pJgKAnVvAyU&t=6s>

*The video was created as part of the EU-funded project Safety training for practical life, Erasmus+ 2022-2-SK01-KA210-ADU-000095920. Subtitles in English, Ukrainian, Polish, Romanian and Bulgarian were added to the videos<sup>16</sup>. On YouTube, you can turn it on in video settings via the  symbol*

Causes of the condition:

- a. cardiac (heart attack, heart damage, ventricular fibrillation);
- b. non-cardiac (drowning, choking, massive bleeding).

Basic first aid procedure – cardiopulmonary resuscitation (**CPR**):

- [1] SAFETY. Check the surroundings – prioritize your own safety. Beware of possible sources of injury – sharp objects, shards, dangerous persons, vehicles, electricity, etc.
- [2] ADDRESS Loudly address the person or shake their shoulders.

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<sup>16</sup> Subtitles for videos are included in the excel file "titulky první pomoc - prelozeno.xls".

- [3] HEAD TILT. Tilt the affected person's head back (place one hand on the forehead and fingers of the other hand under the chin; tilt the head back and move the lower jaw forward). This opens the airways, the tongue lifts away from the palate.
- [4] BREATHING CHECK. Check the breathing: Place your ear close to the affected person's mouth and watch their chest. Can you hear inhalation and exhalation? Can you feel the exhaled air? Is their chest rising? If not → they are not breathing. Watch out for gasping (carp) breaths, the affected person is not breathing! Limit the breathing check to a maximum of 10 seconds.
- [5] EMERGENCY CALL. Call 155. Use the speakerphone and start chest compressions simultaneously. Never hang up first.
- [6] CHEST COMPRESSIONS. Perform chest compressions on firm surfaces (e.g. flat solid ground). Press in the center of the chest with both hands to a depth of 5–6 cm (using only the bottom of the lower hand's palm). Rate of 100–120x compressions per minute.
- [7] RESCUE BREATHS. Give 2 rescue breaths after 30 chest compressions. If performed correctly, the affected person's chest will rise. You can use a resuscitation mask or a mask from the first aid kit. Do not administer rescue breaths if the person has vomited, has a bloody mouth, or if there is a risk of infection. In such cases, keep compressing the chest. You can also skip rescue breaths if you are untrained or unsure about performing them correctly. Perform continuous chest compressions.
- [8] Continue CPR until emergency medical services arrive, alternate with another rescuer, or until your own complete physical exhaustion.

#### **6.1.9. How to provide first aid to an unconscious person who is not breathing using an automated external defibrillator (AED)?**

Video:

<https://www.youtube.com/watch?v=ZrjkBmo4xFs&t=1s>

*The video was created as part of the EU-funded project Safety training for practical life, Erasmus+ 2022-2-SK01-KA210-ADU-000095920. Subtitles in English, Ukrainian, Polish, Romanian and Bulgarian were added to the videos<sup>17</sup>. On YouTube, you can turn it on in video settings via the  symbol*

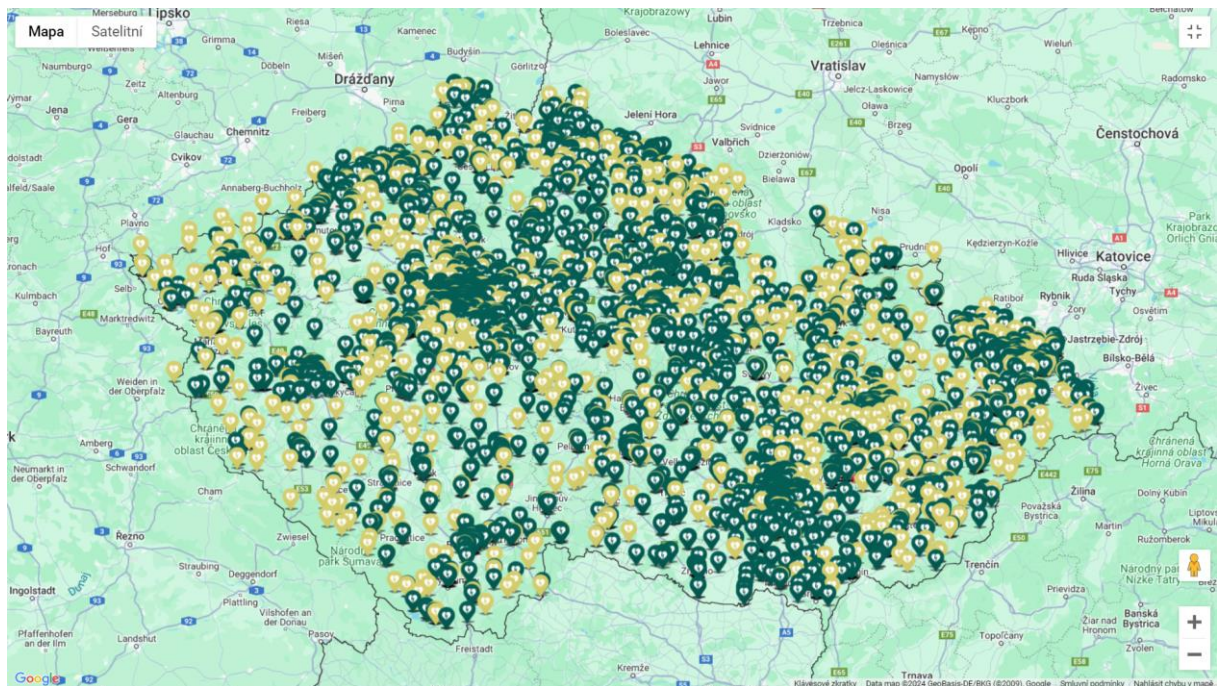
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<sup>17</sup> Subtitles for videos are included in the excel file "titulky první pomoc - TEXTY K VIDEÍM.xls".



*The source of photos: Safety training for practical life project, Erasmus+ 2022-2-SK01-KA210-ADU-000095920.*

Automated external defibrillators (AEDs) are available in many places in the Czech Republic. See the map. An AED delivers a controlled electric shock (defibrillation), which can restore a normal heart rhythm. Using an AED within 3–5 minutes of sudden collapse increases the likelihood of restoring circulation by 50–75%.



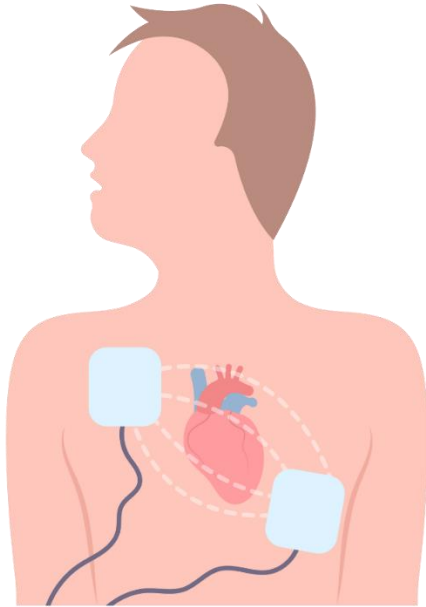
The source of the map: <https://www.zachrankaapp.cz/aed>

Basic first aid procedure – cardiopulmonary resuscitation (CPR) with AED:

- [1] SAFETY. Check the surroundings – prioritize your own safety. Beware of possible sources of injury – sharp objects, shards, dangerous persons, vehicles, electricity, etc.
- [2] ADDRESS Loudly address the person or shake their shoulders.
- [3] HEAD TILT. Tilt the affected person's head (two fingers under the chin, edge of your hand on the forehead). This opens the airways, the tongue lifts away from the palate.
- [4] BREATHING CHECK. Check the breathing: Put your right ear to the affected person's mouth and nose, watching the chest. Can you hear inhalation and exhalation? Can you feel the exhaled air? Is their chest rising? If not → they are not breathing. Watch out for gasping (carp) breaths, the affected person is not breathing! Limit the breathing check to a maximum of 10 seconds.
- [5] EMERGENCY CALL + BRINGING AED. Call 155. Use the speakerphone. The operator can announce that there is an AED nearby and communicate the code to open the box. Bring the AED or ask bystanders/others to bring it. Turn on the AED and follow its instructions.
- [6] ATTACHING ELECTRODE. Remove clothing around the affected person's chest area. Attach the electrodes on bare skin. Make sure the person's chest is dry, or dry it. Hair needs to be shaved with a razor – included in the AED package. Attach electrodes as indicated on the pictograms on the electrodes: one on the upper right (below the collarbone) and one on



the lower left (below the left pectoral muscle) – see picture. The electrodes must not cover the nipples!



*The source of the image: Safety training for practical life project, Erasmus+ 2022-2-SK01-KA210-ADU-000095920.*

[7] HEART RHYTHM ANALYSIS. The AED will say “Heart rhythm analysis”. Do not touch the affected person, the analysis could be compromised. Warn bystanders not to touch the affected person.

[8] RECOMMENDED SHOCK. If the AED recommends a shock, ensure no one is touching the affected person. Prevent others from touching the person verbally or with a gesture. Press




the shock symbol.

[9] CPR. The AED will instruct: Start CPR (resuscitation). Compress the chest and administer rescue breaths in a 30:2 ratio. If you are not administering rescue breaths, continue uninterrupted chest compressions.

[10] Continue CPR as directed by the AED until emergency medical services arrive.

#### **6.1.10. How to provide first aid to an unconscious person?**

<https://www.youtube.com/watch?v=TpuHxL5kJgl&t=2s>

*The video was created as part of the EU-funded project Safety training for practical life, Erasmus+ 2022-2-SK01-KA210-ADU-000095920. Subtitles in English, Ukrainian, Polish, Romanian and Bulgarian were added to the videos<sup>18</sup>. On YouTube, you can turn it on in video settings via the  symbol*

Causes of the condition:

- a. non-injury-related (alcohol poisoning, hypoglycemia in diabetics, epileptic seizure, stroke);
- b. injury-related (concussion, contusion or damage to the skull and brain).

Basic first aid procedure – unconsciousness:

- [1] SAFETY. Check the surroundings – prioritize your own safety. Beware of possible sources of injury – sharp objects, shards, dangerous persons, vehicles, electricity, etc.
- [2] ADDRESS Loudly address the person or shake their shoulders.
- [3] HEAD TILT. Tilt the affected person's head (two fingers under the chin, edge of your hand on the forehead). This opens the airways, the tongue lifts away from the palate.
- [4] BREATHING CHECK. Check the breathing: Put your right ear to the affected person's mouth and nose, watching the chest. Can you hear inhalation and exhalation? Can you feel the exhaled air? Is their chest rising? Yes → the person is breathing, continue with the next steps.
- [5] STRAIGHTENING + POCKETS. Straighten the affected person's limbs. Check the pockets. Remove keys to prevent the person from getting hurt or lying uncomfortably on their side. Look for diabetic pens, glucose etc. – possible indications that the person is diabetic. Check the abdomen – this is where the insulin pump is most often placed.
- [6] PLACING IN THE RECOVERY POSITION. Place the hand that is closer at a right angle. → Grab the farther hand by the fingers and bring it to the person's face. → Bend the farther leg at the knee joint and hold it. → By pulling on the knee, turn the person towards you onto their side.
- [7] REGULAR BREATHING CHECKS. Make sure the head is tilted and the person is still breathing. Check breathing at least once a minute (by placing one hand on the stomach → is it rising? Other hand in front of the mouth → can I feel exhaled air?) If the person stops breathing, roll them onto their back immediately and start performing CPR.

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<sup>18</sup> Subtitles for videos are included in the excel file "titulky první pomoc - TEXTY K VIDEÍM.xls".

[8] EMERGENCY CALL. Call 155.

! Be cautious of traumatic unconsciousness. In traffic accidents, falls from heights, and high-impact injuries ("**3 Vs**" – **steering wheel, height, serious injury to the head, spine, or pelvis**) do not place the person in the recovery position. Fix the head with both hands on the ground/on a pad!

#### **6.1.11. How to provide first aid to a person with massive bleeding?**

<https://www.youtube.com/watch?v=5IDEHQrK3SQ>

*The video was created as part of the EU-funded project Safety training for practical life, Erasmus+ 2022-2-SK01-KA210-ADU-000095920. Subtitles in English, Ukrainian, Polish, Romanian and Bulgarian were added to the videos<sup>19</sup>. On YouTube, you can turn it on in video settings via the symbol*

Causes of the condition:

- a. traffic accidents;
- b. serious injuries at the workplace (injuries during work with saws, circular saws or machinery);
- c. working with sharp objects;
- d. amputation;
- e. open fractures.

Basic first aid procedure – massive bleeding:

- [1] SAFETY. Check your surroundings – prioritize your own safety (turn off the machine, remove sharp objects)! Use disposable gloves or an alternative (plastic bag). Blood is potentially infectious material, protect yourself from the risk of infection, especially with an unknown person!
- [2] PRESSURE ON THE WOUND WITH THEIR OWN FINGERS/HAND. Before putting on gloves/bringing a first aid kit, ask the injured person to press on the wound with their own fingers/hand (depending on the size of the wound).
- [3] PRESSURE TO THE WOUND. Press directly into the wound with your hand or fingers, apply pressure!
- [4] PRESSURE BANDAGE. Take a bandage from the first aid kit – ideally one classic hydrophilic and the other elastic. Place one unrolled bandage directly into the wound and create

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<sup>19</sup> Subtitles for videos are included in the excel file "titulky první pomoc - TEXTY K VIDEÍM.xls".



pressure by wrapping with the other. If blood leaks through the bandage, press firmly over the bandage with your hands.

[5] SHOCK PREVENTION MEASURES. Always treat the affected person in a sitting or lying position. If the person feels cold, cover them with an isothermal foil from the first aid kit or with a blanket/jacket/sweatshirt.

[6] CALLING EMERGENCY LINE. If the person is pale, weak, tired, or nauseous, call emergency number 155.

#### **6.1.12. How to provide first aid to a person with a fracture?**

[https://www.youtube.com/watch?v=v\\_Fei3UfRrg&t=1s](https://www.youtube.com/watch?v=v_Fei3UfRrg&t=1s)

*The video was created as part of the EU-funded project Safety training for practical life, Erasmus+ 2022-2-SK01-KA210-ADU-000095920. Subtitles in English, Ukrainian, Polish, Romanian and Bulgarian were added to the videos<sup>20</sup>. On YouTube, you can turn it on in video settings via the symbol*

Causes of the condition:

- a. falls;
- b. impacts;
- c. traffic accidents;
- d. pressure on bones, joints.

Consequences are open or closed fractures, dislocations.

Basic first aid procedure – fractures:

[1] SAFETY. Check the surroundings – take care of your own safety!

[2] FIXATION OF THE LIMB. Stabilize the injured limb using the other limb. If available, create a sling from a triangular scarf.

[3] FIXATION OF HEAD, SPINE, PELVIS INJURIES. Apply in traffic accidents, falls from heights, and high-energy traumas ("**3 Vs**" – **steering wheel, height, serious injury**). Do not allow the injured person to move, stand or turn their head. Do not place the person in the recovery position (on their side)! Fix the head on the ground/pad with both hands, communicate with the affected person and call 155.

#### **6.1.13. How to provide first aid for burns?**

[https://www.youtube.com/watch?v=Yi6CM2DxK\\_U&t=2s](https://www.youtube.com/watch?v=Yi6CM2DxK_U&t=2s)

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<sup>20</sup> Subtitles for videos are included in the excel file "titulky první pomoc - TEXTY K VIDEÍM.xls".

*The video was created as part of the EU-funded project Safety training for practical life, Erasmus+ 2022-2-SK01-KA210-ADU-000095920. Subtitles in English, Ukrainian, Polish, Romanian and Bulgarian were added to the videos<sup>21</sup>. On YouTube, you can turn it on in video settings via the symbol*

Causes of the condition:

- a. fire;
- b. hot liquids, hot objects;
- c. steam;
- d. chemicals and cleaning agents;
- e. sunlight, radiation, and electric current.

Basic first aid procedure – burns:

- [1] SAFETY. Check the surroundings – prioritize your own safety (remove the heat source)! If available, use disposable gloves or an alternative.
- [2] COOLING. Cool the affected area with clean cold tap water for **20 minutes** or until cooling brings relief.
- [3] CLOTHING, RINGS, BRACELETS. Never tear off stuck/fused clothing! Remove rings/watches/chains under cold water. Don't pierce the blisters!
- [4] COVERING. Once cooled enough, cover the burn with non-stick film (e.g. food wrap) and seek medical attention.
- [5] EMERGENCY CALL. Call emergency line 155 for extensive, deep burns or when the affected person is going into shock (cold, sweating, pallor).

#### **6.1.14. How to provide first aid in a traffic accident?**

<https://www.youtube.com/watch?v=0n93x86rSv4&t=2s>

*The video was created as part of the EU-funded project Safety training for practical life, Erasmus+ 2022-2-SK01-KA210-ADU-000095920. Subtitles in English, Ukrainian, Polish, Romanian and Bulgarian were added to the videos<sup>22</sup>. On YouTube, you can turn it on in video settings via the symbol*

Basic first aid procedure – traffic accident:

- [1] SAFETY. Stop the vehicle in a safe place. Put the handbrake on. Turn on the hazard lights.  
Remove the keys from the ignition / turn off the engine. Put on a high-visibility vest. Bring

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<sup>21</sup> Subtitles for videos are included in the excel file "titulky první pomoc - TEXTY K VIDEÍM.xls".

<sup>22</sup> Subtitles for videos are included in the excel file "titulky první pomoc - TEXTY K VIDEÍM.xls".

a first aid kit and a cell phone. Look around before you get out of the car. Unfold and place a warning triangle (at least 50 m behind the crashed vehicle, on the highway at least 100 m)

- [2] ASSESSING THE SITUATION. Find out the situation at the scene. Is the car sparking? Is there a risk of fire? How many injured at the scene?
- [3] EMERGENCY CALL. Call emergency number 112.
- [4] PRIORITIZATION. In case there are multiple injured people, provide first aid first to those who are bleeding massively.
- [5] Only remove injured people from the car if there is a danger (e.g. the car catching fire) or if the injured person is not breathing and CPR needs to be initiated.
- [6] Provide assistance and support until emergency medical services arrive.

#### **6.1.15. How to provide first aid to a person choking on a foreign object?**

<https://www.youtube.com/watch?v=MYtr7Xa1o-4>

*The video was created as part of the EU-funded project Safety training for practical life, Erasmus+ 2022-2-SK01-KA210-ADU-000095920. Subtitles in English, Ukrainian, Polish, Romanian and Bulgarian were added to the videos<sup>23</sup>. On YouTube, you can turn it on in video settings via the symbol*

Basic first aid procedure – choking:

- [1] SAFETY. Check the surroundings – take care of your own safety!
- [2] HIT BETWEEN THE SHOULDERS. Hit the affected person 5 times between the shoulder blades.
- [3] ABDOMINAL THRUSTS. Stand behind the affected person. Press the person's abdomen 5 times with a fist in the navel area (towards yourself and upwards). Abdominal thrusts should not be given to children under one year of age or pregnant women.
- [4] If the foreign object has come out of the airway, sit the person down and keep checking them.
- [5] If the foreign object has not come out and the affected person becomes unconscious and is not breathing, start performing CPR and call emergency number 155.

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<sup>23</sup> Subtitles for videos are included in the excel file "titulky první pomoc - TEXTY K VIDEÍM.xls".

## 7 Thematic Area 7 – OSH on Construction Sites

### 7.1.1. Video Napo – Safe site

<https://www.napofilm.net/cs/napos-films/napo-safe-site>

Other films featuring the character Napo are available at

<https://www.napofilm.net/en/napos-films/films?films=all>.

The Napo Consortium currently has eight members

AUVA (Austria), CIOP (Poland), DGUV (Germany), EU-OSHA (Bilbao, Spain), INAIL (Italy), INRS (France), SUVA (Switzerland) and TNO (The Netherlands).<sup>24</sup>



## 7.2 WORKING AT HEIGHTS AND OVER FREE DEPTHS

### 7.2.1. What risks can arise when working at height and over free depth?

Working at height and over free depth is a high-risk activity, with possible occupational injuries often being serious and fatal. Risks include:

- **falls of persons** from free edges of roofs, (Vložit obr. vysky-6)
- **falls of persons** through uncovered openings or falls of persons through insufficiently load-bearing structures,

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<sup>24</sup> OSRI concluded an agreement with the consortium producing Napo films on the use of both the films and the character Napo. However, information about the consortium, including logos of the institutions involved in the consortium, must be included for all videos.

- **falls of persons** from unsecured edges of building structures and scaffolding, (vložit obr. vysky-7+ obr. vysky-8)
- **falls of material** or objects on persons from heights. (vložit obr. vysky-9)

### 7.2.2. The following happened: occupational injury of a foreigner at work at height and over free depth

A worker with Ukrainian nationality (†18) was carrying out cleaning work on a flat metal roof. For reasons unknown, he unhooked himself from the safety rope and moved the cover plate that protected the area of the future lightwell. The worker fell from a height of 14 meters into the hall area. The injuries to the body and head were incompatible with life.

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A worker of Slovak nationality (†37) climbed onto a roof structure after lunch to secure covering sheets with his colleagues. He did not strap himself to the anchor point and went to the edge of the structure for a cordless drill, subsequently falling off the edge of the roof for unknown reasons.

### 7.2.3. What is work at height and how must employees be protected?

**Work at height and over free depths:** work and movement of a worker, during which they are at risk of falling from height into depth, through collapse or subsidence. During these activities, the worker must be secured against falling, either by collective or personal protection. Work at any height is considered to be work at height, but when working at heights from 1.5 m, the employer must ensure that workers are protected against falls from height. (vložit obr. vysky-17)

**Collective protection:** for example, protective railings and fencing, hatches, catch scaffolding, fencing, or nets and temporary construction structures, such as scaffolding or work platforms. The requirements for these are specified in the relevant technical standards (ČSN EN). In addition to the standard requirements, it is also necessary to follow the installation and use instructions supplied with these structures, as well as specifically designed technological procedures.

**Personal protection:** Personal protective equipment (PPE) against falls is used in those cases where the nature of the work does not allow or significantly complicates the use of a technical structure.

#### 7.2.4. "Ten Commandments" of safety when working at heights

##### FALL PROTECTION

- ✓ Employees must not be exposed to the risk of falling from a height at the workplace or on a road with a **floor located higher than 0.5 m above the surrounding floor** or terrain. **Safe access** must be provided for this purpose.
- ✓ Employees must be protected from falling:
  - in all workplaces and access roads located **above water** or other **substances endangering life or health** in the event of a fall;
  - in other cases, protection is necessary in the event of a risk of falling from a height or into depth **greater than 1.5 m**;
  - when working on **ladders**, protection against falling is required **from above 5 m**.
- ✓ If the worker does not have to approach **the fall edge** (the so-called free edge) at a **distance less than 1.5 m** and the **area slope does not** exceed 10°, it is sufficient to demarcate the workplace with a **simple barrier** that does not have to meet load requirements as a handrail.
- ✓ If there is a **low wall at the free edge**, for example, a parapet, this wall can be considered as fall protection from a **height of 0.6 m**, provided that the work being performed concerns this wall. (vložit obr. vysky-5)
- ✓ **Fall protection does not need to be installed** along the free edges of **openings**, where at least one dimension **does not exceed 0.25 m**.
- ✓ **Floor openings** whose dimensions in all directions **exceed 0.25 m** must be covered with hatches of appropriate load capacity secured against shifting, or secured by a technical means of fall protection, e.g. **railing or fencing**. (vložit obr. vysky-1 + obr. vysky-2)
- ✓ **Openings in walls** with dimensions **larger than 0.3 m x 0.75 m** and a **lower edge lower than 1.1 m** must be secured if there is a risk of **falling into a depth greater than 1.5 m**.
- ✗ **Unstable objects** or objects intended for other uses (e.g., chairs, tables, buckets, etc.) must not be used to **increase the height of the work** or exit area! (vložit obr. vysky-4)
- ✗ Work at height must be **interrupted** in **adverse weather conditions**! Severe weather conditions:
  - visibility of less than 30 m;
  - winds above 11 m/s;

- when working on mobile scaffolds, ladders above 5 m, suspended platforms and on ropes, it is necessary to stop working at wind speeds of 8 m/s;
- storms, rain, snow and icing;
- ambient temperature below -10 °C.

## RAILINGS

- ✓ The **height of railing** is **at least 1.1 m**, unless otherwise specified in specific regulations. European standards (ČSN EN) allow a minimum height of railings of **1.0 m** for temporary construction structures (e.g. scaffolding).
- ✓ An integral part of the railing is also **a floor stop at least 0.15 m** high.
- ✓ If the height of the floor above the surrounding level is **greater than 2.0 m**, the railing must be fitted with one or more **central bars** to prevent persons from falling in, or with other suitable paneling.
- ✓ Protective railing of scaffolding according to the requirements of Government Regulation No. 362/2005 Coll. and ČSN 73 81066: (vložit obr. vysky-10)

## WORK ON ROOFS

- ✓ When **working on roofs**, it is necessary to protect employees from:
  - falling from roof cladding on free edges;
  - slipping from the roof at a slope above 25°;
  - falling through the roof structure.
- ✓ If the **roof slope exceeds 45°**, workers must always be **secured with personal protective equipment against falling**.

## SCAFFOLDING

- ✓ **Technical documentation** including assembly and disassembly instructions shall be available for each scaffold.
- ✓ During assembly, operation, and disassembly of scaffolding, **safe traffic**, including pedestrian movement on adjacent roads, must be ensured in its immediate vicinity.
- ✓ Scaffolding can only be installed on **sufficiently load-bearing terrain** to accommodate the loads imposed by the scaffolding and its future operation.
- ✓ Scaffolding shall be **sufficiently rigid** in the longitudinal, transverse and horizontal planes, with rigidity provided in accordance with the documentation by diagonal bracing, frames, etc.

- ✓ Scaffolding must be **correctly anchored**; anchor placement and load capacity must be in accordance with documentation; poor anchoring is the most common cause of accidents.
- ✓ All working **scaffolding floors above 2 m** must be fitted with a **double-bar railing with a stop**. (vložit obr. vysky-18).
- ✓ If the height of the working floor above the adjacent surroundings is from **1.5 m to 2 m**, the railing may be single-pole.
- ✓ Scaffolding floor elements must be **non-slip, secured** against lifting and shifting.
- ✓ If the distance between the scaffolding floor and the structure's wall is greater than 0.25 m, **there must be railing on the inner edge**; if the width of the free opening is not greater than 0.4 m, this railing may be single-bar without a floor stop.
- ✓ **Access ladders to scaffolding** must exceed the upper landing surface level by at **least 1 m**. A fixed part of the structure that can be gripped reliably may replace the ladder overhang; it is not allowed to step on the overhanging part of the ladder.
- ✓ The minimum **walk-through height of the scaffolding floor** at the cross-linkage point is 1.75 m, in other places it is 1.9 m; the ground floor pedestrian underpass must have a clearance of at least 2.1 m.
- ✓ Scaffolding may be used only after its **complete completion and written handover**.
- ✓ Scaffolding shall be **checked before work** begins and at intervals specified by its documentation; **specialist inspections** are usually carried out **monthly**.
- ✓ **Materials, tools and work aids** when working at height are stored in such a way as to **prevent** them from **dropping or slipping** unintentionally.
- ✗ The material **must not overload** the respective structure! (vložit obr. vysky-3)

#### DANGER ZONE

- ✓ Make sure to **secure space under the work area**! Securing can be possible, for example, by avoiding traffic; construction at or just below the work site; fencing off the danger zone with a railing of 1.1 m height; guarding the danger zone by a designated person.
- ✓ **The width of the danger zone** from the free edge of the workplace depends on the height of the work area:



Height of workplace	Minimum width of the protected space
From 3 m to 10 m	1.5 m
Above 10 m to 20 m	2 m
Above 20 m to 30 m	2.5 m
Above 30 m	1/10 of the height of the structure
<b>When working on surfaces with slopes greater than 25° the width of the danger zone increases by 0.5 m!</b>	

(vložit obr. vysky-11)

## PPE

- ✓ The selected **PPE against falling from a height** must correspond to the nature of the work, risks, and weather conditions, allowing safe movement. Only PPE that meets the requirements of Government Regulation No. 21/2003 Coll. can be used.

Type of PPE	Description	Example of use	Figure
For work positioning and fall prevention (work <u>positioning systems</u> )	Employees are <b>prevented from accessing</b> the area where there is a risk of falling (1.5 m from the free edge).  The employee is kept in <b>the working position</b> so that a fall from a height is prevented.	A positioning belt complemented by a rope of a given length allows the worker access only to the designated area.  The worker operates under tension or is suspended in such a way that free fall is prevented.	Vložit obr. vysky-12  (vložit obr. vysky-13)
Against falls from height ( <u>fall arrest systems</u> )	The fall is <b>safely stopped</b> and the caught employee can be recovered immediately and safely, or transported to a safe place; the fall must be stopped at a sufficient height above the obstacle.	A variety of harnesses are manufactured that are suitable for various activities at heights. Harnesses are used together with ropes of different lengths, usually combined with other supplementary means,	(vložit obr. vysky-14+ vysky-15 + vysky-16)

such as energy absorbers, rope brakes, etc.
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- ✓ The **PPE** must be CE marked and accompanied by **instructions** containing all requirements for use, adjustment, inspection, maintenance, storage, etc.; the equipment must also be handled in accordance with these instructions.
- ✓ The processor of the technological procedure, or the worker who manages work at heights, is obliged to designate **an anchor point** for the personal protection device. The anchor point must be sufficiently load-bearing.
- ✓ Before each use and after use, the worker must perform a **visual inspection** of the **PPE** used.
- ✓ **Professional inspections and function tests** of the operated **PPE** are conducted according to the manufacturer's instructions.
- ✓ The employer provides employees with sufficient training on **OSH at heights and over free depths**, especially for **work at heights above 1.5 m**, where employees cannot work from fixed and safe working floors, when they work on moving platforms, **on ladders at a height above 5 m**. The employer also provides training on the **use of PPE**. The training should also include information on how to proceed in the event of a fall from height and the need to rescue the affected person.
- ✓ Workers must be **medically fit** to work at height and over free depth using PPE. [Decree No. 79/2013 Coll.](#) lists diseases excluding medical fitness for this work. This is work with professional risk, which is subject to stricter conditions, including periodic examinations.

*More detailed requirements for safety when working at heights and over free depths can be found here:*

[Government Regulation No. 362/2005 Coll., on more specific requirements for safety and health protection at workplaces with the risk of falling from height or into depth](#)

[Section 3.3.4 of the Annex to Government Regulation No. 101/2005 Coll., on more detailed requirements for workplaces and work environment](#)

[Decree No. 79/2013 Coll., on occupational health services and certain types of assessment care\)](#)

Technical standards ČSN EN

## 7.3 WORK ON LADDERS (PORTABLE)

### 7.3.1. What risks can arise when working on a ladder?

These are primarily **falls from height**. Injuries with serious or even fatal consequences can occur not only when falling from high structures, but also from much lower heights, e.g. from ladders if they are used incorrectly. Falling from a ladder can have many causes – from the poor selection of a ladder to non-compliance with basic safety rules for work on ladders.

### 7.3.2. The following happened: occupational injury to a foreigner while descending from a ladder with fatal consequences

A worker from Romania (+48) was carrying out auxiliary work on the construction site under the supervision and direction of qualified workers. He was tasked with cleaning up materials from the construction site on the first floor and instructed to use the stairs in the building. For unidentified reasons, he used an aluminum ladder to access the terrace on the 2nd floor. When descending from the terrace using this ladder, the ladder slipped and the affected person fell from a height of about 2.9 meters with fatal consequences.

### 7.3.3. Where to find the requirements for ladders?

The technical requirements for ladders are specified in EN 131 Ladders. Safety requirements for the use of ladders are set out in [Government Regulation No. 362/2005 Coll., on more specific requirements for safety and health protection at workplaces with the risk of falling from height or into depth](#).

### 7.3.4. "Ten Commandments" of safety when working on a ladder

- ✓ Only use the ladder for **short-term, physically undemanding work** with simple tools.
- ✗ Do not work on the ladder using **dangerous tools or equipment** (portable chainsaws, pneumatic tools, etc.)!
- ✗ **Do not use ladder on slippery surfaces** (ice, smooth surfaces) or excessively soiled surfaces (spilled oil) unless effective measures are taken to prevent the ladder from slipping.
- ✓ For work where **both hands** must be kept above the head, use a different safer device for working at heights (e.g. work platform, ladder with platform, mobile scaffolding, etc.).  
(vložit obr. zebriky-11 + obr. zebriky-12)
- ✓ Set up the ladder on the floor (terrain) so that it has sufficient **stability** throughout its use. **Secure the ladder** against shifting, slipping, lateral deflection, overturning, or opening.  
(vložit obr. zebriky-1)

- ✓ When ascending and descending the ladder, hold firmly onto the ladder. Follow the **three contact points rule**. (vložit obr. zebriky-2)
- ✓ Both **upper ends of the side rails** of simple ladders must securely lean against a vertical surface.
- ✗ Leveling of uneven terrain with **improvised supports** (bricks, plinths, etc.) is prohibited!
- ✓ Ladders used for ascent must exceed the upper landing surface level by at least 1.1 m; the overhang of the ladder can be substituted by a fixed part of the construction that can be reliably grasped; it is not allowed to step on the overhanging part of the ladder. (vložit obr. zebriky-3 + obr. zebriky-4)
- ✓ There must be at least **0.18 m** of **free space behind the rungs**.
- ✓ A space of at least **0.6 m** must be maintained at **the base of the ladder from the access side**.
- ✓ For telescopic, multipurpose, and double ladders, ensure that **hooks, locks, and other securing devices** are functional and in the correct position. Use ladders only in the assembly specified by the manufacturer.
- ✓ The **ladder slope** must not be less than **2.5:1**, i.e. approximately 68° from the horizontal plane. The slope of step ladders, both simple and double (when opened), according to ČSN EN 131 must be 65°–75°, for platform ladders 60°–70° from the horizontal plane. (vložit obr. zebriky-10)
- ✓ For **extendable ladders**, sufficient overlap between the individual parts shall be ensured according to the manufacturer's instructions.
- ✗ Do not exceed the **maximum load** of the ladders specified by the manufacturer!
- ✗ Do not use the ladder as a **transition bridge** – except when specifically designated by the manufacturer for such use.
- ✓ When climbing, descending and working on the ladder, **face the ladder!** You must be able to hold on with both hands. (vložit obr. zebriky-5)
- ✗ Simultaneous work of **multiple persons** on one ladder is **prohibited!** Only one person is allowed to climb, descend and work on a ladder. (vložit obr. zebriky-6)
- ✗ When working on a ladder, do not **lean sideways or backwards** – there is a risk of losing stability and falling! (vložit obr. zebriky-7)
- ✗ Do not use a **support or double ladder** for access to a higher level (vložit obr. zebriky-8)
- ✗ Do not **carry up** or (carry down) a load **weighing more than 15 kg** on a ladder!

- ✓ Keep **auxiliary material, tools** (other aids needed for work) in a bag, in a belt designed for it, or secured to the ladder in such a way that it does not compromise the stability of the ladder or the worker.
- ✓ When working on a ladder, stand at a safe distance **from its upper end** (at least 0.8 m for simple ladders and 0.5 m from the end of double ladders).
- ✓ Always follow the ladder manufacturer's **instructions**.
- ✗ Beware of handling and carrying **metal ladders near live parts**! Keep a safe distance! Secure exposed electrical wires in the work area before starting work. (vložit obr. zebriky-9)
- ✓ When working on a ladder, where the worker's feet are at a **height greater than 5 m**, use personal protective equipment against falling (**PPE**).
- ✗ Do not use **portable wooden ladders longer than 12 m**.
- ✓ When issuing from the warehouse, receiving it back, and before each use, perform a **visual inspection of the ladders**.
- ✓ The employer shall ensure that **ladder inspections** are carried out in accordance with the instructions for use.

*More detailed safety requirements for using ladders can be found here:*

[Annex to Government Regulation No. 362/2005 Coll., on more specific requirements for safety and health protection at workplaces with the risk of falling from height or into depth](#)

EN 131 Ladders

## 7.4 DEMOLITION WORK

### 7.4.1. What risks can arise during demolition work on a construction site?

Demolition work on a construction site is among the very risky activities, with the danger of **people being buried** by demolished parts. Any removal of a part of the structure can affect the statics of the building, which then behaves unpredictably. Failure to follow the technological procedure, or its poor design, carries a great risk. Caution should also be maintained when combining manual and machine demolition. The key is to determine the appropriate **technological procedure** based on a detailed inspection of the structure. The demolition site must be **secured against entry of unauthorized persons**. The technological procedure must be established in such a way as to not compromise the stability of other parts of the structure. All **utilities** (water, electricity, gas) that are part of the demolished structure

must be disconnected. Enclosed containers and spaces where hazardous substances were stored need to be ventilated. Once **the statics of the structure are compromised**, it is no longer safe to enter, and it is also dangerous to even move in its vicinity. Therefore, the demolition must be carried out in parts and constantly checked whether the requirements set in the technological procedure are met.

#### **7.4.2. The following happened: occupational injury of a foreigner during demolition work with fatal consequences**

Two workers were demolishing a corner brick wall on the first floor of a company building with electric demolition hammers, each from one side. The wall was subsequently supposed to collapse controllably towards the interior of the building, but instead, the demolished structure collapsed outwards, resulting in the burial and death of a fifty-year-old worker from Ukraine.

#### **7.4.3. What measures must the contractor take before commencing demolition work?**

1. Demolition work, where load-bearing elements of the building structure are affected, must be carried out only according to the **technological procedure** established in the documentation of demolition work.
2. During demolition work for which the documentation of demolition work is not prepared, ensure the preparation of a technological procedure based on the **survey of the condition of the structure** in terms of its statics, materials used, technical equipment, utilities and wiring, condition of affected neighboring buildings, etc.
3. **Fill in or otherwise secure** underground spaces discovered by the survey (e.g., cavities, wells, other underground structures). If it is not possible to disconnect internal utilities and installations for operational reasons in a renovated building, the contractor shall establish measures to ensure its safe operation during the demolition work.
4. **Disconnect and prevent use of internal utilities and installations** embedded in the demolished structure.
5. Set up a **temporary electrical device** that meets the standard requirements to ensure the supply of electrical energy for carrying out demolition work. Secure this device against damage, as well as the temporary water supply for sprinkling.
6. Establish **a signal** for immediate evacuation of the workplace. The signal is given by a person designated by the contractor to manage the demolition work in case of urgent danger. This signal must be made known to all persons concerned.

7. Define the **danger zone** and secure it **against entry of unauthorized natural persons**. Safely secure entries to the demolished structure and to individual workplaces and take necessary measures to protect the public interest, which may be endangered by these works. (vložit **obr. bourani-5**)
8. **Permanent supervision is carried out** by a natural person authorized to do so by the contractor during:
  - demolition of structures higher than ground level,
  - pulling down vertical structures from a height of 3 m,
  - demolition of staircases and protruding parts,
  - demolition resulting in changes to the structural safety of the building
  - machine demolition,
  - demolition by a specific method (oxygen cutting),
  - if demolition work is carried out at two or more places within the same structure being demolished simultaneously.
9. The person authorized for **permanent supervision** must monitor the designated workplace, the execution of work, and the movement of natural persons on it throughout the duration of the permanent supervision, must not leave this workplace and not perform any activity other than supervision.
10. Demolition work may only be commenced on the basis of a **written order from a managerial employee** and if the **workplace has been equipped** with auxiliary structures, materials and aids specified in the technological procedure.

#### 7.4.4. "Ten Commandments" of safety during demolition work

- ✓ Demolition must be carried out in such a way that it does not compromise the **stability of surrounding structures**, or the neighboring structures must be secured in a manner specified in the documentation.
- ✓ **Pulling down roof structures** or trusses using ropes and pulling machines is only allowed if measures have been taken to stabilize the remaining part of the structure.
- ✓ **Demolition of arches** by releasing part of the structure that secures them can only be carried out mechanically and if it is ensured that the collapse of the arch will not endanger natural persons. (vložit **obr. bourani-1**)
- ✓ If the **load-bearing capacity of the structure being demolished** is not ensured, demolition must be carried out from a separate auxiliary structure.

- ✓ When demolishing walls that stabilize protruding structures, such as **balconies or bay windows**, these structures must be secured to prevent undesirable loss of their stability.
- ✓ **Structural elements** may be removed during manual demolition only if they are not under load.
- ✓ Manual demolition of load-bearing vertical structures must be carried out strictly **from top to bottom**, in such a way as to avoid the creation of overhangs. (vložit **obr. bourani-2**)
- ✓ Manual **demolition of ceilings with a load-bearing structure** is permitted only when the walls above it have been demolished, the load-bearing elements are exposed, and the demolished material has been removed from the ceilings.
- ✓ Remove the demolished material in such a way as to avoid **overloading the floors**. (vložit **obr. bourani-3**)
- ✗ **Demolition work overhead is prohibited** unless conditions for worker safety are specified in the technological procedure!
- ✗ Beware of the danger of breakers and rotary hammers coming into contact with hidden **power lines or gas lines** that have not been disconnected! Check the site with a metal detector before starting the demolition. (vložit **obr. bourani-4**)
- ✗ Demolition **must not be interrupted**, unless the stability of the structure or part of it being demolished is ensured.
- ✓ Gradual demolition of buildings built with **panel technology** may be carried out only after the individual panels have been disconnected and their stability has been ensured.
- ✗ Beware of **asbestos** in buildings being demolished! When removing asbestos, the danger zone must be defined by a controlled zone. Eating, drinking and smoking are prohibited in the controlled zone. Demolished material containing asbestos must be handled as hazardous waste. Detailed conditions for working with asbestos are set, see **Risk factors / 5.7 Asbestos**.<sup>25</sup>

*More detailed safety requirements for demolition work can be found here:*

[Annex No. 3 XII to Government Regulation No. 591/2006 Coll., on more specific minimum requirements for occupational safety and health on construction sites](#)

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<sup>25</sup> Insert a hyperlink to the relevant bookmark on the page: [bozp-cizinci.cz/BOZP pro cizince/Rizikové faktory/Azbest](http://bozp-cizinci.cz/BOZP_pro_cizince/Rizikove_faktory/Azbest).



## 7.5 STORAGE

### 7.5.1. What risks can arise during storage on a construction site?

- Being struck/crushed by a load/slipping of the load during handling;
- Cuts/abrasions/punctures of the body part by sharp parts of the load, during breakage, or slipping of the load;
- Development of musculoskeletal disorders, so-called MSDs – disorders of the back, neck, shoulders, and upper and lower limbs. See [Risk factors / 5.6 Manual handling of loads](#).<sup>26</sup>
- Burns from splashing, spilling, or dumping of a dangerous chemical substance or mixture;
- Slipping/spraining of the foot/collision with an obstacle during handling of loads;
- Burying of a person during storage of loose materials.

### The following happened: occupational injury of a foreign worker during storage on a construction site with fatal consequences

While another company's employee was loading a steel frame, a row of approximately 6 similar frames tipped over. This assembly pinned the injured employee from Ukraine against the conveyor frame, which had been used here as a retaining element in case of tipping of said frames. The affected person created a temporary workplace from the conveyor frame, where he was standing inside and welding at the time of the accident. The injuries were fatal.

### 7.5.2. “Ten commandments” of site storage safety:

- ✓ Ensure **safe supply and retrieval of material**. Store the material according to the conditions specified by the manufacturer, preferably in a position in which it will be incorporated into the structure.  
(vložit obr. skladovani-1)
- ✓ **Storage areas** must be flat, drained and reinforced. Beware of the dimensions and load-bearing capacity of the storage areas (load-bearing capacity of the floor/ceiling – these must be loaded evenly) including roads – they must correspond to the dimensions and weight of the stored material and the machines used.
- ✓ Store materials in such a way that their **stability** is ensured throughout the storage period and they are not damaged. Use supports, stoppers, props, racks, wedges, or ties to secure all elements, parts, or assemblies that would otherwise be unstable and could overturn, collapse, shift, or roll.

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<sup>26</sup> Insert a hyperlink to the relevant bookmark on the page: [bozp-cizinci.cz/BOZP pro cizince/Rizikové faktory/Ruční manipulace s břemeny](http://bozp-cizinci.cz/BOZP_pro_cizince/Rizikove_faktory/Rucni_manipulace_s_bremeny)

- ✓ Elements that closely contact each other during storage and are not equipped for safe handling (e.g., eyes, hooks, or handles) should always be separated by **spacers**. Do not use logs or layered spacers formed by two or more elements loosely placed on top of each other.
- ✓ **Supporting or stabilizing structures** shall allow the storage, removal or replenishment of elements and components in accordance with the accompanying documentation and without risk of damage.
- ✓ Places designated for **tying, detaching, and handling material** must be safely accessible. Attaching and detaching elements/parts/assemblies must be carried out from the ground or from safe floors. From a ladder only according to the established technological procedure.
- ✓ **Cans and other round objects** may be manually stored up to a height of 2 m, provided their stability is ensured. Secure pipes, logs and similarly shaped objects from spreading out. (vložit obr. skladovani-2)
- ✗ Beware of creating overhangs when **removing loose materials**! When manually storing and retrieving, loose materials may be piled up to a height of no more than 2 m. If it is necessary to retrieve them manually, or by mechanical shovel from piles taller than 2 meters, adjust the retrieval site so that **overhangs are not created** and the height of the wall does not exceed 1.5 m. (vložit obr. skladovani-3)
- ✗ Unauthorized natural persons are prohibited from entering a **loose material landfill with bottom retrieval**. If you secure the retrieval, do not linger in the danger zone of the retrieval site.
- ✓ Store **loose materials in bags** manually up to a height of no more than 1.5 m. In mechanized storage, if on pallets, up to a height of no more than 3 m. If the edges of the piles are not secured, for example, by supports or walls, the bags must be stored at a safe angle and bound so that they cannot slide. (vložit obr. skladovani-4)
- ✓ **Regularly shaped elements and parts** during mechanized storage and retrieval are stored up to a height of 4 m, unless the manufacturer specifies otherwise. Pay attention to the load-bearing capacity of the base and ensure safe handling! (vložit obr. skladovani-5)
- ✓ Store **liquid material** in closed containers so that the filling/emptying hole is at the top. Secure stored **barrels and similar containers** horizontally against rolling. Secure open tanks to prevent people from falling into them.

- ✓ Store **hazardous chemical substances and chemical mixtures** in containers labeled with the type and method of storage specified by the manufacturer, and mark in accordance with the requirements of [specific legal regulations](#). Store chemicals and mixtures with respect to their properties and mutual reactivity. Prevent the possibility of confusion and harmful effects of stored substances! **Do not** under any circumstances **pour chemicals into drinking bottles!** (vložit obr. skladovani-6)

*More detailed storage safety requirements can be found here:*

[Annex No. 3 I to Government Regulation No. 591/2006 Coll., on more specific minimum requirements for occupational safety and health on construction sites](#)

[Annex \(point 10\) to Government Regulation No. 101/2005 Coll., on more detailed requirements for workplaces and work environment](#)

## 7.6 WORK IN EXCAVATIONS<sup>27</sup>

### 7.6.1. What risks can arise when working in excavations?

Work performed in excavations (earth and trenching work) is considered particularly hazardous in construction industry. In particular, the danger lies in the potential for partial or complete **collapse of excavation walls**. Risks associated with working in excavations include:

- **a person falling** into the excavation from an unsecured edge;
- **being covered by soil/burial** of a person due to excavation wall collapse, often with fatal consequences (the pressure of the soil during the burial is enormous, the soft tissues, arteries and veins in the body are compressed and even if the rescued person is relatively unharmed, a blood or fat clot can subsequently be released leading to embolism and subsequent death – **medical attention must always be sought** after the burial!);
- **objects/machinery falling** on a person in the excavation;

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<sup>27</sup> The Electronic Library of the Legislative Process (the so-called eKLEP) currently contains a [draft amendment to Act No. 591/2006 Coll.](#) (as of 20 September 2024 – in the consultation process), which is also regulated by Annex No. 3, Part V. Ensuring the stability of excavation walls. In the current draft amendment there is a new wording of item 4: “The vertical side walls of mechanically excavated trenches shall be secured against collapse using shoring, protective frames, safety cages, bracing structures, or other technical constructions at excavation depths exceeding 0.6 meters. Based on a risk assessment by a geologist, in non-cohesive, waterlogged, or otherwise subsidence-prone soils, as well as in areas where repetitive tremors are expected, the walls of such trenches shall be secured according to the established technological procedure even at depths less than those specified in the first sentence.” The new paragraph 8: “It is prohibited to descend into or ascend from excavations using the shoring structure, particularly the horizontal bracing elements.”

In case of adoption of the law in this form, it is advisable to supplement the text.

- **electric shock** from damaged electrical wiring;
- **gas poisoning** from damaged gas pipelines or from rocks;
- **damage to structures** by gas explosions caused by damaged gas pipeline.

#### **7.6.2. The following happened: occupational injury to a foreigner while working in an excavation with fatal consequences**

An employee from Ukraine (+38) was performing manual cleaning of the excavation. The machine-dug excavation measured 2 x 3 meters and was approximately 2.5 meters deep. The fire pipe was to be repaired. The employee entered the unsupported excavation, and subsequently the wall of the excavation collapsed, burying the worker. The cave-in caused injuries incompatible with life.

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The driver did not properly secure the crawler excavator on a waterlogged slope. It spontaneously slid down and pushed a 2.5 ton gas pipe into the excavation where the affected Slovak national worker was located (+52). The worker was buried by the pipe and sustained injuries incompatible with life.

#### **7.6.3. “Ten Commandments” of safety for earth and excavation work**

- ✓ Before starting excavation work, the **construction documentation** must be properly prepared, and, depending on the circumstances, help of a hydrogeologist and structural engineer may be required.
- ✓ Entry of persons into the excavation must be minimized. If possible, give preference to **no-excavation work** or the use of remotely controlled machines.
- ✓ The site of the excavation work must be **secured against entry of unauthorized persons** and against the risk of persons falling into the excavation.
- ✓ **Crossings and passageways** must be installed over excavations. A **crossing of at least 0.75 m** must be installed over an **excavation deeper than 0.5 m** on a fenced construction site, provided with:  
**railing** (one side is sufficient for depths of 1.5 m). (**vložit obr. vykopy-14**) + the source of the image.<sup>28</sup>
- ✓ **Safe entry** and exit to and from the excavation must be ensured (ladder).

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<sup>28</sup> The source of the image: [Project No. TIRSMPSV701 “Innovative Solutions for the Group of Needs in the Area of Optimizing Regulations, Procedures, and Occupational Health and Safety Measures, Including Dissemination Measures”](#), financed with the support of the Technology Agency of the Czech Republic under the BETA project. **Zdroj v tomto znění je nutné uvést pod všemi obrázky v rámci podkapitoly Práce ve výkopech!**

- ✓ The minimum clear **width of excavations with vertical walls**, into which persons enter, is **0.8 meters**.
- ✓ The excavation must be **secured** against the potential fall of persons into it. If the **barrier** does not meet the strength requirements, it must be placed at a distance greater than **1.5 meters** from the edge of the excavation. The barrier may be e.g. **railing** (portable modular), **safety signage** (at least 1.1 m high), **obstacle** (at least 0.6 m high), **soil from the excavation** (stored in a loose state up to at least 0.9 m). (vložit obr. vykopy-9; vykopy-10) + the source of the image.
- ✗ Beware of **insufficient or missing shoring**! There is a risk of excavation wall collapse. (vložit obr. vykopy-1) + the source of the image.
- ✓ The **walls of excavation** must be **secured** – e.g. by sloping or shoring. (vložit obr. vykopy-13) + the source of the image.
- ✓ The **sloping** is carried out according to the type of soil, ideally with a slope of **1:1 or 1:2** or less, alternatively, the excavation may need to be stabilized using shoring. (vložit obr. vykopy-15)
- ✗ Beware of an **insufficient sloping angle**! There is a risk of excavation wall collapse. (vložit obr. vykopy-2) + the source of the image.
- ✓ For slopes with a gradient **greater than 1:1** and a height **greater than 3 m**, measures must be taken **to prevent the slipping of persons or the sliding of material**.
- ✗ **Undermining** the slopes is unacceptable!
- ✓ For **manually dug excavations**, the vertical side walls must be secured with shoring: in **built-up areas** at depths greater than **1.3 meters**; in **undeveloped areas** at depths greater than **1.5 meters**. If there is a risk of collapse, shoring is required even at shallower depths! (vložit obr. vykopy-8) + the source of the image.
- ✗ Do not enter **mechanically-dug unloaded excavations** unless their walls are secured against collapse with a protective frame, safety cage, bracing structures, etc.
- ✓ The **stability of the surrounding area of the excavation**, including surrounding structures (e.g. buildings or roads) must be secured.
- ✗ Beware of **overloading the edge** of the excavation with **machinery or vehicles**! There is a risk of excavation wall collapse. (vložit obr. vykopy-3) + the source of the image.

- ✗ Beware of materials and **objects stored near the excavation** and in the excavation wall (e.g., boulders, etc.)! There is a risk of them falling into the excavation. (vložit obr. vykopy-4) + the source of the image.
- ✓ **Minimize traffic** at the edge of the excavation. **Do not store materials** at the edge of the excavation to avoid overloading. **Do not load** the edges of the excavation within **0.5 meters of the excavation edge!** (vložit obr. vykopy-6 + the source of the image).
- ✓ All known **engineering networks** must be marked before starting earthworks.
- ✓ The removal of soil **near engineering networks** must be done manually! (vložit obr. vykopy-5) + the source of the image.
- ✓ For work carried out in excavations **deeper than 1.5 meters, expert supervision** is required (e.g. a geologist or geotechnical engineer).
- ✗ Beware of **vibrations** caused by machinery or surrounding traffic. Vibrations can cause the collapse of excavation walls.
- ✗ Beware of **waterlogging** of the slope! There is a risk of excavation wall collapse. If possible, avoid carrying out earthworks when the **ground is frozen** or **after prolonged rainfall**.
- ✗ Do not linger in the **danger zone of the machine** (e.g., excavator, backhoe, loader, etc.)! (vložit obr. vykopy-11; vykopy-12) + the source of the image.
- ✓ The danger zone of the machine is defined by the maximum reach of its working equipment extended by 2 meters; entry into the danger zone is prohibited. (vložit obr. vykopy-7) + the source of the image.
- ✗ At **remote work sites** without supervision, excavation work at depths greater than 1.3 meters **must not** be carried out **alone**.
- ✓ For the **transport of soil using a wheelbarrow**, a sufficiently wide and stable pathway must be established with a **slope no steeper than 1:5**, without sharp transitions. The road surface must not be slippery and must be reinforced as appropriate. (vložit obr. vykopy-16) + the source of the image.
- ✓ For **transporting soil with a wheelbarrow** to backfill an **excavation deeper than 1.5 meters**, a **sturdy barrier** must be installed at the edge of the excavation to prevent the wheelbarrow from sliding in. (vložit obr. vykopy-17) + the source of the image.
- ✓ Before the **first entry into the excavation** or after a **work interruption longer than 24 hours**, it is necessary to **inspect** the condition of the excavation walls, shoring, and access

points. If necessary, ensure measurement of the concentration of hazardous vapors or gases.

[Annex No. 3 III to Government Regulation No. 591/2006 Coll., on more specific minimum requirements for occupational safety and health on construction sites](#)

## 8 SELECTED RISK FACTORS OF WORKING CONDITIONS

The following overview includes several risk factors selected based on their frequent occurrence in the construction industry. This is therefore not an exhaustive list of risk factors, detailed information on individual risk factors of working conditions can be found in [Government Regulation No. 361/2007 Coll., establishing conditions for the protection of health at work](#).

*Categories within the website: bozp-cizinci.cz/BOZP pro cizince/Rizikové faktory*

Pdf files are included in Attachment 3 to this document.

### 8.1 Noise

#### 8.1.1. Napo Video – Stop Noise!

<https://www.napofilm.net/cs/napos-films/napo-stop-noise>

Other films featuring the character Napo are available at <https://www.napofilm.net/en/napos-films/films?films=all>.

The Napo Consortium currently has eight members

– AUVA (Austria), CIOP (Poland), DGUV (Germany), EU-OSHA (Bilbao, Spain), INAIL (Italy), INRS (France), SUVA (Switzerland) and TNO (The Netherlands).



## 8.2 Vibrations

### 8.2.1. Napo Video – Bad Vibrations

<https://www.napofilm.net/en/napos-films/napo-lighten-load/bad-vibrations>

Other films featuring the character Napo are available at

<https://www.napofilm.net/en/napos-films/films?films=all>.

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### 8.2.2. Image attachment

*připojit pdf. obrazová příloha\rizikove-factory\002-vibrace*

## 8.3 Heat stress

### 8.3.1. Napo Video – Too hot to work!

<https://www.napofilm.net/en/napos-films/napo-too-hot-to-work>

Other films featuring the character Napo are available at

<https://www.napofilm.net/en/napos-films/films?films=all>.

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### 8.3.2. Image attachment

*připojit pdf. obrazová příloha\rizikove-factory\003-teplo*

### 8.4 Dust

#### 8.4.1. Napo Video – Dust Work

<https://www.napofilm.net/en/napos-films/napo-dust-work>

Other films featuring the character Napo are available at <https://www.napofilm.net/en/napos-films/films?films=all>.

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#### 8.4.2. Image attachment

*připojit pdf. obrazová příloha\rizikove-factory\004-prach*

### 8.5 Asbestos

#### 8.5.1. Image attachment

*připojit pdf. obrazová příloha\rizikove-factory\005-azbest*

### 8.6 Manual handling of loads

#### 8.6.1. Napo Video – Lighten the Load

<https://www.napofilm.net/cs/napos-films/napo-lighten-load>

Other films featuring the character Napo are available at

<https://www.napofilm.net/en/napos-films/films?films=all>.

The Napo Consortium currently has eight members

– **AUVA** (Austria), **CIOP** (Poland), **DGUV** (Germany), **EU-OSHA** (Bilbao, Spain), **INAIL** (Italy), **INRS** (France), **SUVA** (Switzerland) and **TNO** (The Netherlands).



#### 8.6.2. Image attachment

*připojit pdf. obrazová příloha\rizikove-factory\006-břemena*

## 9 PODKLAD PRO DODAVATELE WEBOVÉ STRÁNKY<sup>29</sup>

### 9.1 Registrace domény

Po dohodě se zadavatelem (SP ČR) a dodavatelem webové stránky jsou možné např. tyto varianty<sup>30</sup>:

- [www.bozp-cizinci.cz](http://www.bozp-cizinci.cz)
- [www.bozpcizincu.cz](http://www.bozpcizincu.cz)
- [www.bozpprocizince.cz](http://www.bozpprocizince.cz)

Výběr finálního doménového jména by měl být konzultován s dodavatelem webové stránky z hlediska použití klíčových slov v návaznosti SEO a vyhledávací mechanismy.

### 9.2 Hlavní menu

- Logo VÚBP
- Logo SP ČR
- O nás: Informace o cílech projektu, informace zpracovateli obsahu (VÚBP, v. v. i.) a provozovateli webu (SP ČR)
- BOZP pro cizince: Hlavní obsah webu, tematické okruhy 2 – 7.
- Pracovní úrazy cizinců v ČR: Vizualizace grafů zpracovaných v rámci tematického okruhu 1
- Zdroje informací
- Záložka pro výběr jazykové mutace (symbol státní vlajky) v CZ/ENG/UA/RO/PL/BG

### 9.3 Hlavní kategorie a podkategorie – struktura webu

- O nás
- BOZP pro cizince
  - Základy BOZP
    - Práva a povinnosti zaměstnance, povinnosti zaměstnavatele
      - *Co bych měl udělat ještě předtím, než začnu pracovat v České republice?*

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<sup>29</sup> Tato kapitola slouží jako podklad pro dodavatele webu, **není nutné ji překládat**.

<sup>30</sup> Dle údajů z webu NIC.cz k datu 11. 07. 2024 by tyto domény v současnosti neměly být registrovány.

- *Proč bych se měl vůbec zajímat o bezpečnost a ochranu zdraví při práci (BOZP)?*
- *Pokud jsem cizinec, vztahují se na mě v České republice stejná pravidla BOZP jako na občany ČR?*
- .....
- **Školení BOZP**
  - *K čemu je dobré školení BOZP?*
  - *Jaké informace bych měl od zaměstnavatele obdržet při nástupu do práce?*
  - .....
- **Pracovnílékařské prohlídky**
  - *Jaký je účel pracovnílékařské prohlídky?*
  - *Jsem povinen pracovnílékařskou prohlídku absolvovat?*
  - .....
- **Zákaz alkoholu a kouření na pracovišti**
  - *Můžu pít alkohol na pracovišti?*
  - *Co když jsem pil alkohol ještě před začátkem pracovní doby?*
  - .....
- **Bezpečnostní značky, barvy a signály**
  - *K čemu slouží bezpečnostní značky, barvy a signály?*
  - *Jaký význam mají značky zákazu?*
  - .....
- **Zaměstnankyně a mladiství zaměstnanci**
- **Osoby samostatně výdělečně činné (bez zaměstnanců) a BOZP**
  - *Co když jsem OSVČ a pracuji tzv. „sám na sebe“?*
  - *Jaké povinnosti z oblasti BOZP se na OSVČ bez zaměstnanců vztahují?*
  - .....
- **Rizika**
- **Jak na pracovní úrazy, nemoci z povolání a odškodnění**
  - **Pracovní úrazy a nemoci z povolání**
    - *Co je to pracovní úraz?*

- *Co mám dělat, když se mi stane pracovní úraz nebo jsem svědkem pracovního úrazu kolegy (případně úrazu jiné osoby)?*
- .....
- Odškodňování pracovních úrazů a nemocí z povolání
  - *Mám nárok na odškodnění pracovního úrazu nebo nemoci z povolání*
  - *Jsou ze zákona pojištěni všichni zaměstnavatelé?*
  - .....
- Ochranné osobní pracovní prostředky
- První pomoc na pracovišti
- BOZP ve stavebnictví
- Pracovní úrazy cizinců v ČR
- Zdroje informací

Rozcestník na hlavní stránce pod výběrem kategorií – Kde najdu informace o podmínkách vstupu a výkonu legální práce na území České republiky?

Pokud jsem občan třetí země mimo Evropskou unii a chci pracovat v ČR

[www.pracecizincu.cz](http://www.pracecizincu.cz)

Pokud jsem občan Evropské unie a chci pracovat v ČR

[www.eu-citizens.cz](http://www.eu-citizens.cz)

V zápatí webu, případně na dolní části stránky navrhujeme umístit Legal disclaimer:

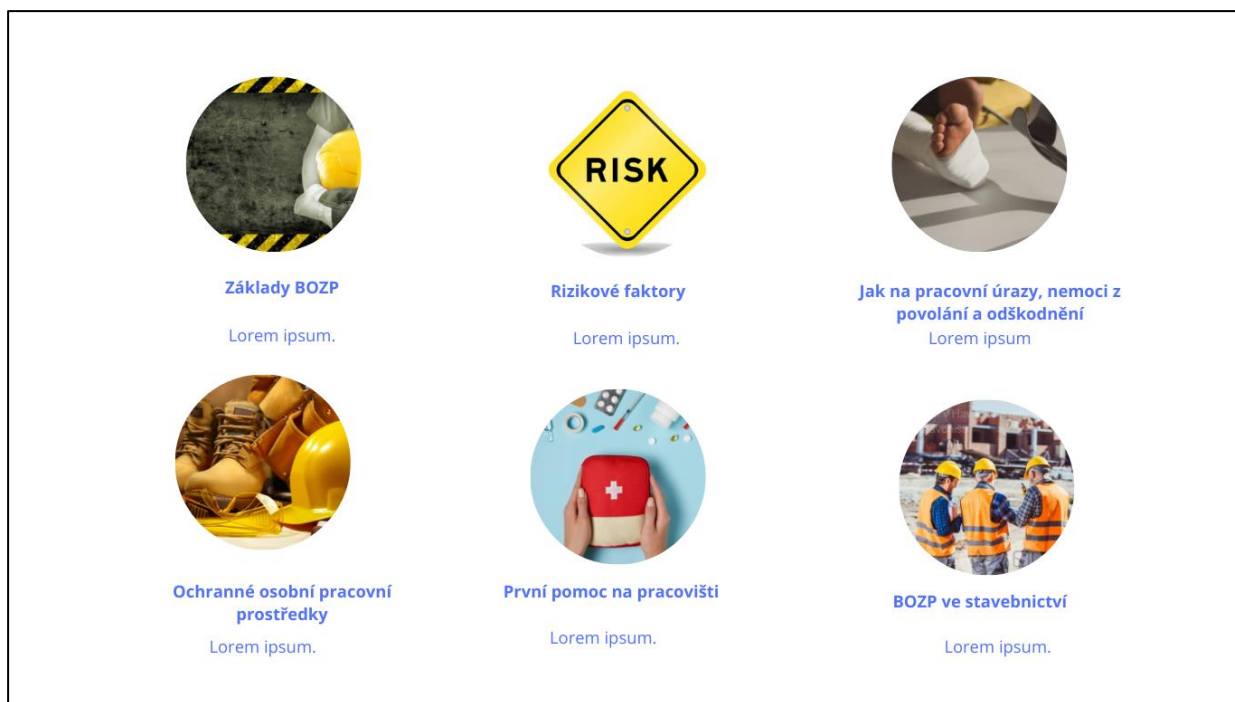
Obsah tohoto webu má pouze osvětový a informativní charakter, cílem je zvýšení povědomí o otázkách BOZP u pracovníků ze zahraničí. Obsahuje vybrané základní informace o zajištění BOZP v České republice určené zaměstnancům cizí státní příslušnosti ve zjednodušené formě v češtině a v překladu do vybraných cizích jazyků. Výklad právních předpisů smí v České republice provádět pouze soudy. Předkládané informace reflektují stav právních předpisů ke dni 31. 10. 2024.<sup>31</sup>

#### 9.4 Návrh grafického rozložení webové aplikace BOZP pro cizince



**Obrázek 22: Návrh možné vizualizace hlavního menu (horní lišta pod adresním řádkem webového prohlížeče)**

<sup>31</sup> Přesné znění konzultovat dle doporučení právního oddělení zadavatele (SP ČR).



**Obrázek 23 - Návrh možné vizualizace první úrovně hlavního obsahu, zobrazení na hlavní stránce, tematický blok 3 včleněn pod Základy BOZP (fotografie pouze ilustrativní, po dohodě se zadavatelem budou fotografie vybrány pro konečný návrh z fotobanky)**

	Práva a povinnosti zaměstnance	FAQ
	Alkohol a kouření na pracovišti	FAQ
	Bezpečnostní značky, barvy a signály	FAQ

**Obrázek 24: Návrh možné vizualizace druhé úrovně hlavního obsahu (řazení témat v návrhu pouze ilustrativní)**

Můžu pít alkohol na pracovišti?

▼

Co když jsem pil alkohol před začátkem pracovní doby?

▼

>Lorem ipsum dolor sit amet, consectetur adipiscing elit. Fusce aliquam vestibulum ipsum. Pellentesque pretium lectus id turpis. Nulla pulvinar eleifend sem. Fusce aliquam vestibulum ipsum. Fusce dui leo, imperdiet in, aliquam sit amet, feugiat eu, orci. Nulla pulvinar eleifend sem. Vivamus ac leo pretium faucibus. Vestibulum erat nulla, ullamcorper nec, rutrum non, nonummy ac, erat. Etiam dui sem, fermentum vitae, sagittis id, malesuada in, quam. Sed elit dui, pellentesque a, faucibus vel, interdum nec, diam. Duis viverra diam non justo. Aenean vel massa quis mauris vehicula lacinia.

▲

A co oslava v práci po skončení pracovní doby? Je tam alkohol povolen?

▼

**Obrázek 25:** Návrh možné vizualizace třetí úrovně hlavního obsahu

## Zdroje informací:

- [Zákon č. 262/2006 Sb., zákoník práce, ve znění pozdějších předpisů](#)
- [Zákon č. 251/2005 Sb., o inspekci práce, ve znění pozdějších předpisů](#)
- [Zákon č. 258/2000 Sb., o ochraně veřejného zdraví a o změně některých souvisejících zákonů, ve znění pozdějších předpisů](#)
- [Zákon č. 40/2009 Sb., trestní zákoník, ve znění pozdějších předpisů](#)
- [Zákon č. 309/2006 Sb., o zajištění dalších podmínek bezpečnosti a ochrany zdraví při práci](#)
- [Zákon č. 373/2011 Sb., o specifických zdravotních službách, ve znění pozdějších předpisů](#)
- [Zákon č. 361/2000 Sb., o provozu na pozemních komunikacích, ve znění pozdějších předpisů](#)
- [Zákon č. 133/1985 Sb., o požární ochraně, ve znění pozdějších předpisů, ve znění pozdějších předpisů](#)
- [Zákon č. 167/1998 Sb., o návykových látkách a o změně některých dalších zákonů, ve znění pozdějších předpisů, ve znění pozdějších předpisů](#)
- [Zákon č. 65/2017 Sb., o ochraně zdraví před škodlivými účinky návykových látek, ve znění pozdějších předpisů, ve znění pozdějších předpisů](#)
- [Vyhláška č. 79/2013 Sb., o provedení některých ustanovení zákona č. 373/2011 Sb., o specifických zdravotních službách, \(vyhláška o pracovnělékařských službách a některých druzích posudkové péče\), ve znění pozdějších předpisů](#)
- [Nařízení vlády č. 375/2017 Sb., o vzhledu, umístění a provedení bezpečnostních značek a značení a zavedení signálů, ve znění pozdějších předpisů](#)
- [Zákon č. 89/2012 Sb., občanský zákoník, ve znění pozdějších předpisů](#)
- [Zákon č. 435/2004 Sb., o zaměstnanosti, ve znění pozdějších předpisů](#)
- [Vyhláška č. 180/2015 Sb. o zakázaných pracích a pracovištích](#)
- [Nařízení vlády č. 290/1995 Sb., kterým se stanoví seznam nemocí z povolání](#)
- [Nařízení vlády č. 276/2015 Sb., o odškodňování bolesti a ztížení společenského uplatnění způsobené pracovním úrazem nebo nemocí z povolání, ve znění pozdějších předpisů.](#)
- [Nařízení Evropského parlamentu a Rady \(EU\) 2016/425 ze dne 9. března 2016 o osobních ochranných prostředcích a o zrušení směrnice Rady 89/686/EHS](#)



- [Nařízení vlády č. 390/2021 Sb., o bližších podmínkách poskytování osobních ochranných pracovních prostředků, mycích, čisticích a dezinfekčních prostředků](#)
- [Nařízení vlády č. 361/2007 Sb., kterým se stanoví podmínky ochrany zdraví při práci](#)
- [Nařízení vlády č. 362/2005 Sb. o bližších požadavcích na bezpečnost a ochranu zdraví při práci na pracovištích s nebezpečím pádu z výšky nebo do hloubky](#)
- [Nařízení vlády č. 101/2005 Sb., o podrobnějších požadavcích na pracoviště a pracovní prostředí](#)
- [Nařízení vlády č. 591/2006 Sb., o bližších minimálních požadavcích na bezpečnost a ochranu zdraví při práci na staveništích](#)
- České technické normy (ČSN, ČSN EN)

## Seznam zkratek:

AED	Automatizovaný externí defibrilátor
BOZP	Bezpečnost a ochrana zdraví při práci
CE	Conformité européenne - evropská shoda
CZ-ISCO/KZAM	Klasifikace zaměstnání
CZ-NACE	Klasifikace odvětví
ČR	Česká republika
ČSN	Česká technická norma
ČSN EN	Česká verze evropské normy
DPČ	Dohoda o pracovní činnosti
DPP	Dohoda o provedení práce
EU	Evropská unie
FAQ	Nejčastěji kladené otázky
GPS	Globální polohový systém
KHS	Krajské hygienické stanice
KPR	Kardiopulmonální resuscitace
MSD	Muskuloskeletální onemocnění
OIP	Oblastní inspektorát práce
OOPP	Osobní ochranné pracovní prostředky
OSVČ	Osoba samostatně výdělečně činná
SP ČR	Svaz průmyslu a dopravy České republiky
VÚBP	Výzkumný ústav bezpečnosti práce, v. v. i.
VZV	Vysokozdvíhací vozík

## Seznam příloh:

- Pracovní úrazovost cizinců - fin.verze.xlsx
- Signály-rukou (složka se soubory ve formátu png.)
- OOPP (složka se soubory ve formátu jpg. a png.)
- Titulky první pomoc - prelozeno.xlsx
- Obrázky staveniště (složka obsahující podsložky):
  - o Žebříky (složka obsahující soubory ve formátu png. a EPS)
  - o Skladování (složka obsahující soubory ve formátu png. a EPS)
  - o Práce ve výškách (složka obsahující soubory ve formátu png. a EPS)
  - o Bourání (složka obsahující soubory ve formátu png. a EPS)
  - o Výkopy (složka obsahující soubory ve formátu png. a af design)
- Rizikove-factory (složka se soubory ve formátu pdf.)
- Cvičný test z BOZP.docx