

Evaluation of the EU Occupational Safety and Health Directives

COUNTRY SUMMARY REPORT FOR THE SLOVAK REPUBLIC

VC/2013/0049



COWI

IOM 

milieu
Law & Policy Consulting

June 2015

This Report has been prepared for COWI under Service Contract VC/2013/0049. It was completed by Miroslava Kordošová. Milieu was responsible for overall editing of the report.

The views expressed herein are those of the consultants alone and do not necessarily represent the official views of the European Commission.

Milieu Ltd. (Belgium), rue Blanche 15, B-1050 Brussels, tel: +32 2 506 1000; fax: +32 2 514 3603; nathy.rassmasson@milieu.be; web address: www.milieu.be

Evaluation of the EU Occupational Safety and Health Directives

TABLE OF CONTENTS

ABBREVIATIONS USED	6
INTRODUCTION	7
1 MAPPING QUESTION 1: STRUCTURAL COMPONENTS OF HEALTH AND SAFETY DIRECTIVES	8
1.1 General legal framework.....	8
1.2 General institutional framework.....	19
1.2.1 Key policy documents	19
1.2.2 Main authorities and stakeholders	20
1.2.3 Coordination.....	22
1.3 Legal coverage, observed discrepancies and more stringent measures ..	23
1.3.1 Observed discrepancies, more stringent and more detailed	
measures.....	23
1.3.2 Options.....	139
1.4 Interactions.....	139
2 MAPPING QUESTION 2: GAPS IN CONTENT OR TIME	143
2.1 Transitional periods	143
2.2 Derogations	143
3 MAPPING QUESTION 3: LEVEL OF COMPLIANCE BY DIFFERENT STAKEHOLDERS	156
3.1 Degree of compliance.....	156
3.2 Approaches to compliance.....	168
4 MAPPING QUESTION 4: ACCOMPANYING ACTIONS THAT SUPPORT THE RESPECT OF THE RULE	172
4.1 Existing accompanying actions.....	172
4.2 Use of accompanying actions.....	179
4.3 Gaps	179
5 MAPPING QUESTION 5: ENFORCEMENT	181
6 MAPPING QUESTION 6: SPECIFIC GROUPS OF WORKERS	207
7 MAPPING QUESTION 7: SMES AND MICRO-ENTERPRISES	210
ANNEX I- BIBLIOGRAPHY	213
ANNEX II – INTERVIEWS	220

TABLE OF TABLES

Table 1- 1 General Legal Framework	8
Table 1- 2 Directive 89/391/EEC (Framework Directive) – Observed discrepancies, more stringent and more detailed requirements	26
Table 1- 3 Council Directive 89/654/EEC (workplace) - Observed discrepancies, more stringent and more detailed requirements	37
Table 1- 4 Directive 2009/104/EC (work equipment) - Observed discrepancies, more stringent and more detailed requirements	40
Table 1- 5 Council Directive 89/656/EEC (PPE) - Observed discrepancies, more stringent and more detailed requirements	43
Table 1- 6 Council Directive 92/58/EEC (OSH signs) - Observed discrepancies, more stringent and more detailed requirements	46
Table 1- 7 Directive 1999/92/EC (ATEX) - Observed discrepancies, more stringent and more detailed requirements	48
Table 1- 8 Council Directive 90/269/EEC (manual handling of loads) - Observed discrepancies, more stringent and more detailed requirements.....	52
Table 1- 9 Council Directive 90/270/EEC (display screen equipment) - Observed discrepancies, more stringent and more detailed requirements.....	56
Table 1- 10 Directive 2002/44/EC (vibration) - Observed discrepancies, more stringent and more detailed requirements	61
Table 1- 11 Directive 2003/10/EC (noise) - Observed discrepancies, more stringent and more detailed requirements	68
Table 1- 12 Directive 2004/40/EC (electromagnetic fields) - Observed discrepancies, more stringent and more detailed requirements	77
Table 1- 13 Directive 2006/25/EC (artificial optical radiation) - Observed discrepancies, more stringent and more detailed requirements	82
Table 1- 14 Directive 2004/37/EC (carcinogens or mutagens) - Observed discrepancies, more stringent and more detailed requirements	88
Table 1- 15 Council Directive 98/24/EC (chemical agents at work) - Observed discrepancies, more stringent and more detailed requirements	94
Table 1- 16 Directive 2009/148/EC (asbestos) - Observed discrepancies, more stringent and more detailed requirements	101
Table 1- 17 Directive 2000/54/EC (biological agents) - Observed discrepancies, more stringent and more detailed requirements	106
Table 1- 18 Council Directive 92/57/EEC (temporary or mobile construction sites) - Observed discrepancies, more stringent and more detailed requirements.....	113
Table 1- 19 Council Directive 92/104/EEC (surface and underground mineral-extracting industries) - Observed discrepancies, more stringent and more detailed requirements	115
Table 1- 20 Council Directive 92/91/EEC (mineral-extracting industries through drilling) - Observed discrepancies, more stringent and more detailed requirements	119
Table 1- 21 Council Directive 92/29/EEC (medical treatment on board vessels) - Observed discrepancies, more stringent and more detailed requirements.....	122
Table 1- 22 Council Directive 93/103/EC (work on board fishing vessels) - Observed discrepancies, more stringent and more detailed requirements.....	125
Table 1- 23 Council Directive 92/85/EEC (pregnant/breastfeeding workers) - Observed discrepancies, more stringent and more detailed requirements.....	127
Table 1- 24 Council Directive 91/383/EEC (temporary workers) - Observed discrepancies, more stringent and more detailed requirements	130

Table 1- 25 Council Directive 94/33/EC (young people at work) - Observed discrepancies, more stringent and more detailed requirements	132
Table 1- 26 Options.....	139
Table 2- 1 Transitional Periods	143
Table 2- 2 Derogations.....	145
Table 3- 1 Degree of compliance: Common processes and mechanisms (across Directives).....	158
Table 3- 2 Degree of compliance: Common processes and mechanisms (individual Directives)	163
Table 4- 1 Accompanying Actions.....	176
Table 5- 1 Enforcement authorities	181
Table 5- 2 Inspections statistical data	185
Table 5- 3 Number of Labour Inspections per sector in Slovakia	188
Table 5- 4 Data on enforcement strategy	190
Table 5- 5 Result table – type and level of sanctions.....	191
Table 5- 6 Number of infringements and court cases	204
Table 5- 7 Detailed breakdown of cases resulting in legal and administrative action	205
Table 6- 1 Tools addressing risk factors for all vulnerable groups	207
Table 7- 1 Overview of measures targeting SMEs and micro-enterprises.....	210
Table 7- 2 Description of measures targeting SMEs and micro-enterprises.....	211

ABBREVIATIONS USED

AOR	Artificial Optical Radiation
ATEX	<i>Appareils destinés à être utilisés en ATmosphères EXplosibles</i>
Coll.	Collections of laws
DSE	Display Screen Equipment
EMF	Electromagnetic Fields
Ex.	Example
G	Guidance
ILFR	Institute for Labour and Family Research (<i>Inštitút pre výskum práce a rodiny</i>)
RG	Regulation of the Government of the Slovak Republic
NLI	National Labour Inspectorate
MHL	Manual Handling of Loads
MOLSAF SR	Ministry of Labour, Social Affairs and Family of the Slovak Republic (<i>Ministerstvo práce, sociálnych vecí a rodiny Slovenskej republiky</i>)
OSH	Occupational Safety and Health
OSH Law	Act 124 of 2 February 2006 Coll. on Occupational Safety and Health Protection and on the Amendment of Certain Acts
PHA	Public Health Authority
PPE	Personal Protective Equipment
RLI	Regional Labour Inspectorate
SR	Slovak Republic
WE	Work Equipment

INTRODUCTION

General introduction to the report

This report presents a review of the main features of the practical implementation of 24 EU occupational safety and health (OSH) Directives in the Slovak Republic. The information in this report has been gathered between October 2013 and June 2014. This Country Summary Report, together with the Summary Reports prepared for the other Member States, aims at mapping the implementation of the OSH Directives in the EU as a whole. It is based on a desk-study and interviews with national stakeholders (see Annex II for details on interviews carried out) and is one of the sources of information for the overall evaluation of the implementation. The Country Summary Reports will form an Appendix to the Final Report, which will compile the results of the evaluation and the associated recommendations.

This review is based on seven key mapping questions, which will inform the evaluation of the implementation of the OSH Directives in all Member States and the EU in general. The seven general Mapping Questions (MQs), which have been defined by the Commission and are answered in this Country Summary Report are the following:

Mapping question
MQ1: "Across the Member States, how are the different 'common processes' and 'mechanisms' foreseen by the Directives put in place and how do they operate and interact with each other?"
MQ2: "What derogations and transitional periods are applied or have been used under national law under several of the Directives concerned?"
MQ3: "What are the differences in approach to and degree of fulfilment of the requirements of the EU OSH Directives in private undertakings and public-sector bodies, across different sectors of economic activity and across different sizes of companies, especially for SMEs, microenterprises and self-employed?"
MQ4: "What accompanying actions to OSH legislation have been undertaken by different actors (the Commission, the national authorities, social partners, EU-OSHA, Eurofound, etc.) to improve the level of protection of health and safety at work and to what extent are they actually used by companies and establishments to pursue the objective of protecting health and safety of workers? Are there any information needs that are not met?"
MQ5: "What are the enforcement (including sanctions) and other related activities of the competent authorities at national level and how are the priorities set among the subjects covered by the Directives?"
MQ6: "What are the differences of approach across Member States and across establishments with regard to potentially vulnerable groups of workers depending on gender, age, disability, employment status, migration status, etc., and to what extent are their specificities, resulting in particular from their greater unfamiliarity, lack of experience, absence of awareness of existing or potential dangers or their immaturity, addressed by the arrangements under question?"
MQ7: "What measures have been undertaken by the Member States to support SMEs and microenterprises (e.g. lighter regimes, exemptions, incentives, guidance, etc.)?"

The template is structured according to these mapping questions.

1 MAPPING QUESTION 1: STRUCTURAL COMPONENTS OF HEALTH AND SAFETY DIRECTIVES

This first section focuses on how the national legal and institutional frameworks have been designed to reflect the main common processes and mechanisms (CPMs) of each Directive. It includes:

- A review of the national transposing legislation and the general structure of the legal framework;
- Mechanisms of coordination amongst the different authorities responsible for the implementation of the directives;
- The identification of any delays in transposing directives, focusing on most recent ones;
- Differences between the Directives' requirements and the national ones, looking at observed discrepancies, more stringent and more detailed provisions;
- Interactions between CPMs as embedded in the legislation.

1.1 GENERAL LEGAL FRAMEWORK

The Constitutional Act of the Slovak Republic lays down that employees shall have the right to fair and satisfactory conditions of work, including the protection of safety and health at work.¹ When the Slovak Republic transposed the EU *acquis* in view of its accession in 2004, it chose to adopt a legal framework on occupational safety and health very similar to the European one in its structure. The Slovakian 2006 Act on Occupational Safety and Health Protection ("OSH Law") implements the European Framework Council Directive 89/391/EEC. The legislation in the area of occupational health and safety covers all types and sectors, without distinction, including the public sectors. The emphasis is on prevention, starting with safe design, and a hierarchy of prevention measures. Due to the traditional distinction between workplace safety and health at work, protection of health is regulated in chapter three of the separate Act No. 355/2007 Coll. ("Public Health Act").

While the Framework Directive has been transposed by law, namely the 2006 Act on Occupational Safety and Health Protection, the large majority of the OSH individual directives has been transposed by individual Government Regulations. The only exception is Council Directive 91/383/EEC (temporary workers), which is transposed by way of specific provisions in the Labour Code. This Labour Code also transposes partially Council Directive 94/33/EC (young people at work) and Directive 92/85/EEC (pregnant/breastfeeding workers). The Public Health Act also contains general requirements on the protection of workers against physical and chemical risks, which partially transposes the relevant directives although these general requirements are complemented by specific Government Regulations. As the Slovak Republic joined the EU in 2004, most of the OSH legal framework has been adopted at that time with a view to transposing the EU *acquis*.

No infringement proceeding has been initiated against the Slovak Republic for non-communication of transposing measures. There is, however, an ongoing infringement case related to non-conformity with the Framework Directive.

The following table provides an overview of the approach to transposition, indicating whether there is one law covering all OSH issues (O) as opposed to transposition spread over different acts (S). It then lists transposing national legislation per directive, specifying whether there was legislation existing prior to transposition. Finally, it identifies any infringement proceedings, which were mentioned in an overview table provided by the Commission.

Table 1- 1 General Legal Framework

¹ http://oshwiki.eu/wiki/OSH_system_at_national_level_-_Slovakia

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
Directive 89/391/EEC (Framework Directive)		S	<p>Act 124/2006 of 2 February 2006 Coll. on Occupational Safety and Health Protection, as amended (<i>Zákon NR SR č. 124/2006 Z.z. o bezpečnosti a ochrane zdravia pri práci v znení neskorších predpisov</i>), entry into force on 1.7.2006 (OSH Law)²</p> <p>Act 125/2006 of 2 February 2006 Coll. on Labour Inspection (<i>Zákon NR SR č.125/2006 Z.z. o inšpekcii práce v znení neskorších predpisov</i>) (Labour inspection Law)</p> <p>Act 355/2007 Coll. on the promotion and protection of public health (<i>Zákon NR SR č. 355/2007 Z.z. o podpore a ochrane verejného zdravia v znení neskorších predpisov</i>) (Public Health Act)³</p>	<p>Act 330/1996 Coll. on Occupational Safety and Health Protection, as amended (<i>Zákon 330/1996 Z.z. bezpečnosti a ochrane zdravia pri práci v znení eskorších predpisov</i>), entry into force on 1.1.1997 (old OSH Law)</p>	Infringement case no. 2013/4113 on non-conformity – reasoned opinion 258 (ex226) given
Council Directive 89/654/EEC (workplace)	○		<p>Regulation of the Government of the Slovak Republic No. 391/2006 Coll. on the minimum safety and health requirements for the workplace (<i>Nariadenie vlády Slovenskej republiky č. 391/2006 Z. z. o minimálnych bezpečnostných a zdravotných požiadavkách na pracovisko</i>), entry into force on 1.07.2006 (Workplace RG)</p>	<p>Regulation of the Government of the Slovak Republic No. 201/2001 Coll. on the minimum safety and health requirements for the workplace (<i>Nariadenie vlády SR č. 201/2001 Z. z. o minimálnych bezpečnostných a zdravotných požiadavkách na pracovisko</i>)</p> <p>Regulation of the Ministry of Health of the Slovak Republic No. 7/1986 Journal on hygienic requirements for the work environment (<i>Úprava MZ SSR č. 7/1986 Vestníka MZ SSR o hygienických požiadavkách</i>)</p>	

² Act No. 124/2006 has been amended from 1 August 2014, introducing changes in the categories of health surveillance for all employees.

³ Act No. 355/2007 has been amended from 1 August 2014.

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
				na pracovné prostredie) ⁴	
Directive 2009/104/EC (work equipment)	○		Regulation of the Government of the Slovak Republic No. 392/2006 Coll. on the minimum safety and health requirements for the use of working equipment (<i>Nariadenie vlády Slovenskej republiky č. 392/2006 Z. z. o minimálnych bezpečnostných a zdravotných požiadavkách pri používaní pracovných prostriedkov</i>), entry into force on 1.7.2006 (WE RG)	Regulation of the Government of the Slovak Republic No. 159/2001 Coll. on the minimum safety and health requirements for the use of working equipment (<i>Nariadenie vlády Slovenskej republiky č. 159/2001 Z. z. o minimálnych bezpečnostných a zdravotných požiadavkách pri používaní pracovných prostriedkov</i>)	
Council Directive 89/656/EEC (PPE)	○		Regulation of the Government of the Slovak Republic No. 395/2006 Coll. on the minimum requirements for the provision and use of personal protective working equipment (<i>Nariadenie vlády Slovenskej republiky č. 395/2006 Z. z. o minimálnych požiadavkách na poskytovanie a používanie osobných ochranných pracovných prostriedkov</i>), entry into force on 1.07.2006 (PPE RG)	Regulation of the Government of the Slovak Republic No. 504/2002 Coll. on the minimum requirements for the provision and use of personal protective working equipment (<i>Nariadenie vlády Slovenskej republiky č. 504/2002 Z. z. o minimálnych požiadavkách na poskytovanie a používanie osobných ochranných pracovných prostriedkov</i>)	
Council Directive 92/58/EEC (OSH)	○		Regulation of the Government of the Slovak Republic No. 387/2006 Coll. on	Regulation of the	

⁴ This is a very old regulation and no longer valid. The Directive 89/654 EEC did not exist yet at that time..

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
signs)			the minimum requirements for the provisions of safety and health signs at work (Nariadenie vlády Slovenskej republiky č. 387/2006 Z.z. o požiadavkách na zaistenie bezpečnostného a zdravotného označenia pri práci), entry into force on 1.7.2006 (OSH signs RG)	Government of the Slovak Republic No. 444/2001 Coll. on the minimum requirements for the provisions of safety and health signs at work (Nariadenie vlády Slovenskej republiky č. 444/2001 Z. z. o požiadavkách na zaistenie bezpečnostného a zdravotného označenia pri práci)	
Directive 1999/92/EC (ATEX)	○		Regulation of the Government of the Slovak Republic No. 393/2006 Coll. on minimum requirements for ensuring occupational safety and health protection in explosive atmosphere (Nariadenie vlády Slovenskej republiky č. 393/2006 Z. z. o minimálnych požiadavkách na zaistenie bezpečnosti a ochrany zdravia pri práci vo výbušnom prostredí), entry into force on 24.5.2006 (ATEX RG)	Regulation of the Government of the Slovak Republic No. 493/2002 Coll. on minimum requirements for ensuring occupational safety and health protection in explosive atmosphere (Nariadenie vlády Slovenskej republiky č. 493/2002 Z. z. o minimálnych požiadavkách na zaistenie bezpečnosti a ochrany zdravia pri práci vo výbušnom prostredí)	
Council Directive 90/269/EEC (manual handling of loads)	○		Regulation of the Government of the Slovak Republic No. 281/2006 Coll. on the minimum safety and health requirements for the manual handling of loads (Nariadenie vlády Slovenskej republiky č. 281/2006 Z. z. o minimálnych bezpečnostných a zdravotných požiadavkách pri ručnej manipulácii s bremenami), entry into	Regulation of the Government of the Slovak Republic No. 204/2001 Coll. on the minimum safety and health	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			force on 1.7.2006 (MHL RG)	requirements for the manual handling of loads (Nariadenie vlády Slovenskej republiky č. 204/2001 Z. z. o minimálnych bezpečnostných a zdravotných požiadavkách pri ručnej manipulácii s bremenami)	
Council Directive 90/270/EEC (display screen equipment)	○		Regulation of the Government of the Slovak Republic No. 276/2006 Coll. on the minimum safety and health requirements for the work with visual display units (Nariadenie vlády Slovenskej republiky č. 276/2006 Z. z. o minimálnych bezpečnostných a zdravotných požiadavkách pri práci so zobrazovacími jednotkami), entry into force on 1.7.2006 (DSE RG)	Regulation of the Government of the Slovak Republic No. 247/2001 Coll. on the minimum safety and health requirements for the work with visual display units (Nariadenie vlády Slovenskej republiky č. 247/2001 Z. z. o minimálnych bezpečnostných a zdravotných požiadavkách pri práci so zobrazovacími jednotkami)	
Directive 2002/44/EC (vibration)	○		Regulation of the Government of the Slovak Republic No. 416/2005 on minimum safety and health requirements for protection of employees against risks related to exposure to vibration, as amended (Nariadenie vlády Slovenskej republiky č. 416/2005 Z. z. o minimálnych zdravotných a bezpečnostných požiadavkách na ochranu zamestnancov pred rizikami súvisiacimi s expozíciou vibráciami), entry into force on 15.9.2005 (Vibrations RG) <ul style="list-style-type: none"> Amendment to the regulation on the minimum health and safety requirements for protection of employees against risks related to 	Regulation of the Government of the Slovak Republic No. 40/2002 Coll. on health protection from noise and vibrations (Nariadenie vlády SR č. 40/2002 Z. Z. o ochrane zdravia pred hlukom a vibráciami)	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>exposure to vibration (Nariadenie vlády č. 629/2005 Z.z.o minimálnych zdravotných a bezpečnostných požiadavkách na ochranu zamestnancov pred rizikami súvisiacimi s expozíciou vibráciám), entry into force on 1.6.2006</p> <p>Public Health Act</p>		
<p>Directive 2003/10/EC (noise)</p>	○		<p>Regulation of the Government of the Slovak Republic No. 115/2006 Coll. on the minimum health and safety requirements on protection of workers from the risks related to exposure to noise, as amended (Nariadenie vlády Slovenskej republiky č. 115/2006 Z. z. o minimálnych zdravotných a bezpečnostných požiadavkách na ochranu zamestnancov pred rizikami súvisiacimi s expozíciou hluku), entry into force on 01.03.2006 (Noise RG)</p> <ul style="list-style-type: none"> Amendment to the regulation on the minimum health and safety requirements on protection of workers from the risks related to exposure to noise (Nariadenie vlády Slovenskej republiky, č.555/2006, ktorým sa mení a dopĺňa nariadenie vlády Slovenskej republiky č. 115/2006 Z. z. o minimálnych zdravotných a bezpečnostných požiadavkách na ochranu zamestnancov pred rizikami súvisiacimi s expozíciou hluku), entry into force on 15.10.2006 <p>Public Health Act</p>	<p>Regulation of the Government of the Slovak Republic No. 40/2002 Coll on health protection from noise and vibrations (Nariadenie vlády SR č. 40/2002 Z. Z. o ochrane zdravia pred hlukom a vibráciami)</p>	
<p>Directive 2004/40/EC (electromagnetic fields)</p>	○		<p>Regulation of the Government of the Slovak Republic No. 329/2006 Coll. on the minimum health and safety requirements on protection of workers from the risks related to exposure to electromagnetic fields, as amended (Nariadenie vlády Slovenskej republiky č. 329/2006 Z. z. o minimálnych zdravotných a bezpečnostných požiadavkách na ochranu zamestnancov pred rizikami súvisiacimi s expozíciou elektromagnetického poľu), entry into force on 1.6.2006 (EMF RG)</p> <ul style="list-style-type: none"> Amendment to the regulation on the minimum health and safety requirements for protection of workers from the risks related to exposure to electromagnetic fields (Nariadenie 	<p>Regulation of the Ministry Health of the Slovak Republic No. 271/2004 Coll. on health protection from non-ionizing radiation (Nariadenie vlády SR č. 40/2002 Z. Z. o ochrane zdravia pred neionizujúcim žiarením)</p>	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>vlády Slovenskej republiky č. 217/2008 Z. z. o minimálnych zdravotných a bezpečnostných požiadavkách na ochranu zamestnancov pred rizikami súvisiacimi s expozíciou elektromagnetickému poľu), entry into force on 1.7.2008</p> <p>Public Health Act</p>		
<p>Directive 2006/25/EC (artificial optical radiation)</p>	○		<p>Regulation of the Government of the Slovak Republic No. 410/2007 Coll. on the minimum health and safety requirements on protection of workers from the risks related to exposure to artificial optical radiation (Nariadenie vlády Slovenskej republiky č. 410/2007 Z. z. o minimálnych zdravotných a bezpečnostných požiadavkách na ochranu zamestnancov pred rizikami súvisiacimi s expozíciou umelému optickému žiareniu), entry into force on 1.9.2007 (AOR RG)</p> <p>Public Health Act</p>	<p>Regulation of the Ministry Health of the Slovak Republic No. 271/2004 Coll. on health protection from non-ionizing radiation (Nariadenie vlády SR č. 40/2002 Z. Z. o ochrane zdravia pred neionizujúcim žiarením)</p>	
<p>Directive 2004/37/EC (carcinogens or mutagens)</p>	○		<p>Regulation of the Government of the Slovak Republic No. 356/2006 Coll. on the protection of workers from the risks related to exposure to carcinogens and mutagens at work, as amended (Nariadenie vlády Slovenskej republiky č. 356/2006 Z. z. o ochrane zdravia zamestnancov pred rizikami súvisiacimi s expozíciou karcinogénnym a mutagénnym faktorom pri práci), entry into force on 1.6. 2006 (Carcinogens and mutagens RG)</p> <ul style="list-style-type: none"> Update of the regulation on the minimum health and safety requirements for protection of workers from the risks related to exposure to carcinogens and mutagens at work (Nariadenie vlády Slovenskej republiky č. 301/2007 Z. z. ktorým sa mení nariadenie vlády Slovenskej republiky č. 356/2006 Z. z. o ochrane zdravia zamestnancov pred rizikami súvisiacimi s expozíciou karcinogénnym a mutagénnym faktorom pri práci), entry into force on 1.7.2007 <p>Public Health Act</p>	<p>Regulation of the Government of the Slovak Republic No. 46/2002 Coll. on health protection at work with carcinogenic and mutagenic agents (Nariadenie vlády SR č. 46/2002 Z.z. o ochrane zdravia pri práci s karcinogénnymi a mutagénnymi faktormi)</p>	
<p>Council Directive 98/24/EC</p>	○		<p>Regulation of the Government of the Slovak Republic No. 355/2006 Coll. on</p>	<p>Regulation of the</p>	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
(chemical agents at work)			<p>the protection of workers from the risks related to exposure to chemical agents at work, as amended (<i>Nariadenie vlády Slovenskej republiky č. 355/2006 Z. z. o ochrane zamestnancov pred rizikami súvisiacimi s expozíciou chemickým faktorom pri práci</i>), entry into force on 1.6.2006 (Chemical Agents RG)</p> <ul style="list-style-type: none"> Update of the regulation on the protection of workers from the risks related to exposure to chemical agents at work (<i>Nariadenie vlády Slovenskej republiky č.300/2007, ktorým sa mení nariadenie vlády Slovenskej republiky č. 355/2006 Z. z. o ochrane zamestnancov pred rizikami súvisiacimi s expozíciou chemickým faktorom pri práci</i>), entry into force on 1.7.2007 Update of the regulation on the protection of workers from the risks related to exposure to chemical agents at work (<i>Nariadenie vlády Slovenskej republiky č. 471/2011, ktorým sa mení a dopĺňa nariadenie vlády Slovenskej republiky č. 355/2006 Z. z. o ochrane zamestnancov pred rizikami súvisiacimi s expozíciou chemickým faktorom pri práci v znení nariadenia vlády Slovenskej republiky č. 300/2007 Z. z.</i>), entry into force on 15.12.2011 <p>Public Health Act</p>	Government of the Slovak Republic No. 45/2002 Coll. on health protection at work with chemical agents (<i>Nariadenie vlády Slovenskej republiky č. 45/2002 Z. z. o ochrane zdravia pri práci s chemickými faktormi</i>)	
Directive 2009/148/EC (asbestos)	O		<p>Regulation of the Government of the Slovak Republic No. 253/2006 Coll. on the protection of workers from the risks related to exposure to asbestos at work (<i>Nariadenie vlády Slovenskej republiky č. 253/2006 Z. z. o ochrane zamestnancov pred rizikami súvisiacimi s expozíciou azbestu pri práci</i>), entry into force on 1.6.2006 (Asbestos RG)</p> <p>Public Health Act</p>	Regulation of the Government of the Slovak Republic No. 39/2002 Coll. on health protection at work with asbestos (<i>Nariadenie vlády Slovenskej republiky č. 39/2002 Z. z. o ochrane zdravia pri práci s azbestom</i>)	
Directive 2000/54/EC (biological agents)	O		<p>Regulation of the Government of the Slovak Republic No. 338/2006 Coll. on the protection of workers from the risks related to exposure to biological agents at work, as amended (<i>Nariadenie vlády</i></p>	Regulation of the Government of the Slovak Republic No.	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>Slovenskej republiky č. 338/2006 Z. z. o ochrane zdravia zamestnancov pred rizikami súvisiacimi s expozíciou biologickým faktorom pri práci), entry into force on 01.06.2006 (Biological agents RG)</p> <ul style="list-style-type: none"> Update of the regulation on the protection of workers from the risks related to exposure to biological agents at work (Nariadenie vlády Slovenskej republiky č. 83/2013 Z. z. o ochrane zdravia zamestnancov pred rizikami súvisiacimi s expozíciou biologickým faktorom pri práci), entry into force on 15.4.2013 <p>Public Health Act</p>	47/2002 Coll. on health protection at work with biological agents (Nariadenie vlády Slovenskej republiky č. 47/2002 Z. z. o ochrane zdravia pri práci s biologickými faktormi)	
Council Directive 92/57/EEC (temporary or mobile construction sites)	○		Regulation of the Government of the Slovak Republic No. 396/2006 Coll. on the minimum safety and health requirements for construction sites (Nariadenie vlády Slovenskej republiky č. 396/2006 Z. z. o minimálnych bezpečnostných a zdravotných požiadavkách na stavenisko), entry into force on 1.7.2006 (Constructions sites RG)	N	
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)	○		Regulation of the Government of the Slovak Republic No. 117/2001 Coll. on technical requirements and compliance evaluation procedures of equipment and protection systems determined for use in explosive atmosphere, as amended (Nariadenie vlády Slovenskej republiky č. 117/2002 Z.z. o minimálnych požiadavkách na bezpečnosť a ochranu zdravia zamestnancov pri banskej činnosti a pri dobývaní ložísk nevyhradených nerastov), entry into force on 1.4.2002 (Drilling RG)	N	
Council Directive 92/91/EEC (mineral-extracting industries through drilling)	○		Drilling RG	N	
Council Directive 92/29/EEC (medical treatment on board vessels)			Not applied in Slovak Republic: Regulation No. 488/2004 laying down the requirements for the provision of health care provided by seagoing ships sailing under the flag of the Slovak Republic ⁵		

⁵ Regulation No.488/2004 laying down the requirements for the provision of health care provided by seagoing ships sailing under the flag of the Slovak Republic transposes Council Directive 92/29/EEC. However, Slovakia is a landlocked country

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
Council Directive 93/103/EC (work on board fishing vessels)			Directive has not been transposed in the Slovakian law , as per the association agreement.		
Council Directive 92/85/EEC (pregnant/breastfeeding workers)		S	<p>Act No. 311/2001 Coll. Labour Code (<i>Zákon NR SR č. 311/2001 Z. z. Zákoník práce v znení neskorších predpisov</i>), entry into force on 1.1.2001 (Labour Code)</p> <p>OSH Law</p> <p>Regulation of the Government of the Slovak Republic No. 272/2004 Coll. establishing the list of works and workplaces that are prohibited for all pregnant women and mothers until the end of the ninth month following childbirth and nursing women, list of works and workplaces that are connected with specific risk for pregnant women, mothers until the end of the ninth month following childbirth and nursing women and establishing certain duties of employers employing these women, as amended (<i>Nariadenie vlády Slovenskej republiky č. 272/2004 Z. z., ktorým sa ustanovuje zoznam prác a pracovísk, ktoré sú zakázané tehotným ženám, matkám do konca deviateho mesiaca po pôrode a dojčiacim ženám, zoznam prác a pracovísk spojených so špecifickým rizikom pre tehotné ženy, matky do konca deviateho mesiaca po pôrode a pre dojčiace ženy a ktorým sa ustanovujú niektoré povinnosti zamestnávateľom pri zamestnávaní týchto žien v znení neskorších predpisov</i>), entry into force on 1.5.2004 (Maternity RG)</p> <ul style="list-style-type: none"> Update of the regulation establishing the list of works and workplaces that are prohibited for all pregnant women and mothers until the end of the ninth month following childbirth and nursing women, list of works and workplaces that are connected with specific risk for pregnant women, mothers until the end of the ninth month following childbirth and nursing women and establishing certain duties of employers employing these 	e. g. Regulation of the Ministry of Interior MH IV/3-750/1968, which issues lists of works and workplaces prohibited for women, pregnant women, mothers until the ninth month after childbirth and youth workers in the organization of the local economy (<i>Úprava Ministerstva vnútra č. MH IV/3-750/1968, ktorou sa vydávajú zoznamy prác a pracovísk zakázaných ženám, tehotným ženám, matkám do konca deviateho mesiaca po pôrode a mladistvým pracovníkom v organizáciách miestneho hospodárstva</i>) ⁶	

and, since 1.1.2012, there are no (longer) seagoing vessels registered in the maritime register. Regulation No. 488/2004 is hence not applied in the Slovak legal order.

⁶ This is a very old regulation and no longer valid.

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			women (Nariadenie vlády Slovenskej republiky č.310/2010, ktorým sa mení nariadenie vlády Slovenskej republiky č. 272/2004 Z. z., ktorým sa ustanovuje zoznam prác a pracovísk, ktoré sú zakázané tehotným ženám, matkám do konca deviateho mesiaca po pôrode a dojčiacim ženám, zoznam prác a pracovísk spojených so špecifickým rizikom pre tehotné ženy, matky do konca deviateho mesiaca po pôrode a pre dojčiace ženy a ktorým sa ustanovujú niektoré povinnosti zamestnávateľom pri zamestnávaní týchto žien), entry into force on 1.9.2010		
Council Directive 91/383/EEC (temporary workers)	○		Labour Code (The Act No. 311/2001 Coll as amended)	Labour Code (The Act No. 65/1965 Coll as amended) ⁷	
Council Directive 94/33/EC (young people at work)		S	Regulation of the Government of the Slovak Republic No. 286/2004 Coll. establishing the list of work and workplaces that are prohibited for all adolescent employees and establishing certain duties of employers employing adolescent employees, as amended (Nariadenie vlády Slovenskej republiky č. 86/2004 Z. z., ktorým sa ustanovuje zoznam prác a pracovísk, ktoré sú zakázané mladistvým zamestnancom, a ktorým sa ustanovujú niektoré povinnosti zamestnávateľom pri zamestnávaní mladistvých zamestnancov v znení neskorších predpisov), entry into force on 1.5.2004 (Young Workers RG) <ul style="list-style-type: none"> Update of the regulation establishing the list of work and workplaces that are prohibited for all adolescent employees and establishing certain duties of employers employing adolescent employees (Nariadenie vlády Slovenskej republiky č.309/2010 Z.z. , ktorým sa mení nariadenie vlády Slovenskej republiky č. 286/2004 Z. z., ktorým sa ustanovuje zoznam prác a pracovísk, ktoré sú zakázané mladistvým zamestnancom, a ktorým sa ustanovujú niektoré povinnosti zamestnávateľom pri zamestnávaní mladistvých zamestnancov), entry into force on 1.9.2010 	Labour Code (The Act No. 65/1965 Coll as amended) ⁸	

⁷ This is a very old Labour Code and no longer valid. It was amended in 2011 with new arrangements.

⁸ Idem

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			Labour Code		

1.2 GENERAL INSTITUTIONAL FRAMEWORK

This section presents key policy documents and describes the institutional structure together with roles and responsibilities of the main authorities and other stakeholders. It reviews all mechanisms and structures for coordination amongst those authorities in the framework of the transposition and implementation of the directives. Control and enforcement authorities will be covered under Section 5 below.

The Slovak Republic has adopted a Strategy on Health and Safety at Work until 2020, together with an implementation program for 2013 to 2015.

Traditionally, occupational safety and occupational health are distinct features in Slovakia. The Ministry of Labour, Social Affairs and Family of the Slovak Republic is responsible for occupational safety and labour inspection. Occupational health and hygiene are within the competence of the Ministry of Health of the Slovak Republic. Therefore, there are separate executive agencies of the ministries, which closely co-operate on national and regional levels in the field of OSH. Both authorities can impose sanctions on employers in case of relevant shortcomings. The competent authorities for health and safety issues and the procedures in case of infringement in the public sector are the same as in the private sector.

With regard to OSH services, the employer has to elaborate on a concept (strategy) of occupational safety and health. Every employer is obliged to have preventive and protective services in order to organise and execute professional tasks in the field of safety and health at work. The services participate in the fulfilment of the occupational safety and health duties of the employer. If the employer lacks sufficient professional employees, the execution of preventive and protective services shall be contracted to authorised external professionals.

1.2.1 Key policy documents

- **Strategy on Health and Safety at Work in the Slovak Republic until 2020** (*Stratégia bezpečnosti a ochrany zdravia pri práci v Slovenskej republike do roku 2020*)⁹

The Strategy is the main policy document for state policy in the field of occupational safety and health in Slovakia. It briefly reviews the state of progress in the field of OSH in the Slovak Republic, and formulates national level priorities and tasks, which particularly concern and affect employers. Implementation of the individual tasks and measures of the OSH strategy should result in an effective reduction of the number of employees and individuals who are entrepreneurs and not employers who get injured or sick at work. The OSH strategy is in line with the objectives, targets and instruments of the EU Strategy on OSH.

The draft strategy was prepared in cooperation with the members of the Coordinating Committee on Safety and Health at Work, which is an advisory body of the Ministry of Labour, Social Affairs and Family of the Slovak Republic. The Committee advises on the coordination of the activities of state

⁹ See English version at <http://www.employment.gov.sk/files/slovensky/praca-zamestnanost/bezpecnost-ochrana-zdravia-pri-praci/osh-protection-strategy-slovak-republic-until-2020.pdf>.

bodies in the field of OSH, prepares strategic documents and evaluates the OSH policy in the Slovak Republic.

The strategy underlines that the economic crisis has led to a lack of compliance with OSH requirements, especially in SMEs. From 2013 till 2020, the strategy should contribute to a reduction of labour accidents, especially fatal accidents and injuries with lifelong consequences, eliminate the causes of occupational diseases, support employers and workers taking preventive action, and adopt effective measures to improve health and safety at the workplace.

- **Action Plan for its implementation from 2013 to 2015 with an outlook until 2020** (*Program jej realizácie na roky 2013 až 2015 s výhľadom do roku 2020*)

The Action Plan is a detailed breakdown of the steps required for the implementation of the OSH Strategy. It includes a work plan for the years 2013, 2014 and 2015. The plan also describes the duties and obligations of the ministries and state authorities, representatives of workers and employers, the universities and educational institutions.

The OSH Strategy and the action plan shall be updated for the period of 2016 – 2020.

1.2.2 Main authorities and stakeholders

In the Slovak Republic, employment legislation and legislation on occupational safety and health are a competence of the **Ministry of Labour, Social Affairs and Family of the Slovak Republic** (*Ministerstvo práce, sociálnych vecí a rodiny SR*). Decisions about the implementation of OSH laws are thus taken and adopted by the Slovak Government. Moreover, this Ministry is responsible for the preparation and implementation of state policy documents, such as the Occupational Health and Safety Strategy to 2020.

The **National Labour Inspectorate** (*Národný inšpektorát práce*) is a state administration body with nation-wide competence that oversees tasks concerning labour inspection, manages and supervises the **Regional Labour Inspectorates** (8), and unites and rationalizes their working methods. The Ministry of Labour, Social Affairs and Family is the regulatory body of the National Labour Inspectorate and is responsible for its performance. Moreover, the Ministry supervises the activities of the National Labour Inspectorate in the fields of OSH, technical safety, working conditions and illegal work.

The Ministry finances the **Institute for Labour and Family Research** (*Inštitút pre výskum práce a rodiny*), which conducts research studies in the area of (amongst others) occupational safety and working conditions.

Other ministries have also competencies that relate to OSH.

The **Ministry of Health of the Slovak Republic** (*Ministerstvo zdravotníctva SR*) is the central state administration body that designs and implements state policy concerning public health. It has also competencies in the area of OSH as to the occupational health (preparation and implementation of state policy documents, legislation, control) but supports public health among the general public (including at the workplace).

The **Public Health Authority of the Slovak Republic** (*Úrad verejného zdravotníctva SR*) is a budgetary and supervisory body on occupational health protection, which manages, controls and coordinates the execution of the state administration carried out by the eight regional public health offices. Its activities are financed through the Ministry of Health of the Slovak Republic, which also appoints the Chief Hygienist of the Slovak Republic (the director of the office).

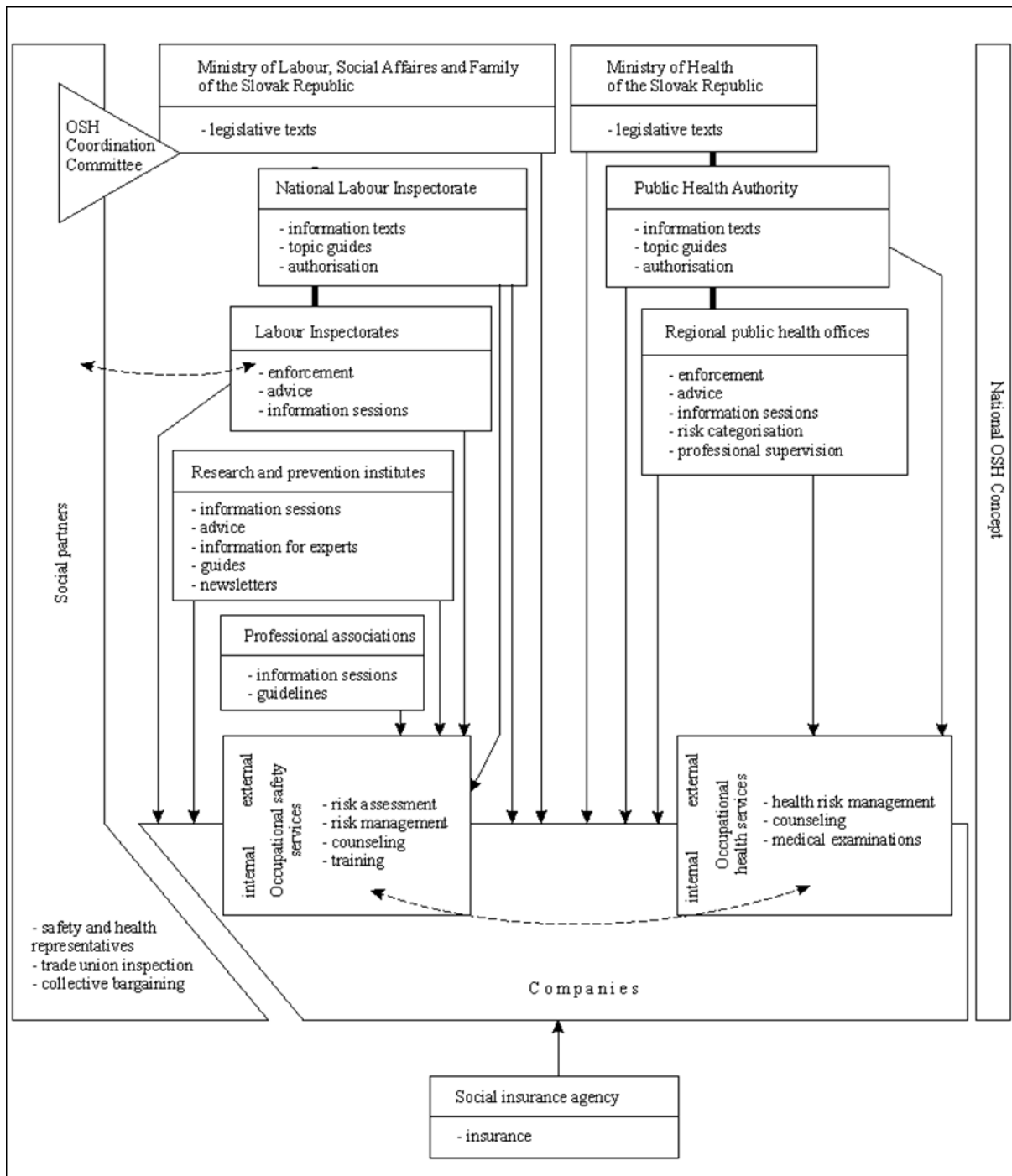


Figure. The OSH infrastructure in Slovakia on an implementation level¹⁰

The **Ministry of Economy of the Slovak Republic** (*Ministerstvo hospodárstva SR*) is the central body of the state administration of the Slovak Republic that is responsible for e.g. nuclear fuel management, storage of nuclear waste and power effectiveness, exploitation and treatment of solid fuels, exploitation of oil and natural gas, exploitation of ore and non-metallic resources, identification and exploitation of radioactive materials, protection and use of mineral resources, supervision of the protection and the use of mineral deposits, supervision of the health and safety protection in (productive) mining, the use of explosives, inspection and banning of the development, manufacturing, storage, use and trade of chemical weapons and precursors required for manufacturing them.

¹⁰ http://oshwiki.eu/wiki/OSH_system_at_national_level_-_Slovakia

The **State Mining Authority of the Slovak Republic** (*Hlavný banský úrad SR*) supervises the health and safety protection measures in (productive) mines and the use of explosives. The Ministry of Economy supervises and controls the State Mining Authority as well as the **Regional State Mining Authority** (*Obvodné banské úrady*).

The **Confederation of Trade Unions of the Slovak Republic** (*Konfederácia odborových zväzov SR*), is the umbrella organisation of all trade unions in Slovakia. The Trade Unions play an important role in influencing political decisions, which they execute through the tripartite negotiation on collective agreements and other important social and employment documents (e.g. the Labour Code, the current OSH Law, the Act on Strike and Collective Bargaining, Strategy of the OSH Policy in SR for 2013-2015 with view until 2020, and others).¹¹ The social dialogue in OSH is very active and the trade unions are successful in promoting OSH issues at the highest political level, as well as among employers. The Trade Unions also operate on the sectoral level through **sectoral trade unions** (e.g. metal industry, chemical industry, food industry, public administration and civil service, etc.). The trade unions control OSH in enterprises through sectoral OSH inspectors.

The **National Union of Employers** (*Republiková únia zamestnávateľov, RÚZ*) and the **Federation of Employers' Associations of the Slovak Republic** (*Asociácia zamestnávateľských zväzov a združení Slovenska, AZZZ*) are the two main bodies representing the employers, particularly business activities of employers. The RÚZ is the biggest employers' organisation in Slovakia, and represents two thirds of employers, which together produce 70 percent of GDP and 80 percent of the Slovak export. The Union cooperates with the state authorities and the bodies of the regional governments, with representative associations of labour unions, commercial and industry chambers, as well as with the other organisations representing local and foreign entrepreneurs and employers. The themes of OSH and labour relations are part of the agenda of both the National Union and the Federation of Employers' Associations, although they approach these topics from their own perspective, which is often in conflict with the position of the trade unions. They participate in tripartite negotiations on labour conditions and OSH, along with the government and trade unions. They acknowledge the need for prevention of occupational accidents and occupational diseases, while raising concerns about the cost of the necessary measures.

1.2.3 Coordination

In accordance with § 2 of the **Act No. 103/2007 Coll. on tripartite consultations**, employers' and workers' representatives make use of the tripartite negotiation on collective agreements and other important social and employment documents to discuss, amend and supplement laws in the area of OSH. During meetings of the **Economic and Social Council of the Slovak Republic**, consultations are held concerning issues such as the drafting of new OSH legislation, and the development and production of strategic materials that touch upon aspects of the OSH policy. The Council is a consulting and concerting body of the Government and of the social partners at the national level. The Council has 21 members, and comprises of seven representatives appointed by the Government, seven representatives appointed by representative employers' associations and seven representatives appointed by representative associations of trade unions.

At the moment, whenever the Ministry of Labour, Social Affairs and Family needs to draft policy documents or legislation concerning OSH, an **ad hoc OSH working group** is established on the specific topic, to support the development of the OSH policy documents or OSH legislation. Members of the working groups are representatives of relevant government bodies, e.g. the Ministry of Labour,

¹¹ It is interesting to note, however, that trade union density has decreased significantly in Slovakia from 64.2% of all employees in 1993 to 16.8% in 2012 (as a comparison, trade union density in 2012 was 17.1% on average in OECD countries). This is by far the strongest decrease of all OECD countries.

Social Affairs and Family SR, the Ministry of Economy SR, the State Mining Authority, the National Labour Inspectorate, and representatives of employers' organisations (e.g. Federation of Employers' Associations of the Slovak Republic SR and the National Union of Employers), organisations of workers (e.g. the Confederation of trade unions SR) as well as representatives of selected professional associations (e.g. the Slovak Trade Unions).

When the OSH National Strategy was drafted in 2013, the same procedure was applied and a Committee was established to support the drafting of this policy document: **the Coordination Committee for Occupational Safety and Health**. The OSH Coordination Committee was set up under the administration of the Ministry of Labour, Social Affairs and Family SR and worked together with the National Labour Inspectorate. The purpose of the OSH Coordination Committee was to coordinate the activities of governmental bodies to develop and evaluate the OSH governmental policy in the Slovak Republic, as specified by Article A.1 of the Annex to the SR Government Resolution No. 838/2002. Members of the OSH Coordination Committee included: the Ministry of Labour, Social Affairs and Family SR, the Ministry of Health SR (represented by the Public Health Authority), the Ministry of Economy SR (represented by the State Mining Authority), the National Labour Inspectorate, representatives from employers' organisations (Federation of Employers' Associations of the Slovak Republic SR and the National Union of Employers), representatives from workers' organisations (Confederation of trade unions), as well as representatives of selected professional associations (e.g. the Slovak Trade Union), and research bodies (e.g. Technical university Košice, Institute of Labour and Family Research). The Coordination Committee for OSH still exists, meets regularly and is responsible for e.g. the evaluation of the Strategy.

1.3 LEGAL COVERAGE, OBSERVED DISCREPANCIES AND MORE STRINGENT MEASURES

1.3.1 Observed discrepancies, more stringent and more detailed measures

The following tables describe observed discrepancies between the Directive's requirements and the transposing legislation and cases where the national legislation provides for more stringent, broader or more detailed measures than the Directive's ones. There is one table per directive.

Observed discrepancies between the Directive's requirements and the transposing legislation cover instances where the text of the national transposing legislation is different from the transposed Directive's provisions. This difference could lead to the non-application or partial application of the relevant CPM due to contradiction between the national provision and the corresponding one in the Directive. They are considered for each CPM, scoping requirements and limit values when relevant (tables 1-2 to 1-25).

More stringent provisions set requirements which go beyond the requirements of the Directive e.g. more severe limit values. This review covers systematically the scope and relevant definitions as well as provisions setting limit values.

The identification of more specific requirements is different from more stringent measures, as it relates to the extent to which national law includes more detailed mechanisms for the implementation of the CPMs. In such cases, the main requirements of the Directive are fully and effectively transposed and the Member States have set up more detailed rules on e.g. procedures, responsibilities, etc.

As no observed discrepancy has been identified, the Slovak transposing legislation also rarely sets more detailed or additional requirements related to the CPMs.

With regard to the Framework Directive scope, the Slovak legislation broadens the definition of 'employer' to "any person who employs employees", including the self-employed to the extent necessary. Provisions relating to the preventive and protective services in Slovakia stipulate that these

services are to be provided by the internal safety technical services and occupational health services of enterprises or entrepreneurs. Employers (but not self-employed persons) must have their own or external authorised (licensed) safety technical service or individual authorised experts (safety engineers or authorised safety engineers). The safety technical services can be carried out only under an authorisation (licence) issued by the National Labour Inspectorate. Similarly, the provision of occupational health services and the assessment of working environment factors can be conducted only by professionally competent persons on the basis of an authorisation (licence) issued by the Public Health Authority. In addition, an employer who employs more than 100 employees must establish a Commission for safety and health protection at work as his advisory body. The OSH Law further specifies the content and form of information to workers. In general, the OSH Law contains more detailed requirements than the Framework Directive, aiming at a concrete implementation in practice of the Directive's general principles and requirements.

The Slovak regulations on the workplace include additional key requirements as these regulations were in place before implementing Directive 89/654/EEC (workplace).

With regard to Directive 2009/104/EC (work equipment), the Slovak legislation sets additional requirements on risk assessment: the work station and posture of the worker when using work equipment as well as ergonomic principles shall be taken into consideration when applying the minimum requirements for work equipment. In addition, the WE RG specifies what is considered to be 'appropriate measures to minimise the risks', as mentioned in the Directive.

More detailed requirements are also noted in the national legislation transposing Directive 89/656/EEC (PPE). All documents related to the purchase of PPE shall be made available to the Safety Technical Service and OSH Committee. Moreover, an instruction note shall be provided with instructions on the functioning, use, maintenance, storage, end date and inspections of the PPE.

In relation to Directive 1999/92/EC (ATEX), the Slovak Republic has set additional requirements to arrange for the practical training of workers before assigning them to work. Several other key requirements are also added to the national legislation.

With regard to Directive 90/269/EEC (manual handling of loads), the Slovak legislation defines manual handling of loads as per the Directive but specifies that the load includes humans and animals. Additional measures on work with loads are also included due to the fact that these measures had been in occupational safety and health regulations before the transposition of the Directive. Some guide weight values are covered in the annex of the transposing legislation.

Directive 90/270/EEC (display screen equipment) has been further detailed with regard to the eye and eye sight test. The Slovak legislation requires a medical check for all employees who usually and during a significant part of their working time use display screen equipment. The test shall be repeated every two years. Additional key requirements are also taken up in the DSE RG.

With regard to Directive 2002/44/EC (vibration), the Slovak legislation sets additional requirements in relation to risk assessment (specific methodology, where the OSH Committee and the prevention advisors can request certain measurements), health surveillance (prior to exposure to vibrations and after the end of the exposure, periodicity), consultation of workers and other key requirements. Very similar requirements have been noted with regard to the legislation transposing Directive 2003/10/EC (noise).

Additional key requirements have been found in the Slovak legislation transposing Directive 2004/40/EC (electromagnetic fields).

The additional requirements set for Directive 2006/25/EC (artificial optical radiation) relate to health surveillance and other key requirements. The national legislation on health surveillance of workers

prescribes post exposure health surveillance for workers who have been exposed to physical agents (such as artificial optical radiation). Such surveillance is paid for by the employer.

With regard to Directive 2004/37/EC (carcinogens or mutagens), the Slovak transposing legislation prohibits the use of carcinogens and mutagens in teaching at primary and secondary schools, while the use of carcinogens and mutagens at higher-education institutions and research institutions is subject to an assessment by a public health body. Further, the OSH Committee is asked to provide prior advice on the justification in case the employer argues that a detailed risk assessment is not necessary. In addition, information to workers shall take the form of an individual briefing document, which is accessible to all employees. For this Directive, a copy of the health record shall be kept by the department responsible for health surveillance during 40 years. More details on consultation of workers are also taken up in the national legislation as well as the obligation to draw up a written document with operational rules.

With regard to Directive 98/24/EC (chemical agents at work), the Slovak legislation sets additional requirements in relation to risk assessment (specific methodology and sources of information), information for workers and consultation of workers. The Chemical agents RD also includes more stringent limit values.

Directive 2009/148/EC (asbestos) has been further detailed for risk assessment (specific methodology), health surveillance (which applies when a workers is exposed to asbestos; the keeping of health records for 40 years; and a periodicity of every three years), and other key requirements.

The Slovak legislation details that the employer shall provide the employees and the employee representatives with information on their health and safety at work upon their written request, in relation to Directive 2000/54/EC (biological agents). Also here, health surveillance records shall be kept for at least 40 years. The RG further sets out very detailed requirements for health surveillance of workers (and its content and periodicity) that might be exposed to biological agents. Finally, the Biological Agents RG has added activities to the indicative list of types of activities that do not involve a deliberate intention to work with or use a biological agent but that may result in workers' being exposed to a biological agent.

The Temporary construction sites RG, transposing Directive 92/57/EEC (temporary or mobile construction sites), sets out detailed requirements in relation to the function of the project coordinator. Additionally, the RG sets out detailed minimum requirements for the contractual arrangements between the project coordinator and the project supervisor as well as additional detail for the mandatory tasks associated with this function.

Finally, Slovakia has transposed the provisions of the Directive 94/33/EC (young people at work) into national law and supplemented them to include the obligation to draw up a list of work and workplaces that are prohibited to young workers. This measure was taken for the specific and uniform provision of a minimum level of protection for this group of workers, and reflects the fact that this concept was already in use before the Directive was adopted.

Table 1- 2 Directive 89/391/EEC (Framework Directive) – Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<p>Scope and definitions (Art. 1 and 3)</p>	<p>Art.1 1. All sectors of activity, both public and private (industrial, agricultural, commercial, administrative, service, educational, cultural, leisure, etc.). 2. Not be applicable where characteristics peculiar to certain specific public service activities, such as the armed forces or the police, or to certain specific activities in the civil protection services inevitably conflict with it.</p> <p>Art.3 Apply to any person employed by an employer, including trainees and apprentices but excluding domestic servants; Employer: any natural or legal person who has an employment relationship with the worker and has responsibility for the undertaking and/ or establishment.</p>	<p>No observed discrepancy has been identified in terms of scope and definitions.</p>	<ul style="list-style-type: none"> • Are specific public service activities (such as armed forces or police) included in the scope of the legislation which are not in the Directive? N. • Does the legislation include domestic servants in its scope? N. The legislation excludes domestic servants and other domestic staff from its scope. • Is the definition of employer broader than the Directive's? Y. The definition of 'employer' is broader as it includes any person who employs employees. The requirement of responsibility for the undertaking is not transposed (OSH Law). In addition, according to the NIR¹², pursuant to the Occupational Safety and Health Act, 'occupational safety and health requirements also apply to the self-employed to the extent necessary to ensure occupational safety and health in relation to the nature of the activities they perform. However, the practical application of the Directive to the self-employed is problematic. In particular, this concerns the performance of 'wage labour' where the self-employed carry out work (often high-risk) on rented premises and on leased machines. A problem is the migration of the self-employed, which is associated with

¹² See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>assessments of medical fitness to perform work'.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Conducting a risk assessment Art. 6(3), 9(1)(a)	<p>Art.6 The employer must, taking into account the nature of the activities of the enterprise and/ or establishment evaluate the risks to the safety and health of workers, inter alia in the choice of work equipment, the chemical substances or preparations used, and the fitting-out of work places.</p> <p>Art.9 The employer shall be in possession of an assessment of the risks to safety and health at work, including those facing groups of workers exposed to particular risks.</p>	No observed discrepancy has been identified in relation to the risk assessment	<ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is a more specific methodology for risk assessment provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Ensuring preventive and protective services Art.7(1)	<p>The employer shall designate one or more workers to carry out activities related to the protection and prevention of occupational risks for the undertaking and/ or establishment.</p> <p>Designated workers may not be placed at any disadvantage because of their activities related to the protection and prevention of</p>	No observed discrepancies have been identified in relation to the preventive and protective services.	<ul style="list-style-type: none"> • Does the legislation define in more specific terms who shall be designated? <p>Y. It is defined as follows: As per the NIR, preventive and protective services in Slovakia are provided by the internal safety technical services and occupational health services of enterprises or entrepreneurs. Employers (but not self-</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>occupational risks and shall be allowed adequate time to enable them to fulfil their obligations.</p> <p>If such protective and preventive measures cannot be organized for lack of competent personnel in the undertaking and/ or establishment, the employer shall enlist competent external services or persons.</p> <p>He shall inform them of the factors known to affect, or suspected of affecting, the safety and health of the workers.</p> <p>In all cases (internal/external services), they must have the necessary capabilities/ aptitudes and means and must be sufficient in number to deal with the organisation of protective and preventive measures. MS must define the necessary capabilities and aptitudes and determine the sufficient number.</p> <p>The protection from, and prevention of, the health and safety risks shall be the responsibility of one or more workers, of one service or of separate services whether from inside or outside the undertaking and/ or establishment. The worker(s) and/ or agency(ies) must work together whenever necessary.</p> <p>MS may define, in the light of the nature of the activities and size of the undertakings, the categories of undertakings in which the employer, provided he is competent, may himself take responsibility.</p>		<p><i>employed persons) must have their own or external authorised (licensed) safety technical service or individual authorised experts (safety engineers or authorised safety engineers). Employers (but not self-employed persons) whose workers perform work classified for occupational health purposes under work categories 3 or 4 (workers perform hazardous work in relation to selected work environment factors – noise, vibrations, dust, chemical pollutants,...) must have an occupational health service¹³.</i></p> <p>An employer who employs more than 100 employees must establish a Commission for safety and health protection at work as his advisory body. The Commission, should comprise of employee safety representatives (must represent more than half of the members of the Commission) and the employer's representatives (mainly professionals specialised in the given field - safety technicians, revision technician, head of human resources from company ...).</p> <p>The <i>safety technical service</i> provides advisory services to the employer in the field of professional, methodological, organisational, controlling, coordination and education tasks and other duties connected to the assurance of safety and health protection at work, mainly from aspects of the adequacy of the working premises and constructions, work processes and procedures, equipment and</p>

¹³ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>their technical, organisational and personal provisions. The safety technical service adequately fulfils the tasks specified in Article 26 of OSH Law and, with a view towards optimizing the conditions of work, managing personnel and employees regarding safety and health protection at work. Safety technical service duties are conducted by the safety technician and the authorised safety engineer and, when necessary, by other professionals in the field of prevention and protection in specific fields of safety and health protection at work.</p> <p>The <i>Occupational Health Service</i> provides employers with professional counselling services in the field of health protection at work by discharging health supervision. The tasks of the Occupational Health Service are executed by a team of professional healthcare workers qualified for the performance of the occupational health services¹⁴.</p> <p>The NIR indicates that 'Since the <i>Occupational Safety and Health Act</i> entered into effect, employers in Slovakia have been required to provide, at their own expense, an occupational health service for all workers in all sectors of the economy, in the private, state and public sector, and in large, medium and small enterprises. Employers can</p>

¹⁴ Decree of the Ministry of Health No 292 /2008 Coll. on details of the scope and content of performance of work health services, the composition of the team of professionals who practice it and the requirements for their professional competence (*Vyhľadška ministrestva zdravotníctva č. 292/2008 Z.z. o podrobnostiach a o rozsahu a náplni výkonu pracovnej zdravotnej služby, o zložení tímu odborníkov, ktorí ju vykonávajú, a o požiadavkách na ich odbornú spôsobilosti*)

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>provide an occupational health service:</p> <ul style="list-style-type: none"> • through their own expert staff; • contractually, by outsourcing the service to a legal person or natural person holding an authorisation issued by the Public Health Authority and carrying out activities for any employer; • contractually, with a doctor or public-health professional with a designated specialisation who provides health surveillance of workers' working conditions autonomously. This method can only be used by an employer with a specified number of workers who do not engage in hazardous work¹⁵. <ul style="list-style-type: none"> • Are the conditions for resorting to external services more specifically defined in the legislation? N. • Are the competences required from workers or external services defined in the legislation? N. • Are criteria to define the resources (number of persons designated) provided in the legislation? Y. If, after considering various factors (the size of an organisation, the number of employees, the working conditions, and the scope, character and structure of dangers

¹⁵ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>and the risks evolving thereof), the employer lacks sufficient professional employees, the employer is obliged to contractually agree on the execution of preventive and protective services by contracting one or more -entrepreneurs or a legal entity, who are authorised to provide preventive and protective services (see comments above).</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>Y. According to the NIR and pursuant to the Occupational Safety and Health Act, the safety technical services can be carried out only under an authorisation (licence) issued by the National Labour Inspectorate. Similarly, the provision of occupational health services and the assessment of working environment factors can be conducted only by professionally competent persons on the basis of an authorisation (licence) issued by the Public Health Authority.¹⁶</p>
Information for workers Art.10	<ul style="list-style-type: none"> • The employer shall ensure that workers receive all the necessary information concerning the safety and health risks and protective and preventive measures and activities in respect of the establishment and each type of workstation. • The employer shall take appropriate measures so that employers of workers from any outside undertakings and/ or establishments engaged in work in his undertaking and/ or establishment receive similar information 	<p>There are no observed discrepancies between the Directive and the implementing legislation in relation to information for workers.</p>	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? <p>N.</p> <ul style="list-style-type: none"> • Is the content or form of information to workers further specified? <p>Y. Firstly, the OSH Law further specifies the following general information :</p> <ul style="list-style-type: none"> - legal regulations and other regulations apply to ensure occupational safety and health protection

¹⁶ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> The employer shall take appropriate measures so that workers with specific functions in protecting the safety and health of workers, or workers' representatives with specific responsibility for the safety and health of workers shall have access to the risk assessment and protective measures, to the list of and reports on occupational accidents and the information yielded by protective and preventive measures, inspection agencies and bodies responsible for safety and health. 		<ul style="list-style-type: none"> All employees' knowledge of the principles of safe work, health protection at work, safe conduct at the workplace and safe working procedures should be verified by employer who verifies their knowledge at least every two years in regular health and safety training (e.g. written tests or examination). <p>Secondly, the OSH law stipulates that information shall be provided about measures and procedures to be followed in cases of damage to health (including first - aid provision), and measures and proper procedures in the event of a fire, during rescue operations and evacuations, preventive and protective measures proposed and ordered by the competent Labour Inspectorate or supervisory bodies. (OSH Law)</p> <ul style="list-style-type: none"> Are there more detailed requirements relating specifically to one of the individual directives? N. Other additional or more detailed requirements N.
Training of workers Art.12	<ul style="list-style-type: none"> The employer shall ensure that each worker receives adequate safety and health training during working hours, in particular in the form of information and instructions specific to his workstation or job and adapted to any changes in technology or 	There are no observed discrepancies between the Directive and the implementing legislation in relation to training of workers.	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N. Are there specific requirements as to the competence of trainers provided in the

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>risks and repeated periodically if necessary.</p> <ul style="list-style-type: none"> • The employer shall ensure that workers from outside undertakings and/ or establishments engaged in work in his undertaking and/ or establishment have in fact received appropriate instructions regarding health and safety risks. • Workers' representatives with a specific role in protecting the safety and health of workers shall be entitled to appropriate training during working hours or in accordance with national practice either within or outside the undertaking and/ or the establishment. 		<p>legislation?</p> <p>N.</p> <ul style="list-style-type: none"> • Are there more detailed requirements relating specifically to one of the individual directives? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>Y. According to the NIR, the provision of education and training in the field of labour protection (occupational safety and health) is subject to an authorisation (license) issued by the National Labour Inspectorate¹⁷.</p>
Health surveillance Art.14	<ul style="list-style-type: none"> • The employer shall ensure that workers receive health surveillance appropriate to the health and safety risks they incur at work. • These measures shall be such that each worker, if he so wishes, may receive health surveillance at regular intervals. • Health surveillance may be provided as part of a national health system. 	<p>No observed discrepancy has been identified in relation to the health surveillance</p>	<ul style="list-style-type: none"> • Are the arrangements for health surveillance records specified in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>The national legislation on health surveillance obliges the Occupational Health Service to propose all appropriate and proportionate measures of protection and individual prevention in cases where, among others, a worker was found to have an identifiable disease or adverse occupational health effect. Such appropriate measures include</p>

¹⁷ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			reviewing the risk assessments carried out and conducting health surveillance measures on workers exposed to similar circumstances.
Consultation of workers Art.11, 6(3)(c)	<ul style="list-style-type: none"> • Employers shall consult workers and/ or their representatives and allow them to take part in discussions on all questions relating to safety and health at work. • Workers' representatives with specific responsibility for the safety and health of workers shall have the right to ask the employer to take appropriate measures and to submit proposals to him to that end to mitigate hazards for workers and/ or to remove sources of danger. • They shall have adequate time off work, without loss of pay, and the necessary means to enable them to exercise their rights and functions. • Workers and/ or their representatives are entitled to appeal to the authority responsible for safety and health protection at work if they consider that the measures taken and the means employed by the employer are inadequate for the purposes of ensuring safety and health at work. • Workers' representatives must be given the opportunity to submit their observations during inspection visits by the competent authority. 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Is balanced participation reflected in the national legislation? Are specific criteria put in place? N. • Are there more detailed requirements relating specifically to one of the individual directives? N. • Other additional or more detailed requirements N.
Limit values	N/A	N/A	N/A
Other issues identified	Eg. List and reports regarding occupational accidents, emergency measures, adequate	No observed discrepancies have been identified in relation to the other key	According to the NIR, verification of compliance with technical equipment safety

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	controls and supervision, other protective and preventive measures	requirements of the Directive.	<p>requirements (including assessments of design documentation for structures and technical equipment and changes thereto) is subject to an authorisation (license) issued by the National Labour Inspectorate¹⁸.</p> <p>The OSH Law contains more detailed requirements than the Directive, which describe and aim at a concrete implementation in practice of the Directive's general principles and requirements.</p> <p>Also in relation to the reporting on occupational accidents, reconditioning stays, education and technical conditions, the OSH Law sets out detailed requirements (see specific sections of the Act). For example,</p> <p>Article 11 The condition of purposefulness in terms of preventing damage to occupational health is not met if the employee at work is exposed to any factors of the working environment, namely</p> <ul style="list-style-type: none"> a) factors causing the outbreak of occupational skin allergies, b) biological factors, c) electromagnetic radiation, d) ultraviolet radiation, e) infrared radiation, f) laser. g) noise. <p>Article 17 Dangerous Events and Serious Industrial</p>

¹⁸ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>Accidents: The employer is obliged to record any occupational accident resulting in more than three days of working incapacity of the employee, or the death of the employee as a result of the occupational accident (the "registered occupational accident"), and:</p> <ul style="list-style-type: none"> a) determine the cause and all circumstances of its occurrence with the participation of the employee having suffered the injury if his/her state of health so allows, and with the participation of the competent employee safety representative; in the event of death or severe health impairment ("serious occupational accident") the employer must invite an authorised safety engineer to participate in the investigation, b) prepare a report of the recorded occupational accident within four days from being notified of the occurrence of the recorded occupational accident, c) accept and execute the necessary measures in order to prevent the repeated occurrence of similar occupational accidents.

Table 1- 3 Council Directive 89/654/EEC (workplace) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions <i>Art. 1 and Art. 2</i>	<ul style="list-style-type: none"> The Directive applies to workplaces, but excludes from its scope of application (a) means of transport used outside the undertaking and/or the establishment, or workplaces inside means of transport, (b) temporary or mobile construction sites, (c) extracting industries, (d) fishing boats, and (e) fields, woods and other land forming part of an agricultural or forestry undertaking but situated away from the undertaking's buildings. 'Workplace' means the place intended to house workstations on the premises of the undertaking and/or establishment and any other place within the area of the undertaking and/or establishment to which the worker has access in the course of his employment. 	No observed discrepancy has been identified in relation to the scope and definitions of the Workplace Directive.	<ul style="list-style-type: none"> Does the transposing legislation cover any of the elements that the Directive expressly excludes¹⁹? N. Is the definition of 'workplace' in national law broader than the required by the Directive? N. Other additional or more detailed requirements N.
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers <i>Art. 7</i>	<ul style="list-style-type: none"> Workers and/ or their representatives shall be informed of all measures to be taken concerning safety and health at the workplace Framework Directive applies. 	No observed discrepancy has been identified regarding the information to be provided to workers and their representatives	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Is the content or form of information to

¹⁹ Please note that points (b), (c) and (d) are regulated by specific legislation.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>workers further specified?</p> <p>N. The requirement to inform workers applies indistinctly, regardless of the size of the undertaking or of any other type of conditions (Workplace RG)</p> <p>• Other additional or more detailed requirements</p> <p>N.</p>
<i>Training of workers</i>	N/A	N/A	N/A
<i>Health surveillance</i>	N/A	N/A	N/A
<i>Consultation of workers</i> <i>Art. 8</i>	<ul style="list-style-type: none"> • Framework Directive applies. 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
<i>Limit values</i>	N/A	N/A	N/A
<i>Others</i>	Minimum health and safety requirements at the workplace (Annex I and II)	No observed discrepancies have been identified in relation to the other key requirements of the Directive, namely the minimum safety and health requirements.	<p><i>Minimum health and safety requirements at the workplace (Annex I and II (362/2)).</i></p> <p>According to the NIR, 'beyond the scope of Annex I to the Directive (Minimum safety and health requirements for workplaces) set into operation after the Regulation came into effect and Annex II to the Directive (Minimum safety and health requirements for workplaces) set into operation before the Regulation came into effect. The following measures were added in Government Regulation No 391/2006:</p> <ul style="list-style-type: none"> • the ventilation of enclosed workplaces was supplemented to include the

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>exchange of air per worker at the workplace without the occurrence of harmful factors and in cases of physical labour;</p> <ul style="list-style-type: none"> • the dimensions of rooms and open spaces in rooms were supplemented to include the free floor area per work, the headroom of workplaces and air space at the workplace per worker; • rest rooms were supplemented to include their specific equipment; • sanitary equipment (personal hygiene facilities) was supplemented to include the number of workers per shower, washbasin and lavatory; • a cleaning room and the equipment thereof; • a room for the maintenance of personal protective equipment; • the provision of drinking water in the workplace; • minimum periods for the cleaning of radiators, lighting fixtures and windows. <p>These measures were included in Slovak regulations before the transposition of the Directive. They allow employers and designers to provide specific measures for workers that are a guarantee of the protection of their health²⁰.</p>

²⁰ See National Implementation Report for Slovakia, Part A, Section II.

Table 1- 4 Directive 2009/104/EC (work equipment) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<p>Scope and definitions Art. 1 and Art. 2(a)</p>	<p>The Directive relates to the use of work equipment by workers at work where work equipment is defined as any machine, apparatus, tool or installation used at work.</p>	<p>No observed discrepancy has been identified in relation to the scope and definitions of the Work Equipment Directive.</p>	<ul style="list-style-type: none"> • Any additional or more detailed requirements? N.
<p>Conducting a risk assessment Art. 3 #</p>	<p>The employer must take measures to ensure that the work equipment made available to workers is suitable for the work to be carried out or properly adapted for that purpose and may be used by workers without impairment to their safety or health.</p> <p>In selecting the work equipment which he proposes to use, the employer must pay attention to the specific working conditions and characteristics and to the hazards which exist in the undertaking or establishment, in particular at the workplace, for the safety and health of the workers, and any additional hazards posed by the use of the work equipment in question.</p>	<p>No observed discrepancy has been identified in relation to the adoption of appropriate measures, the risk assessment and risks minimisation.</p>	<ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? N. • Are the sources of information and persons in charge of risk assessment described in the legislation in a more specific manner than in the Directive? N. • Other additional or more detailed requirements More detailed requirements: The work station and posture of the worker when using work equipment as well as ergonomic principles shall be taken into consideration when applying the minimum requirements for work equipment (§ 4, 7 WE RG)

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			Moreover, when the use of work equipment could create a risk for the health and safety of workers, the employer shall adopt appropriate measures to ensure that: the use of the equipment is limited to the workers who are mandated to work with the equipment, and that the workers concerned, when having to repair, convert, maintain or take care of the equipment, have the necessary skills to do so. The RD thus specifies in this case what is considered to be 'appropriate measures to minimise the risks', as mentioned in the Directive. (§ 4,5,6 WE RG)
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 8	<ul style="list-style-type: none"> • Framework Directive applies. • Where appropriate, written instructions should be made available to workers on the work equipment used at work, including information on (a) the conditions of use of work equipment; (b) foreseeable abnormal situations; and (c) the conclusions to be drawn from experience, where appropriate, in using work equipment. 	No observed discrepancy has been identified in relation to information and instructions to the workers.	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. • Other additional or more detailed requirements N.
Training of workers Art. 9	<ul style="list-style-type: none"> • Framework Directive applies. • Workers given the task of using work equipment receive adequate training, including training on any risks which such use may entail. • Workers specifically designated to carry out repairs, modifications, maintenance or servicing receive adequate specific 	No observed discrepancy has been identified in relation to training.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. - Are there specific requirements as to the competence of trainers provided in the legislation?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	training.		N. - Other additional or more detailed requirements N.
<i>Health surveillance</i>	N/A	N/A	N/A
<i>Consultation of workers Art. 10</i>	<ul style="list-style-type: none"> Framework Directive applies. 	No observed discrepancies have been identified in relation to consultation of workers.	<ul style="list-style-type: none"> Is balanced²¹ participation reflected in the national legislation? Are specific criteria put in place? N. Other additional or more detailed requirements N.
<i>Limit values</i>	N/A	N/A	N/A
<i>Other issues identified</i>		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	<p>No further detailed requirements were identified in relation to the other key requirements, such as the minimum requirements for work equipment or maintenance requirements. (WE RG and specific RGs)</p> <p>According to the NIR, 'Implementing Decree No 508/2009, which divides electrical, pressure, lifting and gas technical equipment into equipment with a high level of danger, a higher level of danger and a lower level of danger. Implementing Decree No 508/2009 establishes requirements for the performance of inspections, expert examinations and expert testing of technical equipment, and</p>

²¹ This covers balanced representation of groups or workers e.g. workers exposed to particular health or safety risks.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>requirements for the professional competence of persons.</p> <p>The Occupational Safety and Health Act requires such persons to have professional competence which is obtained in training and evidenced by the appropriate licence, certificate or other document'.</p> <p>The NIR adds that more detailed occupational safety and health requirements laid down by the legislation in force before the adoption of the Directive apply to surface and underground mining industry.</p>

*Where appropriate, the existence of the earlier version (89/655/EEC) will be taken into account.

Employers are required to assess possible risks in selecting work equipment.

+ Inspection (and testing) by competent persons.

Table 1- 5 Council Directive 89/656/EEC (PPE) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions <i>Art. 1 and 2</i>	The Directive applies to personal protective equipment (PPE) used by workers at work. PPE as defined excludes (a) ordinary working clothes and uniforms not specifically designed to protect the safety and health of the worker; (b) equipment used by emergency and rescue services; (c) personal protective equipment worn or used by the military, the police and other public order agencies; (d) personal protective equipment for means of road transport; (e) sports equipment; (f) self-defence or deterrent equipment; (g) portable devices for detecting and signalling risks and nuisances.	No observed discrepancy has been identified in terms of scope and definitions	<ul style="list-style-type: none"> - Does the transposing legislation cover PPE used by emergency and rescue services? N. - Does the transposing legislation cover any of the other exclusions in the Directive? N. - Other additional or more detailed requirements N.
Conducting a	• Before choosing personal protective	No observed discrepancy has been	• Any additional or more detailed

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
risk assessment <i>Art. 5*</i>	<p>equipment, the employer is required to assess whether the personal protective equipment he intends to use satisfies certain requirements.</p> <p>This assessment shall involve (a) an analysis and assessment of risks which cannot be avoided by other means; (b) the definition of the characteristics which personal protective equipment must have in order to be effective against such risks, taking into account any risks which this equipment itself may create; (c) comparison of those characteristics with the characteristics of the personal protective equipment available.</p> <ul style="list-style-type: none"> - The assessment shall be reviewed if any changes are made to any of its elements 	identified in relation to the risk assessment.	requirements N.
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers <i>Art. 7</i>	<ul style="list-style-type: none"> • Framework Directive applies • Workers and/or their representatives shall be informed of all measures to be taken with regard to the health and safety of workers when personal protective equipment is used by workers at work. 	No observed discrepancy has been identified in relation to information and instructions to the workers	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? Are there other additional or more detailed requirements <p>Y. All documents related to the purchase of PPE shall be made available to the Safety Technical Service and OSH Committee (PPE RG, OSH Law). Moreover, an instruction note shall be provided with instructions on the functioning, use, maintenance, storage, end date and inspections of the PPE. The Occupational Safety and Health Act requires employers to prepare a written list of the personal protective equipment they have provided and to keep records of PPE provided to individual workers. It also</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>specifies that these measures were established before the adoption of the Directive. Finally, it notes that Annex 4 to the RG contains a list of general criteria for the evaluation and selection of PPE.</p> <ul style="list-style-type: none"> • Any additional or more detailed requirements <p>N.</p>
Training of workers Art. 4(8) and Art 4(9)	<p>The employer shall arrange for training and shall, if appropriate, organize demonstrations in the wearing of personal protective equipment.</p> <p>The personal protective equipment must be used in accordance with instructions. Such instructions must be understandable to the workers.</p>	<p>No observed discrepancy has been identified in relation to training of workers.</p>	<ul style="list-style-type: none"> • Is more specific information on the scope of training on PPE provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Are there detailed requirements on demonstrations to be organized in the wearing of PPE? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N. Though detailed instructions are provided (see above on information for workers)</p>
Health surveillance #	N/A	N/A	N/A
Consultation of workers Art. 8	<ul style="list-style-type: none"> • Framework Directive applies 	<p>No observed discrepancy has been identified in relation to consultation of workers.</p>	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? Are there other additional or more detailed requirements <p>N.</p> <ul style="list-style-type: none"> • Any additional or more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			N.
<i>Limit values</i>	N/A	N/A	N/A
<i>Other issues identified</i>		No observed discrepancy has been identified.	Other key requirements such as the rules for use are not transposed in more detail than provided in the Directive. (PPE RG)

* The Directive makes no provision for a risk assessment. The need for the use of PPE is presumably identified in addressing the findings of other risk assessments, relating to the hazard which the PPE is intended to protect against. There is however provision for an assessment of the PPE itself (Article 5) but this is not specifically a risk assessment.
Health surveillance is covered by the provisions of those directives covering the risks from which a specific item of PPE is intended to provide protection.

Table 1- 6 Council Directive 92/58/EEC (OSH signs) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<i>Scope and definitions Art. 1 and 2</i>	The Directive applies to safety and/or health signs and excludes from its scope of application signs for placing on the market of dangerous substances and preparations, products and/or equipment and signs used for regulating road, rail, inland waterway, sea or air transport.	No observed discrepancies have been identified in relation scope and definitions.	<ul style="list-style-type: none"> • Any additional or more detailed requirements N.
<i>Conducting a risk assessment</i>	N/A	N/A	N/A
<i>Ensuring preventive and protective services</i>	N/A	N/A	N/A
<i>Information for workers Art. 7</i>	<ul style="list-style-type: none"> • Framework Directive applies. Workers and/or their representatives shall be informed of all the measures to be taken concerning the safety and/or health signs used at work.	No observed discrepancies have been identified in relation to information for workers.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? N. <ul style="list-style-type: none"> • Other additional or more detailed

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent requirements
			N.
Training of workers <i>Art. 7(2)</i>	<ul style="list-style-type: none"> • Framework Directive applies. • Workers must be given specific directions concerning the safety and/or health signs used at work, in particular the meaning of the signs, especially signs incorporating words, and the general and specific behaviour to be adopted. 	No observed discrepancies have been identified in relation to training of workers.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? N. • Other additional or more detailed requirements N.
Health surveillance	N/A	N/A	N/A
Consultation of workers <i>Art. 8</i>	<ul style="list-style-type: none"> • Framework Directive applies. 	No observed discrepancies have been identified in relation to consultation of workers.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? N. • Other additional or more detailed requirements N.
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	N.

Table 1- 7 Directive 1999/92/EC (ATEX) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<p>Scope and definitions Art. 1 and 2</p>	<ul style="list-style-type: none"> The Directive applies to the protection of workers potentially at risk from explosive atmospheres as defined in Art. 2. It excludes from its scope of application: (a) the areas used directly for and during the medical treatment of patients; (b) the use of appliances burning gaseous fuels; (c) the manufacture, handling, use, storage and transport of explosives or chemically unstable substances; (d) mineral extracting industries; and (e) the use of transport subject to international agreements as specified. The Directive applies to the risk from explosive atmospheres, i.e. from mixtures with air, under atmospheric conditions, of flammable substances in the form of gases, vapours, mists or dusts in which, after ignition has occurred, combustion spreads to the entire unburned mixture. 	<p>No observed discrepancy has been identified in terms of scope and definitions.</p>	<ul style="list-style-type: none"> Does the transposing legislation include²² : <ul style="list-style-type: none"> areas used directly for and during the medical treatment of patients? N. the manufacture, handling, use, storage and transport of explosives or chemically unstable substances? N. Other additional or more detailed requirements N.
<p>Conducting a risk assessment Art. 4(1)</p>	<ul style="list-style-type: none"> The employer shall assess the specific risks arising from explosive atmospheres, taking account at least of: <ul style="list-style-type: none"> the likelihood that explosive atmospheres will occur and their persistence, the likelihood that ignition sources, including electrostatic discharges, will be present and become active and effective, the installations, substances used, processes, and their possible interactions, the scale of the anticipated effects. Explosion risks shall be assessed overall. 	<p>No observed discrepancy has been identified in relation to the risk assessment.</p>	<ul style="list-style-type: none"> Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions of the type of work involved? N. Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N.

²² Please note that points (b),(d) and (e) are regulated by specific legislation.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? N. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. • Other additional or more detailed requirements N.
<i>Ensuring preventive and protective services</i>	N/A	N/A	N/A
<i>Information for workers</i>	N/A	N/A	N/A
<i>Training of workers Annex II, 1.1</i>	<ul style="list-style-type: none"> • The employer must provide those working in places where explosive atmospheres may occur with sufficient and appropriate training with regard to explosion protection. 	There are no observed discrepancies related to training of workers.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. There are no more specific requirements on the training of workers. (ATEX RD) • Other additional or more detailed requirements Y. There are additional requirements to arrange for the practical training of workers before assigning them to work, in particular related to: the use of self-contained breathing apparatus, if this is to be used at

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			work; the performance of activities in emergency situations when operating equipment; and the implementation of measures to reduce the adverse effects of an explosion.
Health surveillance	N/A	N/A	N/A
Consultation of workers	N/A	N/A	N/A
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	Other key requirements such as the minimum rules for measures to protect workers from explosions or the explosion protection document are not transposed in more detail than provided in the Directive. (ATEX RG) The NIR ²³ mentions in particular the following additional requirements/measures: <ul style="list-style-type: none"> • <i>the particulars of a permit to work in an explosive atmosphere;</i> • <i>specific measures for areas where there is a risk of explosion:</i> <ul style="list-style-type: none"> ○ <i>to stop work and order workers to evacuate if there is an increase in the concentration of flammable substances above 25 % of the lower explosive limit;</i> ○ <i>to prohibit entry to an area where the concentration of flammable substances exceeds 50 % of the lower explosive limit;</i> ○ <i>to grant workers access to areas with a risk of explosion after determining the</i>

²³ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>volumetric amount of oxygen;</p> <ul style="list-style-type: none"> ○ thermal energy generated during work should be extracted so as not to initiate an explosive atmosphere; ○ obligations relating to worker access to an area with a risk of explosion where the concentration of flammable substances exceeds the maximum value permitted by a special regulation; employers must report such an exceedance to the workers and equip them, in particular, with adequate respiratory protection and rescue equipment, e.g. a rescue belt with a rear suspender and a rope, which must be mounted in a safe place; when present in this area, a worker must be secured by another worker; ● the obligation to equip the workplace with security, rescue and resuscitation equipment, fire-fighting equipment, material resources and a first-aid kit; ● the obligation of workers to use self-contained breathing apparatus if, in an area with a risk of explosion, the air does not contain at least a 19 % oxygen by volume; ● more stringent additional measures concerning the operation of electrical technical equipment, e.g. in areas with a risk of explosion it is necessary to conduct expert testing on electrical installations (lighting and sockets) more often, i.e. once a year by a person competent under specific legislation.

Table 1- 8 Council Directive 90/269/EEC (manual handling of loads) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	The Directive relates to the manual handling of loads where there is a risk particularly of back injury to workers where manual handling is defined as any transporting or supporting of a load, by one or more workers, including lifting, putting down, pushing, pulling, carrying or moving of a load which, by reason of its characteristics or of unfavourable ergonomic conditions, involves a risk particularly of back injury to workers.	No observed discrepancy has been identified in terms of scope and definitions.	The GR No 281/2006 (MHL RG) defines manual handling of loads as per the Directive but specifies that the load includes humans and animals. <ul style="list-style-type: none"> • Other additional or more detailed requirements Slovak regulation contains in Annexes also: <ul style="list-style-type: none"> - Guiding weight values for loads lifted and carried by both hands and maximal load weight²⁴ for men and women by age categories, in basic standing position and under favourable or adverse²⁵ conditions that last, as a maximum, 1 hour per shift - Guiding weight values in load lifting and transferring operations for women in basic standing position - Guiding weight values concerning lifting and transfer of loads for juveniles in a basic standing position
Conducting a risk assessment Art. 4(a)	<ul style="list-style-type: none"> • Wherever the need for manual handling of loads by workers cannot be avoided, the employer shall organize workstations in such a way as to make such handling as safe and healthy as possible and: assess, in advance if possible, the health and safety 	No observed discrepancy has been identified in relation to the risk assessment.	<ul style="list-style-type: none"> • Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions of the type of work involved? N.

²⁴ The maximal load weight is understood as the weight of an individual load, which must not be exceeded under any circumstances.

²⁵ Adverse conditions are considered to be, for example, poor ability to take a hold, load handling at floor-shoulder and shoulder-above shoulder levels, uneven, slanted slippery floor, higher proportion of static elements – load holding, physiologically unsuitable working position (e.g. trunk bending or rotating, arms raising, etc.), large distance between the centre of gravity of the body and the load, imposed load pressure to abdomen, load transfer under risk of tipping over or splashing out (vessels, containers holding harmful substances), extreme temporary load in the course of the shift, inadequate physical fitness of employees, etc.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>conditions of the type of work involved, and in particular examine the characteristics of loads, taking account the reference factors provided for in Annex I to the Directive.</p>		<ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive, in particular are the reference factors provided in Annex I of the Directive further detailed? N. • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? N. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. • Other additional or more detailed requirements Y. <i>Beyond the scope of Article 4 of the Directive (Organisation of workstations), Government Regulation No 281/2006 Coll. included additional measures on work with loads due to the fact that these measures had been in occupational safety and health regulations before the transposition of the Directive. They effectively allow employers to ensure the health of workers in the manual</i>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>handling of loads, with an emphasis on their sex and age.</p> <p>According to the NIR, Annex 2 to Government Regulation No 281/2006 covers:</p> <p>a) guide weight values for loads lifted and carried with both arms, the maximum weight of the load and the maximum full-shift weight for men and women of different ages in the basic standing position and in favourable and unfavourable conditions lasting for up to one hour per shift (8 hours);</p> <p>b) guide weight values for lifting and carrying loads for women in the basic standing position;</p> <p>c) guide weight values for lifting and carrying loads for young workers in the basic standing position²⁶.</p>
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 6	<ul style="list-style-type: none"> • Framework Directive applies • Workers and/or their representatives shall be informed of all measures to be implemented, pursuant to this Directive, with regard to the protection of safety and of health. • Employers must ensure that workers and/or their representatives receive general indications and, where possible, precise information on: 	No observed discrepancy has been identified in relation to information for workers	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. • Is the content or form of information to workers further specified? N. • Other additional or more detailed

²⁶ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent requirements
	<ul style="list-style-type: none"> — the weight of a load, — the centre of gravity of the heaviest side when a package is eccentrically loaded. 		N.
Training of workers <i>Art. 6</i>	<ul style="list-style-type: none"> • Framework Directive applies • Employers must ensure that workers receive in addition proper training and information on how to handle loads correctly and the risks they might be open to particularly if these tasks are not performed correctly, having regard to the reference factors provided for in Annex I to the Directive and the risk factors listed in Annex II to the Directive. 	There are no observed discrepancies related to the training of workers.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation, in particular in relation to the reference and risk factors? N. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Health surveillance	N/A	N/A	N/A
Consultation of workers <i>Art. 7</i>	Framework Directive applies	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? N. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	There are no additional requirements in the RG on the manual handling of loads to those included in the Directive. (MHL RG)
Annex I	Reference Factors: <ul style="list-style-type: none"> • The manual handling of a load may present a risk particularly of back injury if it is too heavy or too large; unwieldy or difficult to grasp; unstable or has contents likely to shift; positioned in a manner requiring it to be held or manipulated at a distance from the trunk, or with a bending or twisting of the trunk; likely, because of its contours and/or consistency, to result in injury to workers, particularly in the event of a collision. 		

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> • A physical effort may present a risk particularly of back injury if it is too strenuous; only achieved by a twisting movement of the trunk; likely to result in a sudden movement of the load; made with the body in an unstable posture. • The characteristics of the work environment may increase a risk particularly of back injury if there is not enough room, in particular vertically, to carry out the activity; the floor is uneven, thus presenting tripping hazards, or is slippery in relation to the worker's footwear; the place of work or the working environment prevents the handling of loads at a safe height or with good posture by the worker; there are variations in the level of the floor or the working surface, requiring the load to be manipulated on different levels; the floor or foot rest is unstable; the temperature, humidity or ventilation is unsuitable. • The activity may present a risk particularly of back injury if it entails over-frequent or over-prolonged physical effort involving in particular the spine; an insufficient bodily rest or recovery period; excessive lifting, lowering or carrying distances; a rate of work imposed by a process which cannot be altered by the worker. 		
<i>Annex II</i>	<p>Individual Risk Factors</p> <p>The worker may be at risk if he/she is physically unsuited to carry out the task in question; is wearing unsuitable clothing, footwear or other personal effects; does not have adequate or appropriate knowledge or training.</p>		

Table 1- 9 Council Directive 90/270/EEC (display screen equipment) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<i>Scope and definitions</i>	<ul style="list-style-type: none"> • The Directive relates to work with display screen equipment as defined in Article 2, an alphanumeric or graphic display screen, regardless of the display process employed. • The Directive does not apply to: <ul style="list-style-type: none"> (a) drivers' cabs or control cabs for vehicles or machinery; (b) (computer systems on board a means of transport; (c) computer systems mainly intended for public use; (d) 'portable' systems not in prolonged use at a workstation; (e) calculators, cash registers and any equipment having a small data or measurement display required for direct 	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> • Does the transposing legislation cover any of the elements that the Directive expressly excludes? N. • Is the definition of 'display screen equipment' in national law broader than required by the Directive? N. • Other additional or more detailed requirements N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>use of the equipment;</p> <p>(f) typewriters of traditional design, of the type known as 'typewriter with window'</p>		
<p>Conducting a risk assessment Art.3</p>	<ul style="list-style-type: none"> • Employers must perform an analysis of workstations in order to evaluate the safety and health conditions to which they give rise for their workers, particularly as regards possible risks to eyesight, physical problems and problems of mental stress. • Employers must take appropriate measures to remedy the risks found, on the basis of the evaluation of the safety and health conditions, taking account of the additional and/or combined effects of the risks so found. 	<p>No observed discrepancy has been identified.</p>	<ul style="list-style-type: none"> • Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions of the type of work involved? N. • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? N. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 6	<ul style="list-style-type: none"> • Framework Directive applies. • Workers shall receive information on all aspects of safety and health relating to their workstation, in particular information on such measures applicable to workstations as are implemented under Articles 3 (analysis of workstations), 7 (daily work routine) and 9 (protection of workers' eyes and eyesight). 	There are no observed discrepancies regarding the information of workers	<ul style="list-style-type: none"> • Is the content or form of information to workers further specified? N. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Training of workers Art. 6	<ul style="list-style-type: none"> • Framework Directive applies. • Every worker shall receive training in use of the workstation before commencing work with display screen equipment and whenever the organisation of the workstation is substantially modified. 	There are no observed discrepancies regarding the training of workers.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. <ul style="list-style-type: none"> • Is the notion of 'substantially modified' further specified? N. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Health surveillance Art. 9*	<ul style="list-style-type: none"> • Workers shall be entitled to an appropriate eye and eyesight test carried out by a person with the necessary capabilities: <ul style="list-style-type: none"> — before commencing display screen 	There are no observed discrepancies regarding the health surveillance of workers.	<ul style="list-style-type: none"> • Are the conditions in which eye and eye sight test is required more specifically described in the legislation? Y. The Slovak legislation requires a medical check for all employees who usually and

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>work, at regular intervals thereafter, and — if they experience visual difficulties which may be due to display screen work.</p> <ul style="list-style-type: none"> Workers shall be entitled to an ophthalmological examination if the results such test show that this is necessary. If the results of the test or of the examination show that it is necessary and if normal corrective appliances cannot be used, workers must be provided with special corrective appliances appropriate for the work concerned. In no circumstances these measure may involve workers in additional financial cost. Protection of workers' eyes and eyesight may be provided as part of a national health system. 		<p>during a significant part of their working time use display screen equipment. Such a medical check consists of: an initial health assessment, appropriate tests of eyes, eye sight, muscles and bones. (DSE RG)</p> <ul style="list-style-type: none"> Is the periodicity of eye and eye sight test provided in national law? Y. The test shall be repeated every two years. Other additional or more detailed requirements N.
Consultation of workers Art. 8	Framework Directive applies.	No observed discrepancies have been identified.	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? N. Other additional or more detailed requirements N.
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	Other key requirements such as the minimum rules for work display screen equipment are not transposed in more detail than provided

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>in the Directive.</p> <p>The NIR²⁷ indicates some additional requirements set by the Government Regulation No 276/2006:</p> <ul style="list-style-type: none"> • Minimum dimensions of a desktop (workbench) and dimensions for positioning a work seat. These data provide the employer with more detailed (more specific) information on basic ergonomic requirements for a workplace with display screen equipment. • The content of assessments of the medical fitness of workers to work with display screen equipment is laid down in Annex 6 to the Instruction published in the Journal of the Ministry of Health, Volume 58, on 1 March 2010. • Working environment lighting requirements are also regulated in more detail in Implementing Decree of the Ministry of Health of the Slovak Republic No 541/2007 of the details and requirements of lighting at work, as amended by Implementing Decree of the Ministry of Health of the Slovak Republic No 206/2011. • Numeric values for the optimal viewing distance between the worker's eye and the screen. These requirements beyond the scope of the Directive were adopted because of the need to specify requirements that are only generally worded in the Directive.

²⁷ See National Implementation Report for Slovakia, Part A, Section II.

* The primary purpose of this requirement is to identify users who have deficiencies in their eyesight which require correction to enable them to carry out their work with DSE without risk to their health.

Table 1- 10 Directive 2002/44/EC (vibration) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<p>Scope and definitions Art 1(2) and Art 2</p>	<ul style="list-style-type: none"> • This Directive shall apply to activities in which workers are or are likely to be exposed to risks from mechanical vibration during their work. • hand-arm vibration': the mechanical vibration that, when transmitted to the human hand-arm system, entails risks to the health and safety of workers, in particular vascular, bone or joint, neurological or muscular disorders; • 'whole-body vibration': the mechanical vibration that, when transmitted to the whole body, entails risks to the health and safety of workers, in particular lower-back morbidity and trauma of the spine. 	<p>No observed discrepancy has been identified in terms of scope and definitions.</p>	<ul style="list-style-type: none"> • Any additional or more detailed requirements? <p>N.</p>
<p>Conducting a risk assessment Art.4</p>	<ul style="list-style-type: none"> • The employer shall assess and, if necessary, measure the levels of mechanical vibrations to which workers are exposed. • The data obtained shall be preserved in a suitable form to permit consultation at a later stage. • The employer shall give particular attention to: <ul style="list-style-type: none"> - the level, type and duration of exposure, including any exposure to intermittent vibration or repeated shocks; - the exposure limit values and the exposure action values - any effects concerning the health and 	<p>No observed discrepancy has been identified related to the risk assessments.</p>	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? <p>N.</p> <ul style="list-style-type: none"> • Does the national legislation require that practical guidelines for the determination and assessment of risk must be developed? <p>N.</p> <ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>safety of workers at particularly sensitive risk</p> <ul style="list-style-type: none"> - any indirect effects on worker safety resulting from interactions between mechanical vibration and the workplace or other work equipment - information provided by the manufacturers of work equipment - the existence of replacement equipment designed to reduce the levels of exposure to mechanical vibration - the extension of exposure to whole-body vibration beyond normal - working hours under the employer's responsibility - specific working conditions such as low temperatures - appropriate information obtained from health surveillance, including published information, as far as possible <ul style="list-style-type: none"> • The employer must be in possession of the risk assessment • The risk assessment shall be recorded on a suitable medium; it may include a justification by the employer that the nature and extent of the risks related to mechanical vibration make a further detailed risk assessment unnecessary. • The risk assessment shall be kept up-to-date on a regular basis, particularly in case of significant changes. 		<p>specific manner than in the Directive?</p> <p>N.</p> <ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is a more specific methodology for risk assessment provided in the legislation? <p>The Vibrations RG ensures that the members of the OSH Committee (safety technician, employee representative, trade union representative) and the prevention advisors are able to request for certain measurements to be carried out.</p> <p>Moreover, the members of the OSH Committee can challenge the results of the measurements carried out by an employer. In this case, independent measurements shall be carried out by an accredited laboratory. Finally, if an employer does not have the technical capacity in place to carry out the risk assessment and, where appropriate, the measurements, he shall involve an external prevention advisor with the necessary capacity in relation to the measuring of vibrations. (Vibrations RG)</p> <ul style="list-style-type: none"> • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? <p>Y. As above</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> • Other additional or more detailed requirements N.
<i>Ensuring preventive and protective services</i>	N/A	N/A	N/A
<i>Information for workers</i> Art. 6	<ul style="list-style-type: none"> • Exposed workers and/or their representatives must receive information and training on the outcome of the risk assessment in particular: - measures taken to eliminate or reduce to a minimum the risks from mechanical vibration; - the exposure limit values and the exposure action values - the results of the assessment and measurement and the potential injury arising from the work equipment in use; - why and how to detect and report signs of injury; - circumstances in which workers are entitled to health surveillance - safe working practices to minimise exposure. 	There are no observed discrepancies regarding the information of workers	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. <ul style="list-style-type: none"> • Is the content or form of information to workers further specified? N. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
<i>Training of workers</i> Art. 6	Same as above	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. <ul style="list-style-type: none"> • Are there specific requirements as to the competence of trainers provided in the legislation?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			N. • Other additional or more detailed requirements N.
Health surveillance Art. 8	<ul style="list-style-type: none"> • Health surveillance of workers measures with reference to the risk assessment outcome where it indicates a risk to their health. • Health surveillance is intended to prevent and diagnose rapidly any disorder linked with exposure to mechanical vibration. Such surveillance shall be appropriate where: <ul style="list-style-type: none"> - workers' exposure to vibration is such that a link can be established with an identifiable illness or harmful effects on health, - it is probable that the illness or the effects occur in a worker's particular working conditions, and - there are tested techniques for the detection of the illness or the harmful effects on health. • Workers exposed to mechanical vibration in excess of the values shall be entitled to appropriate health surveillance. • Individual health records are required and kept up-to-date. • Health records to contain a summary of the results of the health surveillance and kept in a suitable form to permit any later 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Does the national legislation require health surveillance prior to exposure to vibration? Y. In case the specific risks related to vibrations have been identified through risk assessments measures, the national legislation requires the employer to conduct health surveillance tests prior to the exposure to vibrations²⁸ • Does the national legislation oblige employers to set health surveillance requirements after the end of exposure? N. Post – exposure surveillance tests (subsequent preventative health surveillance) relate only to the factors/agents, which cause later consequences. Vibrations are not considered to be such factor. (<i>Journal of the Ministry of Health of the Slovak Republic</i>) • Does the national legislation oblige employers in case where, as a result of health surveillance, a worker is found to have an identifiable disease or adverse health effect which is considered to be the result of exposure to mechanical

²⁸ §30 Act 355/2007 Coll. on the promotion and protection of public health

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>consultation, taking into account any confidentiality.</p> <ul style="list-style-type: none"> • Where a worker is found to have an identifiable disease or adverse health effect, considered by a doctor or occupational health-care professional to be the result of exposure to mechanical vibration at work: - The worker shall be informed of the result which relates to him personally and, in particular, information and advice regarding any health surveillance which he should undergo following the end of exposure; - The employer shall be informed of any significant findings from the health surveillance, taking into account any medical confidentiality. - Arrange continued health surveillance and provide for a review of the health status of any other worker who has been similarly exposed. The competent doctor/authority or occupational health care professional may propose that exposed persons undergo a medical examination. 		<p>vibration at work, to review the risk assessment and the measure to eliminate or reduce risk?</p> <p>Y. The national legislation on health surveillance obliges the adviser on health to propose all appropriate and proportionate measures of protection and individual prevention in cases where, among others, a worker was found to have an identifiable disease or adverse occupational health effect. Such appropriate measures include reviewing the risk assessments and conducting health surveillance measures on workers exposed to similar circumstances.²⁹</p> <ul style="list-style-type: none"> • Are the arrangements for health surveillance records specified in the legislation, in particular in terms of content? <p>The content of health preventive surveillance is laid down in the Ministry of Health of the Slovak Republic Technical Guidance of 2014 on the content of health preventive surveillance as to the work.</p> <ul style="list-style-type: none"> • Are the conditions in which health surveillance is required more specifically described in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Is the periodicity of health surveillance provided in national law? <p>Y. in §30 Public Health Act.</p>

²⁹ §30 Act 355/2007 Coll. on the promotion and protection of public health

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>The periodicity:</p> <ul style="list-style-type: none"> • initial health preventive surveillance - prior to beginning work, • preventive health surveillance in relation to the work shall be carried out at a frequency of once every two years at work classified in category 3, and once a year at work classified in category 4, • final preventive health surveillance after termination of employment. • the subsequent preventative health surveillance if the employee worked with risk factors, which may cause late consequences on health and employee so requestsor after termination of the employment relationship due to the health reasons. <p>The division into 4 categories of work is specific to the Slovak Republic. The workers who are influenced by vibration are enlisted in categories 3 or 4 if exposure limits are exceeded and have the right to increased supervision.</p> <p>• Other additional or more detailed requirements</p> <p>N.</p>
<p>Consultation of workers Art. 7</p>	<ul style="list-style-type: none"> • Framework Directive applies 	<p>No observed discrepancies have been identified.</p>	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? <p>Y. The OSH Committee (safety technician, employee representative, trade union representative) is involved at various stages.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>For instance, it can challenge the results of the measurements carried out by the employer or ask for additional measurements. (Vibrations RG)</p> <p>• Other additional or more detailed requirements</p> <p>N.</p>
Limit values Art.3	<ul style="list-style-type: none"> • The Directive provides for a set of exposure limit values and exposure action values in respect of the daily vibration exposure levels. • Hand-arm vibration: <ul style="list-style-type: none"> - Daily exposure limit value standardised to an eight-hour reference period: 5 m/s²; - Daily exposure action value standardised to an eight-hour reference period: 2,5 m/s². • For whole-body vibration: <ul style="list-style-type: none"> - Daily exposure limit value standardised to an eight-hour reference period: 1,15 m/s² or, at the MS's choice, a vibration dose value of 21 m/s^{1,75}; - Daily exposure action value standardised to an eight-hour reference period: 0,5 m/s² or, at the MS's choice, a vibration dose value of 9,1 m/s^{1,75}. 	No observed discrepancy has been identified related to setting of limit values.	<ul style="list-style-type: none"> • Does the transposing legislation set more stringent values? <p>N. Concerning the exposure to whole-body vibrations, the national legislation opts for the daily exposure limit value standardised to an eight-hour reference (rather than to the vibration dose value)³⁰.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	Other key requirements such as the exposure limit values or the measures to avoid or reduce exposure are not transposed in more detail than provided in the Directive.

³⁰ Annex II. Vibration RG

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>(Vibrations RG)</p> <p>The NIR³¹ indicates that the Government Regulation No 416/2005 foresees the following additional measures:</p> <ul style="list-style-type: none"> • established an action value of equivalent resultant acceleration of vibrations acting on the arms of less than 20 minutes; • in terms of whole-body vibrations, established an action value of equivalent resultant acceleration of vibrations transmitted to the whole body with a duration of less than 10 minutes; • established correction factors for different types of work to account for interference; • established values for local vibrations; • determined essential requirements for the measurement of vibrations and evaluation of the measurement results; • laid down requirements for operational rules (a written document which is mandatorily subject to an assessment by a public health body). <p>Most of these additions were part of Slovak legislation on the protection of workers' health from the effects of vibration before the adoption of the Directive.</p>

Table 1- 11 Directive 2003/10/EC (noise) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
--	-----------------	------------------------	---

³¹ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions <i>Art 1 and Art 2</i>	<ul style="list-style-type: none"> • Directive shall apply to activities in which workers are or are likely to be exposed to risks from noise as a result of their work. - daily noise exposure level ($L_{EX,8h}$) (dB(A) re. 20 μPa): time weighted average of the noise exposure levels for a nominal; - weekly noise exposure level ($L_{EX,8h}$): time-weighted average of the daily noise exposure levels for a nominal week of five eight-hour working days as defined by international standard ISO 1999:1990, point 3.6 (note 2). 	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> • Any additional or more detailed requirements <p>N.</p>
Conducting a risk assessment <i>Art.4</i>	<ul style="list-style-type: none"> • The employer shall assess and, if necessary, measure the levels of noise to which workers are exposed, giving particular attention, to: - the level, type and duration of exposure, including any exposure to impulsive noise; - the exposure limit values and the exposure action values; - any effects concerning the health and safety of workers belonging to particularly sensitive risk groups; - as far as technically achievable, any effects on workers' health and safety resulting from interactions between noise and work-related toxic substances, and between noise and vibrations; - any indirect effects resulting from interactions between noise and warning signals or other sounds that need to be observed in order to reduce the risk of 	No observed discrepancy has been identified with regards to the risk assessment.	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? <p>Y. The employer shall provide the competent supervisory authority, upon request, any information concerning risk assessment.³²</p> <ul style="list-style-type: none"> • Does the national legislation require that practical guidelines for the determination and assessment of risk must be developed? <p>N.</p> <ul style="list-style-type: none"> • Are the risks/factors to be taken into account in the assessment described in a more specific manner than in the Directive? <p>N. The factors to be taken into account,</p>

³² § 3 Noise RG

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>accidents;</p> <ul style="list-style-type: none"> - information on noise emission provided by manufacturers of work equipment in accordance with relevant EU directives; - the existence of alternative work equipment designed to reduce the noise emission; - the extension of exposure to noise beyond normal working hours under the employer's responsibility; - appropriate information from health surveillance, including published information, as far as possible; - the availability of hearing protectors with adequate attenuation characteristics. <ul style="list-style-type: none"> • The employer shall be in possession of the risk assessment. • The risk assessment shall be recorded on a suitable medium, according to national law and practice. • The risk assessment shall be kept up to date on a regular basis, particularly in case of significant changes which could render it out of date, or when the results of health surveillance show it to be necessary. 		<p>content and methodology of the risk assessment are described in a literal manner (Noise RG)</p> <ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? N. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? Y. The Noise RG specifies that the employer shall involve his internal or an external preventive and protective service in the risk assessment. Moreover, if the necessary technical capacity is not available in the ISSP nor in the ESSP, the employer shall involve an accredited laboratory of which the accreditation specifically relates to the measurements of noise exposure. (Noise RG)
Ensuring preventive and protective services Art 4(4)	<ul style="list-style-type: none"> • The assessment and measurement shall be planned and carried out by competent services at suitable intervals 	There is no observed discrepancy related to ensuring preventive and protective service.	<ul style="list-style-type: none"> • Any additional or more detailed requirements N.
Information for workers Art. 8	<ul style="list-style-type: none"> • Workers exposed at work at or above the lower exposure action values, and/or their representatives, receive information and training relating to risks resulting from 	There is no observed discrepancy related to the information that must be provided to workers with regards to noise related risks.	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>exposure concerning, in particular:</p> <ul style="list-style-type: none"> - the nature of such risks; - the measures taken to implement this Directive in order to eliminate or reduce to a minimum the risks from noise, - the exposure limit values and the exposure action values - the results of the assessment and measurement together with an explanation of their significance and potential risks - the correct use of hearing protectors - why and how to detect and report signs of hearing damage - the circumstances in which workers are entitled to health surveillance and the purpose of health surveillance - safe working practices to minimise exposure to noise 		<ul style="list-style-type: none"> • Is the content or form of information to workers further specified? N. • Other additional or more detailed requirements N.
Training of workers Art. 8	Same as above	There are no observed discrepancies regarding the training of workers.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. • Other additional or more detailed requirements N.
Health surveillance Art. 10	<ul style="list-style-type: none"> • Health surveillance of workers where the results of the assessment/measurement show a risk to their health. • A worker whose exposure exceeds the 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Does the national legislation require health surveillance prior to exposure to noise? Y. In cases where it has been established that workers will be exposed to noise

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>upper exposure action values shall have the right to have his/her hearing checked by a doctor or by another suitably qualified person under the responsibility of a doctor,</p> <ul style="list-style-type: none"> • Preventive audiometric testing shall also be available for workers whose exposure exceeds the lower exposure action values, where the risk assessment indicates a risk to health. • The objectives of these checks are to provide early diagnosis of any hearing loss and preserve hearing function. • Individual health records are made and kept up to date. • Health records shall contain a summary of the results of the health surveillance carried out. • They shall be kept in a suitable form to permit consultation, taking into account any confidentiality. • Copies of the appropriate records shall be supplied to the CA on request. The individual worker shall, at his or her request, have access to health records relating personally to him/her. • Where, as a result of surveillance, a worker is found to have identifiable hearing damage, a doctor, or a specialist if the doctor considers it necessary, shall assess if the damage is likely to be the result of exposure at work. If this is the case: <ul style="list-style-type: none"> - the worker shall be informed by the doctor 		<p>exceeding the limits set in § 9 of the Noise RG, prior health surveillance is compulsory.³³ In that regard the transposing legislation is more stringent than the Directive which requires prior examination for workers who will be exposed to noise exceeding the limits set in §9 Vibration RG.</p> <ul style="list-style-type: none"> • Does the national legislation oblige employers to set health surveillance requirements after the end of exposure? <p>N. The national legislation on health surveillance prescribes post-exposure surveillance tests only for workers who have been exposed to factors/agents, which cause later consequences. Noise is not considered to be such factor.</p> • Are the arrangements for health surveillance records specified in the legislation, in particular in terms of content? <p>The content of health preventive surveillance is laid down in the Ministry of Health of the Slovak Republic Technical Guidance of 2014 on the content of health preventive surveillance as to the work.</p> • Are the conditions in which health surveillance is required more specifically described in the legislation? <p>Y. The employer shall provide the employee adequate medical supervision in accordance with a special regulation, (act 355/2007) where the risk assessment pursuant to § 3 identifies risks to their health; part of</p>

³³ §9 Noise RG

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>or other suitably qualified person of the result which relates to him or her personally;</p> <p>The employer shall:</p> <ul style="list-style-type: none"> - review the risk assessment - review the risk mitigation measures taking into account the advice of the occupational healthcare professional or other suitably qualified person or the CA in implementing any measures required to eliminate or reduce risk and, including the possibility of assigning the worker to alternative work where there is no risk of further exposure; and - arrange systematic health surveillance and provide for a review of the health status of any other worker who has been similarly exposed. 		<p>health surveillance are preventive medical examinations in relation to work</p> <p>Employee, in which noise exposure exceeds the upper action values, has the right to investigate hearing. Or employee, in which noise exceeds the lower exposure action values shall be entitled to preventive testing hearing, if the assessment and measurement in accordance with § 3 demonstrate the potential risk to his health. The aim of these tests is the early indication of changes to the hearing due to noise and hearing protection.</p> <p>If the result of preventive medical examinations in relation to the work demonstrates that the staff has identified hearing damage, which can result from exposure to noise,</p> <p>a) doctor informs the employee of the outcome of preventive medical examinations in relation to work,</p> <p>b) the employer</p> <ol style="list-style-type: none"> 1) again review the risk assessment carried out pursuant to § 3, 2) review the measures taken to eliminate or reduce risks pursuant to § 4 and 5, 3) take into account the recommendation of a doctor performing medical supervision or authority of the Public Health) at of measures that are necessary to eliminate or reduce risk in accordance with § 4 and 5, including the possibility of assigning employee to another job where there is no risk of further exposure, and 4) ensure continued health surveillance and health assessment of other similarly exposed

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>employees.</p> <ul style="list-style-type: none"> • Is the periodicity of health surveillance provided in national law? <p>Y. in §30 Public Health Act</p> <p>§30 1) The employer is under an obligation to:</p> <p>b) provide for his employees an assessment of their health in respect of their capacity to work under paragraph 3;</p> <p>c) submit to the medical practitioner of the health at work service the list of employees to undergo a medical preventative examination in accordance with paragraphs 4 and 5; the list of employees includes: the name and surname of the employee, date of birth, name of workplace, nature of job, length of exposure, factors of work and working environment and results of the evaluation of health hazards;</p> <p>d) maintain records on the results of the medical preventative examination in relation to the work of employees performing hazardous tasks for a period of twenty years subsequent to termination of the work;</p> <p>The periodicity:</p> <ul style="list-style-type: none"> • initial health preventive surveillance - prior to beginning work, • preventive health surveillance in relation to the work shall be carried out at a frequency of once every two years at work classified in category 3, and once a year at work classified in category 4,

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> • final preventive health surveillance after termination of employment. • the subsequent preventive health surveillance if the employee worked with risk factors, which may cause late consequences on health and employee so requests or after termination of the employment relationship due to the health reasons. <p>• Other additional or more detailed requirements</p> <p>N.</p>
Consultation of workers Art. 9	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancies have been identified.	<p>• Are there more detailed requirements than in the Framework Directive?</p> <p>Y. The OSH Committee is consulted during various stages, for instance, during the risk assessment, the preparation of emergency plans and the selection of individual hearing protectors. (Noise RG)</p> <p>• Other additional or more detailed requirements</p> <p>N.</p>
Limit values Art.3	<ul style="list-style-type: none"> • For the purposes of this Directive the exposure limit values and exposure action values in respect of the daily noise exposure levels and peak sound pressure are fixed at: (a) exposure limit values: $L_{EX,8h} = 87$ dB(A) and $p_{peak} = 200$ Pa (1) respectively; (b) upper exposure action values: $L_{EX,8h} 85$ 	No observed discrepancy has been identified in terms of limit values.	<p>• Does the transposing legislation set more stringent values?</p> <p>N.</p> <p>• Other additional or more detailed requirements</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>dB(A) and p_{peak} = 140 Pa (2) respectively; (c) lower exposure action values: L_{EX,8h} = 80 dB(A) and p_{peak} = 112 Pa (3) respectively.</p> <ul style="list-style-type: none"> • When applying the exposure limit values, the determination of the worker's effective exposure shall take account of the attenuation provided by the individual hearing protectors worn by the worker. • The exposure action values shall not take account of the effect of any such protectors. 		N
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	<p>Other key requirements such as the exposure limit values or the individual hearing protectors are not transposed in more detail than provided in the Directive. (Noise RG)</p> <p>According to the NIR³⁴, the Noise RG also:</p> <ul style="list-style-type: none"> • determines essential requirements for the measurement of noise and evaluation of the measurement results; • lays down requirements for operational rules (a written document which is mandatorily subject to an assessment by a public health body); • lays down noise exposure action values for work groups with a view to the protection of workers' health mainly from the injurious and obtrusive effects of noise; • sets exposure action values for infrasound, low frequency sound, ultrasound and high-frequency sound. <p>Most of these additions were part of</p>

³⁴ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			occupational safety and health regulations in previous legislation applicable even before the adoption of the Directive. The addition of the obligation to prepare operational rules was based on practical requirements and knowledge gained from state health surveillance of workplaces.

Table 1- 12 Directive 2004/40/EC (electromagnetic fields) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art 1 and Art 2	<ul style="list-style-type: none"> • Directive lays down minimum requirements for the protection of workers from risks from exposure to electromagnetic fields (0 Hz to 300 GHz) during their work. • It refers to the risk to the health and safety of workers due to known short-term adverse effects in the human body caused by the circulation of induced currents and by energy absorption as well as by contact currents. • It does not address suggested long-term effects, nor the risks resulting from contact with live conductors. • electromagnetic fields': static magnetic and time-varying electric, magnetic and electromagnetic fields with frequencies up to 300 GHz; 	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> • Does the national legislation cover suggested long-term effects? N. • Does the national legislation address the risks resulting from contact with live conductors? N. • Other additional or more detailed requirements N.
Conducting a risk assessment Art.4	<ul style="list-style-type: none"> • The employer shall assess and, if necessary, measure and/or calculate the levels of electromagnetic fields to which workers are exposed. • On the basis of this assessment, if the action values are exceeded, s/he shall assess and, 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? N. The employer should make available to a doctor or a competent public health

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>if necessary, calculate whether the exposure limit values are exceeded.</p> <ul style="list-style-type: none"> • Assessment, measurement and/or calculations need not be carried out in workplaces open to the public provided that an evaluation has already been undertaken in accordance with Council Recommendation 1999/519/EC. • The data obtained shall be preserved in a suitable form to permit consultation at a later stage • The employer shall give particular attention, when carrying out the risk assessment, to: <ul style="list-style-type: none"> - level, frequency spectrum, duration and type of exposure; - the exposure limit values and action values; - any effects concerning workers at particular risk; - any indirect effects. • The employer shall be in possession of a risk assessment. • The risk assessment shall be recorded on a suitable medium. It may include a justification by the employer that the nature and extent of the risks related to electromagnetic fields make a further detailed risk assessment unnecessary. • The risk assessment shall be updated on a regular basis, particularly if there have been significant changes which could render it out of date, or when the results of health surveillance show it to be necessary. 		<p>authority the result of the assessment³⁵</p> <ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? N. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. • Other additional or more detailed requirements N.

³⁵ §7 EMG RG

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Ensuring preventive and protective services <i>Art 4(4)</i>	Assessment, measurement and/or calculations shall be planned and carried out by competent services or persons at suitable intervals,	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Any additional or more detailed requirements N. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Information for workers <i>Art. 6</i>	<p>The employer shall ensure that exposed workers and/or their representatives receive any necessary information/training relating to the outcome of the risk assessment, in particular on:</p> <ul style="list-style-type: none"> - measures taken to implement this Directive; - values and concepts of the exposure limit values and action values and the associated potential risks - the results of the assessment, measurement /calculations of the levels of exposure to electromagnetic fields - how to detect adverse health effects and to report them; - circumstances in which workers are entitled to health surveillance; - safe working practices to minimise risks from exposure 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. <ul style="list-style-type: none"> • Is the content or form of information to workers further specified? N.
Training of workers <i>Art. 6</i>	Same as above	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. <ul style="list-style-type: none"> • Other additional or more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			N.
Health surveillance Art. 8	<ul style="list-style-type: none"> • Framework Directive applies • In any event, where exposure above the limit values is detected, a medical examination shall be made available to the worker(s) concerned. • If health damage resulting from exposure is detected, the employer must carry out a reassessment of the risks • The employer shall take appropriate measures to ensure that the doctor and/or the medical authority responsible for the health surveillance has access to the results of the risk assessment • The results of health surveillance shall be preserved in a suitable form to permit consultation at later date, taking account of confidentiality requirements. Individual workers shall, at their request, have access to their own personal health records 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Does the national legislation require health surveillance prior to exposure to electromagnetic fields? N. • Does the national legislation oblige employers to set health surveillance requirements after the end of exposure to electromagnetic fields? N. • Are the arrangements for health surveillance records specified in the legislation? N. • Are the conditions in which health surveillance is required more specifically described in the legislation? N. • Is the periodicity of health surveillance provided in national law? N. • Other additional or more detailed requirements N.
Consultation of workers	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Art. 7			N. • Other additional or more detailed requirements N.
Limit values Art.3	Exposure limit values are as set out in the Annex, Table 1. Action values are as set out in the Annex, Table 2.	No observed discrepancies have been identified.	• Does the transposing legislation set more stringent values? N. • Other additional or more detailed requirements N.
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	Y. According to the NIR ³⁶ , the following additional requirements are set by the RG 329/2006, which: <ul style="list-style-type: none"> • determines essential requirements for the measurement of electromagnetic fields and evaluation of the measurement results; • lays down requirements for operational rules (a written document which is mandatorily subject to an assessment by a public health body); • sets limit and action values for current exposure to the fields of several sources with different frequencies. Most of these additions were part of regulations on the protection of workers' health from the effects of electromagnetic fields under previous legislation on the protection of workers' health applicable

³⁶ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			before the adoption of the Directive.

Table 1- 13 Directive 2006/25/EC (artificial optical radiation) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art 1 and Art 2	<ul style="list-style-type: none"> It lays down minimum requirements for the protection of workers from risks to their health and safety arising or likely to arise from exposure to artificial optical radiation during their work. It refers to the risk to the health and safety of workers due to adverse effects caused by exposure to artificial optical radiation to the eyes and to the skin. optical radiation: any electromagnetic radiation in the wavelength range between 100 nm and 1 mm. The spectrum of optical radiation is divided into ultraviolet radiation, visible radiation and infrared radiation: <ul style="list-style-type: none"> (i) ultraviolet radiation: optical radiation of wavelength range between 100 nm and 400 nm. The ultraviolet region is divided into UVA (315-400 nm), UVB (280-315 nm) and UVC (100-280 nm); (ii) visible radiation: optical radiation of wavelength range between 380 nm and 780 nm; (iii) infrared radiation: optical radiation of wavelength range between 780 nm and 1 mm. The infrared region is divided into IRA 	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> Any additional or more detailed requirements <p>N.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	(780-1 400 nm), IRB (1 400-3 000 nm) and IRC (3 000 nm-1 mm);		
Conducting a risk assessment Art.4	<ul style="list-style-type: none"> • The employer shall assess and, if necessary, measure and/or calculate the levels of exposure to optical radiation to which workers are likely to be exposed • The data obtained shall be preserved in a suitable form to permit their consultation at a later stage. • The employer shall give particular attention, when carrying out the risk assessment, to the following: <ul style="list-style-type: none"> - the level, wavelength range and duration of exposure; - the exposure limit values - any effects concerning the health and safety of workers belonging to particularly sensitive risk groups; - any possible effects resulting from workplace interactions between optical radiation and photosensitising chemical substances; - any indirect effects e.g. temporary blinding, explosion or fire; - the existence of replacement equipment designed to reduce the levels of exposure to artificial optical radiation; - appropriate information obtained from health surveillance, including published information, as far as possible; - multiple sources of exposure; - a classification applied to a laser as defined in accordance with the relevant IEC 	No observed discrepancy has been identified related to the risk assessment.	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? N. • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. The factors to be taken into account, content and methodology of the risk assessment are described in a literal manner (AOR RG) • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? N. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. • Other additional or more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	standard and, in relation to any artificial source likely to cause damage similar to that of a laser of class 3B or 4, any similar classification		N.
Ensuring preventive and protective services <i>Art 4(2)</i>	<ul style="list-style-type: none"> The assessment, measurement and/or calculations referred to in paragraph 1 shall be planned and carried out by competent services or persons at suitable intervals 	There are no observed discrepancies regarding the involvement of preventive and protective services.	<ul style="list-style-type: none"> Any additional or more detailed requirements N.
Information for workers <i>Art. 6</i>	<ul style="list-style-type: none"> The employer shall ensure that workers exposed to risks from artificial optical radiation at work and/or their representatives receive necessary information and training relating to the outcome of the risk assessment in particular: <ul style="list-style-type: none"> - measures taken to implement this Directive; - the exposure limit values and the associated potential risks; - the results of the assessment, measurement and/or calculations with an explanation of their significance and potential risks; - how to detect adverse health effects of exposure and how to report them - circumstances in which workers are entitled to health surveillance; - safe working practices to minimise risks from exposure; - proper use of appropriate personal protective equipment 	There are no observed discrepancies regarding the information of workers.	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N.
Training of workers <i>Art. 6</i>	Same as above	There are no observed discrepancies regarding the training of workers.	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> • Are there specific requirements as to the competence of trainers provided in the legislation? N. • Other additional or more detailed requirements N.
Health surveillance Art. 8	<ul style="list-style-type: none"> • Health surveillance is carried out by a doctor, an occupational health professional or a medical authority responsible for health surveillance • Individual health records are made and kept up to date. • Health records shall contain a summary of the results of the health surveillance and be kept in a suitable form to permit later consultation, taking into account any confidentiality. • Copies of the appropriate records shall be supplied to the competent authority on request, taking into account any confidentiality. • Doctor, the occupational health professional or the medical authority responsible for the health surveillance, has access to the results of the risk assessment where such results may be relevant to the health surveillance. • Individual workers shall, at their request, have access to their own personal health records 	There are no observed discrepancies regarding the health surveillance of workers.	<ul style="list-style-type: none"> • Does the national legislation require health surveillance prior to exposure to artificial optical radiation? N. • Does the national legislation oblige employers to set health surveillance requirements after the end of exposure to artificial optical radiation? Y. The national legislation on health surveillance of workers prescribes post exposure health surveillance for workers who have been exposed to physical agents (such as artificial optical radiation). Such surveillance is paid by the employer. • Are the arrangements for health surveillance records specified in the legislation? N. • Are the conditions in which health surveillance is required more specifically

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent described in the legislation?
	<ul style="list-style-type: none"> • When exposure above limit values is detected, a medical examination shall be made available to the worker(s) concerned. • In both cases, when limit values are exceeded or adverse health effects (incl. diseases) are identified: <ul style="list-style-type: none"> - the worker shall be informed of the result which relates to him personally and receive information and advice regarding any health surveillance which he should undergo following the end of exposure; - the employer shall be informed of any significant findings of the health surveillance, taking into account any medical confidentiality; - the employer shall: <ul style="list-style-type: none"> ○ review the risk assessment ○ review the measures taken to eliminate or reduce risks ○ take into account the health professional advice in implementing such measures ○ arrange continued health surveillance and provide for a review of the health status of any other worker who has been similarly exposed. In such cases, the competent health professional may propose that the exposed persons undergo a medical examination. 		<ul style="list-style-type: none"> N. • Is the periodicity of health surveillance provided in national law? N. • Other additional or more detailed requirements N.
Consultation of workers Art. 7	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Limit values Art.3	<ul style="list-style-type: none"> • Exposure limit values for non-coherent radiation, other than that emitted by natural sources of optical radiation, are set out in Annex I. • Exposure limit values for laser radiation are set out in Annex II. 	There are no observed discrepancies in relation to the limit values.	<ul style="list-style-type: none"> • Does the transposing legislation set more stringent values? N. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	Other key requirements such as the exposure limit values or the measures to avoid and reduce exposure are not transposed in more detail than provided in the Directive. (AOR RG) The NIR ³⁷ identifies the following additional measures as the AOR RG lays down <ul style="list-style-type: none"> • <i>protective measures in the use of sources of artificial optical radiation;</i> • <i>requirements for the labelling and fitting-out of equipment and workplaces with a source of artificial optical radiation;</i> • <i>requirements for operational rules (a written document which is mandatorily subject to an assessment by a public health body).</i> These measures and requirements were part of regulations on the protection of workers' health from the effects of optical radiation under previous legislation on the protection of workers' health applicable before the

³⁷ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			adoption of the Directive.

Table 1- 14 Directive 2004/37/EC (carcinogens or mutagens) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions <i>Art 3(1) read in conjunction with Art 2</i>	<ul style="list-style-type: none"> This Directive shall apply to activities in which workers are or are likely to be exposed to carcinogens or mutagens as a result of their work <ul style="list-style-type: none"> Carcinogens: Substance category 1 or 2 carcinogens Annex VI to Directive 67/548/EEC Mutagens: Substance category 1 or 2 mutagens Annex VI to Directive 67/548/EEC 	No observed discrepancies have been identified with regard to the scope and definitions.	<ul style="list-style-type: none"> Does the transposing legislation also cover reprotoxic substances (1A and 1B)? N. Other additional or more detailed requirements Y. The Carcinogens and Mutagens RG adds in Annex I work as cytostatics. The Carcinogens and Mutagens RG prohibits the use of carcinogens and mutagens in teaching at primary and secondary schools, while the use of carcinogens and mutagens at higher-education institutions and research institutions is subject to an assessment by a public health body³⁸.
Conducting a risk assessment <i>Art. 3</i>	<ul style="list-style-type: none"> nature, degree and duration of workers' exposure shall be determined in order to make it possible to assess any risk to the workers' health or safety and to lay down 	No observed discrepancy has been identified related to the risk assessment.	<ul style="list-style-type: none"> Does the transposing legislation oblige employers to supply the authorities with information automatically and not on request?

³⁸ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>the measures to be taken.</p> <ul style="list-style-type: none"> • The assessment shall be renewed regularly and in any event when any change occurs in the conditions which may affect workers' exposure to carcinogens or mutagens. • The employer shall supply the authorities at their request with the information used for making the assessment. • When assessing the risk, account shall be taken of all other routes of exposure, such as absorption into and/or through the skin. 		<p>N.</p> <ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directives? <p>N.</p> <ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directives? <p>N.</p> <ul style="list-style-type: none"> • Is a more specific methodology for risk assessment provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directives? <p>Y. The employer is the overall responsible for carrying out the risk assessment. However, the RG requires the OSH Committee to provide prior advice on the justification in case the employer argues that a detailed risk assessment is not necessary. (Carcinogens and Mutagens RG)</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Ensuring preventive and	N/A	N/A	N/A

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<i>protective services</i>			
<i>Information for workers Art.12</i>	<p>Appropriate measure to ensure that:</p> <ul style="list-style-type: none"> • Workers and/or any workers' representatives in the undertaking can check that this Directive is applied or can be involved in its application in particular for: <ul style="list-style-type: none"> ○ the consequences for workers' safety and health of the selection, wearing and use of protective clothing and equipment, without prejudice to the employer's responsibility for determining the effectiveness of protective clothing and equipment; ○ the measures in case of foreseeable exposure • Workers and/or their representatives are informed as quickly as possible of abnormal exposures including foreseeable ones or the cause and of the measures taken or to be taken to rectify the situation • The employer keeps an up-to-date list of the workers engaged in the activities in respect of which the results of the assessment reveals a risk to workers and indicating if available their exposure • Doctors and/or competent authorities have access to this list. • Each worker has access to the information about him • Workers and/or workers representatives have access to anonymous collective information 	<p>There are no observed discrepancies regarding the information of workers.</p>	<ul style="list-style-type: none"> • Does the Directive set additional information requirements, including on: <ul style="list-style-type: none"> ○ relevant activities and industrial processes, including reasons why carcinogens mutagens and reprotoxins are used; ○ quantities of substances and preparations manufactured or used that contain CMR ○ numbers of workers exposed ○ replacement by another product ○ negative impacts on fertility <p>N.</p> <ul style="list-style-type: none"> • Does the legislation provide for specific conditions in relation (e.g. size of the establishments) to workers information? <p>N.</p> <ul style="list-style-type: none"> • Is the content or form of information to workers further specified? <p>Y. The RD specifies that the information shall take the form of an individual briefing document containing all information and instructions. There are no additional content requirements in the RG (Carcinogens and mutagens RG)</p> <p>Every employee has access to the information on the list which relates to him personally; employees and employees on health and safety at work have access to</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>anonymous collective information.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Training of workers Art.11	<ul style="list-style-type: none"> • Sufficient and appropriate training on the basis of all available information on: <ul style="list-style-type: none"> ◦ Potential risks to health including the additional risks due to tobacco consumption ◦ Precautions to be taken to prevent exposure 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? <p>N. Training must be adapted to the new or changed risk and should be repeated periodically.</p> <ul style="list-style-type: none"> • Are there specific requirements as to the competence of trainers provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N</p>
Health surveillance Art.14 and ANNEX II	<ul style="list-style-type: none"> • Health surveillance prior exposure and at regular intervals thereafter • If a workers suffer from an abnormality suspected to be the result of exposure the doctor or relevant authority may require other workers who have been similarly exposed to undergo health surveillance. In that even a reassessment of the risk must be carried out. • Medical records must be kept and doctors must propose any protective or preventive measures to be taken in respect of any individual worker. 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Does the national legislation set health surveillance requirements after the end of exposure? <p>N.</p> <ul style="list-style-type: none"> • Are the arrangements for health surveillance records specified in the legislation? <p>Y. The RG cross refers to the general requirements of the framework legislation in relation to the health record, but specifies that, in this case, exceptionally, a copy of the health record shall be kept by the</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> • Advice must be given to workers on health surveillance after the end of exposure • Workers have access to the result of health surveillance that concern them • Workers/employers may request a review of the results of the health surveillance 		<p>department responsible for health surveillance during 40 years. (Carcinogens and mutagens RG)</p> <ul style="list-style-type: none"> • Are the conditions in which health surveillance is required more specifically described in the legislation? Y. In Annex 3 Carcinogens and Mutagens RG, there are some exposure equivalents of carcinogens and mutagens. • Is the periodicity of health surveillance provided in national law? N. • Other additional or more detailed requirements N.
Consultation of workers Art.13	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? Y. §12 Carcinogens and mutagens RG : The employer shall immediately inform employees and employee representatives on health and safety at work of all cases of extreme exposure of workers to carcinogens, its causes and the completed and planned actions. The employer shall maintain an updated list of employees exposed to particular carcinogens along with the record of the results of the exposure, where available, and with a record of any incident that could increase the level of exposure to

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>carcinogens; keep them at least 40 years after the end of work.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Limit values Art 16 and Annex III	<ul style="list-style-type: none"> • Limit values on Benzene, Vinyl chloride monomer, hardwood dusts 	There are no observed discrepancies regarding the limit values for exposure.	<ul style="list-style-type: none"> • Does the transposing legislation set more stringent limit values? <p>N.</p> <ul style="list-style-type: none"> • Does the legislation set binding limit values on other carcinogens and mutagens, refractory ceramic fibres and its compound? <p>RG No 356/2006 was supplemented to include limits (technical guide values) for 35 chemicals-carcinogens and mutagens, for example : propylenoxid 1.2epoxypropan; o-toulidin;trichloretylen; chloreten; dust from the hard wood (oak, beech)</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	<p>The Carcinogens and Mutagens RG requires the employer to draw up a written document – operational rules, subject to mandatory assessment by a public health body.</p> <p>The employer shall develop operational rule for working with carcinogenic and mutagenic substances. It cooperates with the occupational health services. Operational rules must be approved by the</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>public health body. Operational rules contains rules about working with carcinogenic and mutagenic, training and information for staff, health surveillance, organization of work and limit values substances. Operating rules must be agreed by the trade union in the company.</p> <p>In addition, the NIR notes that, according to the Labour Code, the working time of workers who work with chemical carcinogens or in work processes with a risk of chemical carcinogenicity is a maximum of 33½ hours per week while the standard weekly working time is 40 hours.³⁹</p>

Table 1- 15 Council Directive 98/24/EC (chemical agents at work) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<p>Scope and definitions Art. 1 and 2</p>	<ul style="list-style-type: none"> The requirements of this Directive apply where hazardous chemical agents are present or may be present at the workplace, without prejudice to the provisions for chemical agents to which measures for radiation protection apply pursuant to Directives adopted under the Treaty establishing the European Atomic Energy Community. Chemical agent is defined as any chemical element or compound, on its own or admixed, as it occurs in the natural state or as produced, used or released, including release as waste, by any work 	<p>No observed discrepancies have been identified with regard to the scope and definitions.</p>	<ul style="list-style-type: none"> Is the scope broader than the directive's for: <ul style="list-style-type: none"> Chemical agent? Hazardous chemical agent? <p>N.</p> Other additional or more detailed requirements <p>N.</p>

³⁹ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>activity, whether or not produced intentionally and whether or not placed on the market.</p> <ul style="list-style-type: none"> • Hazardous chemical agent is defined as <ul style="list-style-type: none"> ○ any chemical agent which meets the criteria for classification as a dangerous substance according to the criteria in Annex VI to Directive 67/548/EEC, whether or not that substance is classified under that Directive, other than those substances which only meet the criteria for classification as dangerous for the environment; ○ any chemical agent which meets the criteria for classification as a dangerous preparation within the meaning of Directive 88/379/EEC, whether or not that preparation is classified under that Directive, other than those preparations which only meet the criteria for classification as dangerous for the environment; ○ any chemical agent which, whilst not meeting the criteria for classification as dangerous in accordance with (i) and (ii), may, because of its physico-chemical, chemical or toxicological properties and the way it is used or is present in the workplace, present a risk to the safety and health of workers, including any chemical agent assigned an occupational exposure limit value under Article 3 of the Directive. 		
Conducting a risk assessment Art. 4(1), (2) and (4)	<ul style="list-style-type: none"> • The Directive requires a risk assessment to be carried out by employers which must determine whether any hazardous chemical agents are present at the 	No observed discrepancy has been identified related to the risk assessment.	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>workplace. If so they should assess them taking into account, inter alia, their hazardous properties; level, type and duration of exposure; the circumstances of work involving such agents; occupational exposure limit values or biological limit values; effect of preventive measures taken or to be taken; conclusions to be drawn from any health surveillance.</p> <ul style="list-style-type: none"> • In case of activities involving exposure to several agents, the risk must be assessed taking into account all chemical agents in combination. • The risk assessment must be documented. The employer must be in possession of the risk assessment. 		<p>N.</p> <ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is a more specific methodology for risk assessment provided in the legislation? <p>Y. The Chemical Agents RG provides a formula for determining the cumulative effect of exposure to various chemical agents. A deviation from this formula is allowed, but only if scientific data enable a better assessment of the cumulative exposure. (Chemical agents RG)</p> <ul style="list-style-type: none"> • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? <p>Y. The employer is overall responsible for carrying out the risk assessment.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art.8	<ul style="list-style-type: none"> The employer must ensure that workers are provided with: <ul style="list-style-type: none"> Data obtained from the risk assessments Information on the hazardous chemical agents occurring in the workplace (e.g. relevant occupational exposure limit values) Training and information on appropriate precautions and actions to be taken Safety data sheet 	There are no observed discrepancies regarding the information of workers.	<ul style="list-style-type: none"> Does the transposing legislation set any additional information requirements? Y. The RG also requires workers to be informed of the results of the measurements obtained from the risk assessments, which compare exposure to the limit values. (§10 Chemical Agents RG) Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Is the content or form of information to workers further specified? Y. In addition to the general requirement to make containers and pipes identifiable, the RG requires this to be done through a consistent safety indication that is in line with the requirements of legislation on labelling of hazardous substances. Other additional or more detailed requirements N.
Training of workers Art.8	<ul style="list-style-type: none"> The employer must ensure that workers are provided with: <ul style="list-style-type: none"> Training and information on appropriate 	There are no observed discrepancies regarding the training of workers.	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	precautions and actions to be taken		<ul style="list-style-type: none"> • Are there specific requirements as to the competence of trainers provided in the legislation? N. • Other additional or more detailed requirements N.
Health surveillance Art.10	<ul style="list-style-type: none"> • The employer shall provide health surveillance of workers for whom the results of the assessment of the hazardous chemical agents reveal a risk to health. • Individual health and exposure records shall be made and kept up-to-date and contain a summary of the results of health surveillance and of any monitoring data representative of the exposure of the individual. • Copies must be supplied on request to the authorities 	There are no observed discrepancies regarding the health surveillance of workers.	<ul style="list-style-type: none"> • Does the transposing legislation require health surveillance to be provided for other workers than those for which the assessment of the hazardous chemical agents revealed a risk to health? N. • Does the transposing legislation oblige employers to supply the authorities with information automatically and not on request? N. Medical records and exposure records must be kept and retained 20 years after the end of an occupational at-risk-exposure to hazardous chemical agents. Data from these records must be made available on request to the competent public health body. • Are the arrangements for health surveillance records specified in the legislation? N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> • Are the conditions in which health surveillance is required more specifically described in the legislation? N. • Is the periodicity of health surveillance provided in national law? N. • Other additional or more detailed requirements N.
Consultation of workers Art.11	<ul style="list-style-type: none"> • Framework Directive applies 	There are no observed discrepancies regarding the consultation of workers.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? Y. The OSH Committee is asked for advice at various stages. For instance, during the risk assessment, the preparation of emergency plans and the measurements. Moreover, the Committee can contest the results of the risk assessment (Chemical Agents RG) • Other additional or more detailed requirements N.
Limit values Art 3 and 6(4) and (5)	<ul style="list-style-type: none"> • Exposure limit values and biological limit values 	<p>There are no observed discrepancies regarding the limit values for exposure.</p> <p>The limits are the same as in Directive 91/322 EEC, Directive 2000/39 / EC, Directive 2006/15 / EC and Directive 2009/161 / EC</p>	<ul style="list-style-type: none"> • Does the transposing legislation set more stringent limit values? Y. Chemical agents RG contains more stringent limits. They are the highest exposure limits of chemical agents in the workplace atmosphere. Limits are binding. • Other additional or more detailed

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent requirements
		<p>Government Regulation contains a total of 361 of maximum exposure limits and 41 biological limits.</p> <p>Government Regulation contains three annexes:</p> <p><u>Annex 1 The highest exposure limits of chemical agents in the workplaces atmosphere</u></p> <p>Table 1: The highest exposure limits of gases, vapours and aerosols in the workplaces atmosphere (285 limits)</p> <p>Table 2: The highest exposure limits of the solid aerosols (15 limits)</p> <p>Table 3: The solids aerosols with a possible fibrogenic effect (4 limits)</p> <p>Table 4: The solid aerosols with aerosols with mainly non-specific effects (18 limits)</p> <p>Table 5: The solid aerosols with mainly irritant effect (42 limits).</p> <p>Table 6: The mineral fibrous solid aerosols (2 limits)</p> <p><u>Annex 2 Biological limit values-(41 limits)</u></p> <p><u>Annex 3 Selected chemical factors and purposes of their use which are prohibited (5 limits)</u></p>	N.
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	The limit values are at national level indicative. Other limits are based on Member States' national limits, mainly German, English

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			and Swedish. They are derived from the latest scientific data with regard to health and the Scientific Committee recommended criteria for exposure limits to the European Commission (SCOEL), taking into account the availability of measurement techniques and factors deliverability.

Table 1- 16 Directive 2009/148/EC (asbestos) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions <i>Art.1 and 2</i>	The Directive covers health and safety risks arising or likely to arise from exposure to asbestos at work where asbestos is defined as any one of six fibrous silicates: -asbestos actinolite, CAS No 77536-66-4 (1); -asbestos grunerite (amosite), CAS No 12172-73-5 (1); -asbestos anthophyllite, CAS No 77536-67-5 (1) -chrysotile, CAS No 12001-29-5 (1); -crocidolite, CAS No 12001-28-4 (1); -asbestos tremolite, CAS No 77536-68-6 (1).	No observed discrepancies have been identified with regard to the scope and definitions.	<ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Conducting a risk assessment <i>Art.3(2)</i>	<ul style="list-style-type: none"> • In the case of activity likely to involve a risk of exposure to dust arising from asbestos or materials containing asbestos, this risk must be assessed to determine the nature and degree of the workers' exposure. 	No observed discrepancy has been identified related to the risk assessment.	<ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? Y. The Asbestos RD also requires the duration of exposure to be assessed. (Asbestos RG) • Is the content of the risk assessment more detailed than described in the Directive?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>N.</p> <ul style="list-style-type: none"> • Is a more specific methodology for risk assessment provided in the legislation? Y. The methodology for the risk assessment is set out in the Carcinogens and mutagens RG. The RG moreover specifies that the workers and the OSH Committee shall be involved in the risk assessment –they are involved in the performance of the RA, which shall be provided to them in written form. In the case of authorised works, advice from the Committee shall be requested prior to the risk assessment (Asbestos RG) • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. • Other additional or more detailed requirements N.
Ensuring preventive and protective services <i>Art.7(4)</i>	<ul style="list-style-type: none"> • Sampling shall be carried out by suitably qualified personnel. The samples taken shall be subsequently analysed, in laboratories equipped for fibre counting. 	There are no observed discrepancies regarding the involvement of preventive and protective services.	<ul style="list-style-type: none"> • Any additional or more detailed requirements Sampling shall be carried out, shall be determined by the preventive services, and shall be agreed upon by the OSH Committee (Asbestos RG)
Information for workers <i>Art.4(4) Art.17</i>	<ul style="list-style-type: none"> • Art.4(4): Workers must have access to the documents used in the documentation system • Art.17: Workers must receive adequate information on: 	There are no observed discrepancies regarding the information of workers.	<ul style="list-style-type: none"> • Does the transposing legislation set any additional information requirements? N. • Does the legislation provide for specific

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> - potential risks to health from exposure to dust arising from asbestos or materials containing asbestos; - existence of statutory limit values and the need for the atmosphere to be monitored; - hygiene requirements, including the need to refrain from smoking; - precautions to be taken as regards the wearing and use of protective equipment and clothing; - special precautions designed to minimise exposure to asbestos. • Workers must have access to the results of asbestos-in-air concentration measurements and can be given explanations of the significance of those results. If the results exceed the limit value, the workers concerned are informed as quickly as possible of the fact and the reasons for it and the workers are consulted on the measures to be taken or, in an emergency, are informed of the measures which have been taken. 		<p>conditions (e.g. size of the establishments) in relation to workers information?</p> <p>N.</p> <ul style="list-style-type: none"> • Is the content or form of information to workers further specified? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Training of workers Art.14	<ul style="list-style-type: none"> • Appropriate training must be given for all workers who are, or are likely to be, exposed to dust from asbestos or materials containing asbestos. Such training must be provided at regular intervals and at no cost to the workers. • The content of the training must be easily understandable for workers. It must enable them to acquire the necessary knowledge and skills in terms of prevention and safety, particularly as regards: 	There are no observed discrepancies regarding the training of workers.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Are there specific requirements as to the competence of trainers provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Are there more detailed requirements on

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> - properties of asbestos and its effects on health; - types of products or materials likely to contain asbestos; - operations that could result in asbestos exposure and the importance of preventive controls to minimise exposure; - safe work practices, controls and protective equipment; - appropriate role, choice, selection, limitations and proper use of respiratory equipment; - emergency procedures; - decontamination procedures; - waste disposal; - medical surveillance requirements 		<p>the content of training than in the Directive?</p> <p>N.</p> <ul style="list-style-type: none"> • Are there more detailed requirements on the regularity of training than in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Health surveillance Art.18 and ANNEX I	<ul style="list-style-type: none"> • Assessment of each worker's health must be available prior to the beginning of exposure to dust arising from asbestos or materials containing asbestos at the place of work. It must include a specific examination of the chest. • A new assessment must be available at least once every 3 years for as long as exposure continues. • Individual health record to be established for each worker • The doctor or responsible authority shall advise on individual protective/preventive measures to be taken or determine such measures, including where appropriate the withdrawal of the worker from all exposure to asbestos. 	There are no observed discrepancies regarding the health surveillance of workers.	<ul style="list-style-type: none"> • Do these health surveillance requirements also apply if worker exposure is sporadic and of low intensity, and is clear from the results of the risk assessment that the exposure limit for asbestos will not be exceeded? <p>Y. The health surveillance requirements apply when a workers is exposed to asbestos.</p> <ul style="list-style-type: none"> • Does the national legislation oblige worker to continue medical surveillance after exposure to asbestos? <p>Y. The continued medical surveillance is required when the prevention advisor in charge of the health surveillance declares it necessary for the health of the workers concerned.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> Information and advice must be given to workers on any assessment of their health which they may undergo following the end of exposure. The doctor may indicate that medical surveillance must continue after the end of exposure for as long as he/she considers it necessary to safeguard the health The worker concerned or the employer may request a review of the assessments These measures do not apply if worker exposure is sporadic and of low intensity, and is clear from the results of the risk assessment that the exposure limit for asbestos will not be exceeded (See Article 3(3)) 		<ul style="list-style-type: none"> Are the arrangements for health surveillance records specified in the legislation? Y. The health record shall be kept during 40 years after the end of the exposure. Are the conditions in which health surveillance is required more specifically described in the legislation? Y. in annex I, shall be referred to the investigation procedures and reference methods for measuring the asbestos procedures, reading values in the microscope, procedures for the investigation of the employee's doctor, the types of tests, physician must be become familiar with the working conditions of employees. Is the periodicity of health surveillance provided in national law? Y. The periodicity of health surveillance for workers exposed to the risk of asbestos is every three years. Other additional or more detailed requirements N.
Consultation of workers Art.3(5) and 7(3) and 12	<ul style="list-style-type: none"> Art.3(5): risk assessment is subject to worker consultation Art.7(3): sampling is carried out after worker consultation Art.12: workers must be consulted on 	There are no observed discrepancies regarding the consultation of workers.	<ul style="list-style-type: none"> Does the national legislation set additional worker consultation requirements? N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	measures to be taken in case of activities such as demolition, asbestos removal work, repairing and maintenance where it is foreseeable that the limit values will be exceeded, before the activities start.		<ul style="list-style-type: none"> • Are more specific criteria put in place? N. • Other additional or more detailed requirements N.
Limit values Art.8	<ul style="list-style-type: none"> • Employers shall ensure that no worker is exposed to an airborne concentration of asbestos in excess of 0,1 fibres per cm³ as an 8-hour time-weighted average (TWA). 	There are no observed discrepancies regarding the limit values for exposure.	<ul style="list-style-type: none"> • Does the transposing legislation set more stringent limit values? N. • Other additional or more detailed requirements N.
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	<p>The asbestos RG contains more detailed requirements than the Directive in a number of aspects. For example, more detailed rules regarding the measurements of asbestos are set out in §9 of the RG.</p> <p>Additionally, the RG requires- in §9 to keep an inventory of asbestos and asbestos-containing material in the building, and work equipment or protective equipment shall be put in place by the employer (in addition to the notification requirement as set out in the Directive).</p> <p>Finally, specific methods for the removal of asbestos-containing material are prescribed in great detail in the RG.</p>

Table 1- 17 Directive 2000/54/EC (biological agents) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	<ul style="list-style-type: none"> The Directive covers risks, arising or likely to arise from exposure to biological agents at work. 'biological agents': micro-organisms, including those which have been genetically modified, cell cultures and human endoparasites, which may be able to provoke any infection, allergy or toxicity; 	<p>No observed discrepancies have been identified with regard to the scope and definitions.</p>	<ul style="list-style-type: none"> Is the scope of the national legislation broader than the Directive? N. Other additional or more detailed requirements N.
Conducting a risk assessment Art. 3, 7(1)	<ul style="list-style-type: none"> The nature, degree and duration of workers' exposure must be determined. In the case of activities involving exposure to several groups of biological agents, the risk shall be assessed on the basis of the danger presented by all hazardous agents present. The assessment must be renewed regularly and in any event when any change occurs in the conditions which may affect workers' exposure The employer must supply the CAs, at their request, with the information used for making the assessment. The assessment is conducted on the basis of all available information: <ul style="list-style-type: none"> - classification of biological agents which are or may be a hazard to human health - recommendations from a CA which indicate that the biological agent should be controlled to protect workers' health when workers are or may be exposed to such a biological agent as a result of their work - information on diseases which may be contracted as a result of the work of the workers 	<p>No observed discrepancy has been identified related to the risk assessment</p>	<ul style="list-style-type: none"> Does the national legislation require employers to submit risk assessment to national authorities automatically? N. Does the national legislation require that practical guidelines for the determination and assessment of risk must be developed? N. Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. Is the content of the risk assessment more detailed than described in the Directive? N. Is a more specific methodology for risk assessment provided in the legislation? N. Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> - potential allergenic or toxigenic effects as a result of the work of the workers; - knowledge of a disease from which a worker is found to be suffering and which has a direct connection with his work • Where the assessment reveals risk to workers' health or safety, employers shall, when requested, make available to the CA appropriate information on: <ul style="list-style-type: none"> - the results of the assessment; - the activities in which workers have been exposed or may have been exposed; - the number of workers exposed; - the name and capabilities of the person responsible for OSH, - the protective and preventive measures taken; <p>an emergency plan for the protection of workers from exposure to a group 3 or 4 biological agent which might result from a loss of physical containment.</p>		<p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art.10	<ul style="list-style-type: none"> • Employers shall provide written instructions and, if appropriate, display notices which shall, include the procedure to follow in the case of: <ul style="list-style-type: none"> • a serious accident or incident involving the handling of a biological agent; • handling a group 4 biological agent. • Employers shall inform the workers of any 	There are no observed discrepancies regarding the information of workers.	<ul style="list-style-type: none"> • Does the information to be provided to the CAs need to be available to the workers independently of their request? N. The employer shall provide employees and their representatives for OSH at their written requests for information. • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>accident/incident which may have resulted in the release of a biological agent and could cause severe human infection and/or illness.</p> <ul style="list-style-type: none"> Employers shall inform the workers as quickly as possible when a serious accident or incident occurs, of its causes and the remedial measures taken or to be taken. Each worker shall have access to the information on the list of exposed workers which relates to him personally. Workers or their representatives shall have access to anonymous collective information. Employers shall provide workers and/or their representatives, at their request, with the information for CAs (see Article 7) 		<p>information?</p> <p>N.</p> <ul style="list-style-type: none"> Is the content or form of information to workers further specified? Y. The employer shall provide the employees and the employee representatives with information on their health and safety at work upon their written request. Other additional or more detailed requirements N.
Training of workers Art.9	<ul style="list-style-type: none"> Workers receive training concerning: <ul style="list-style-type: none"> potential risks to health; precautions to be taken to prevent exposure; hygiene requirements; wearing and use of protective equipment and clothing; steps to be taken in case of incidents and to prevent them. Training shall be: <ul style="list-style-type: none"> given at the beginning of work involving contact with biological agents, adapted to new or changed risks, and repeated periodically if necessary 	There are no observed discrepancies regarding the training of workers.	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N. Are there specific requirements as to the competence of trainers provided in the legislation? N. Other additional or more detailed requirements N.
Health	<ul style="list-style-type: none"> Each worker can undergo, if appropriate, 	There are no observed discrepancies	<ul style="list-style-type: none"> Does the national legislation set more

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
surveillance Art.14 and ANNEX IV	<p>relevant health surveillance prior to exposure and at regular intervals</p> <ul style="list-style-type: none"> • When necessary, effective vaccines should be made available for workers who are not already immune to the biological agent to which they are exposed. • A worker is found to be suffering from an infection and/or illness which is suspected to result from exposure, the doctor or responsible authority shall offer such surveillance to other workers similarly exposed. In that event, a reassessment of the risk of exposure shall be carried out • In cases where health surveillance is carried out, an individual medical record shall be kept for at least 10 years following the end of exposure. • In the special cases of infection [referred to in Article 11(2) second subparagraph], an individual medical record shall be kept for an appropriately longer time up to 40 years following the last known exposure. • The doctor or responsible authority shall propose protective or preventive measures in respect of any individual worker. • Information and advice must be given to workers on health surveillance they may undergo after the end of exposure. • Workers shall have access to the results of the health surveillance which concern them, and they or the employer may request a review of these results. • All cases of diseases or death identified from occupational exposure to biological agents shall be notified to the CA 	<p>regarding the health surveillance of workers.</p>	<p>stringent requirements on health surveillance (e.g. individual medical records must be kept more than 10 years)?</p> <p>Y. At least 40 years after the last recorded exposure to biological agents.</p> <p>• Are the arrangements for health surveillance records specified in the legislation?</p> <p>Y. The Biological Agents RG provides detailed requirements for the vaccination certificates which shall be provided to the preventive service in the company. Moreover, the RG specifies that health records for long-term infections as referred to in § 15 shall be kept at least 40 years after the last known exposure to biological agents.</p> <p>• Are the conditions in which health surveillance is required more specifically described in the legislation?</p> <p>Y. The RG sets out very detailed requirements for health surveillance of workers that might be exposed to biological agents. The employer is obliged to carry out a prior health check to the employee starting the work, regular health assessments and, where appropriate a health check prior to restarting work.</p> <p>e.g. Employees who are or who may be exposed to biological agents for which they are not immune, the employer shall provide vaccinations, if available effective vaccine.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>Annex IV of Directive is precisely cited in Annex No. 4 of the Biological Agents RG.</p> <ul style="list-style-type: none"> • Is the periodicity of health surveillance provided in national law? Y. The periodicity: <ul style="list-style-type: none"> • initial health preventive surveillance - prior to beginning work, • preventive health surveillance in relation to the work shall be carried out at a frequency of once every two years at work classified in category 3, and once a year at work classified in category 4, • final preventive health surveillance after termination of employment. • the subsequent preventative health surveillance if the employee so requests. • Other additional or more detailed requirements <p>In addition, the RG provides very detailed requirements about the content of the health surveillance of workers that might be exposed to biological agents. It lists the minimum examinations that shall be carried out as part of each of the checks. It also lists additional factors of increased vulnerabilities that the doctor shall consider as part of his/her examination, such as pregnancy, use of medicinal products, etc.</p> <p>Moreover, the Biological Agents RG introduces more detailed requirements in</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			relation to vaccinations. For instance, it sets out employers' information obligations in relation to vaccinations, certification requirements as well as a list of sectors in which mandatory vaccinations apply for tetanus, tuberculosis or hepatitis. (Biological Agents RG)
Consultation of workers Art.12	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? <p>Y. The OSH Committee is asked for advice at various stages, for instance, during the preparation of the risk assessment. (Biological Agents RG)</p>
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	<p>The Biological Agents RG has added activities to the indicative list of types of activities that do not involve a deliberate intention to work with or use a biological agent but that may result in workers' being exposed to a biological agent, included in Annex I. For instance, the Biological Agents RG has also included in this list any activities whereby there is direct contact with food or food substances, work in the health sector, including in isolation units and post-mortem units as well as work in social services, emergency services and penitentiary institutions. The list remains indicative.</p> <p>The Biological Agents RD contains detailed requirements on the use of sharp medical instruments in the hospital and health care sector. This chapter however transposes specific EU requirements established by Directive 2010/32/EU. (Biological Agents RD)</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			The Carcinogens and Mutagens RG requires the employer to draw up a written document – operational rules, subject to mandatory assessment by a public health body. ⁴⁰ Operational rules contains rules about working with biological agents, risk assessment, ensuring the health and safety of preventive measures, emergency plan and bio-waste management, training and information for staff, health surveillance, organization of work and limit values substances, vaccination of staff. Operating rules must be agreed by the trade union in the company.

Table 1- 18 Council Directive 92/57/EEC (temporary or mobile construction sites) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions <i>Art. 1, 2 and 10(1) and (2)</i>	The Directive applies to the health and safety of workers at temporary or mobile construction sites, i.e. any construction site at which building or civil engineering works are carried out (a non-exhaustive list of works is provided in Annex I). It does not apply to drilling and extractive industries*.	No observed discrepancies have been identified with regard to the scope and definitions.	N.
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services	N/A	N/A	N/A

⁴⁰ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Information for workers Art.11	<ul style="list-style-type: none"> • Framework Directive applies. • Workers and/or their representatives must be informed of all the measures to be taken concerning their safety and health on the construction site. • The information must be comprehensible to the workers concerned. 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. • Is the content or form of information to workers further specified? N. • Other additional or more detailed requirements N.
Training of workers	N/A	N/A	N/A
Health surveillance	N/A	N/A	N/A
Consultation of workers Art. 12	<ul style="list-style-type: none"> • Framework Directive applies. • The consultation of workers must be coordinated, whenever necessary, between workers and/or workers' representatives carrying out their activities at the workplace, having regard to the degree of risk and the size of the work site. 	There are no observed discrepancies regarding the consultation of workers	<ul style="list-style-type: none"> • Are specific criteria put in place for coordination of workers consultation e.g. based on the size of the work site? N. • Other additional or more detailed requirements N.
Limit values	N/A	N/A	N/A

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	<p>The Temporary construction sites RG sets out detailed requirements in relation to the function of the project coordinator required by Articles 3 to 6 of the Directive.</p> <p>E.g.</p> <ul style="list-style-type: none"> - The builder will ensure before the establishment of the construction site the development plan of OSH, - The builder submit to the Labour Inspectorate notice of initiation of work, <p>Additionally, the RG sets out detailed minimum requirements for the contractual arrangements between the project coordinator and the project supervisor as well as additional detail for the mandatory tasks associated with this function. For example, the RG contains specific requirements for the coordination of OSH on construction site:</p> <p>The coordination of health and safety on site is provided by a coordinator. The access to the site is allowed only for the persons who work there.</p>

* The Council Decision 74/326/EEC, to which the Directive refers for a definition of "drilling and extracting industries" has been repealed by the Council Decision setting up an Advisory Committee on Safety and Health at Work.

Table 1- 19 Council Directive 92/104/EEC (surface and underground mineral-extracting industries) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions <i>Art. 1 and 2</i>	The Directive applies to surface and underground mineral-extracting industries (excluding extraction by drilling which is subject to a separate directive).	No observed discrepancies have been identified in relation to the other key requirements of the Directive.	N.
Conducting a risk assessment <i>Art. 3.2</i>	The employer shall ensure that a document concerning safety and health and covering the relevant requirements on risk assessment of the Framework Directive is drawn up and kept up to date. The safety and health document shall demonstrate in particular that the risks to which workers at the workplace are exposed have been determined and assessed.	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? N. • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? N. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. • Does the national legislation include more specific information on the content of the 'health and safety document' as provided

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>for by the Directive for the part related to the risk assessment?</p> <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Ensuring internal and/or external preventive and protective services	N/A	N/A	N/A
Information for workers Art. 7	<ul style="list-style-type: none"> • Framework Directive applies • Workers and/or their representatives shall be informed of all measures to be taken concerning safety and health at workplaces, and in particular of those relating to the implementation of Articles 3 (general obligations), 4 (protection from fire, explosions and health-endangering atmospheres), 5 (Escape and rescue facilities) and 6 (communication, warning and alarm systems). • The information must be comprehensible to the workers concerned. 	No observed discrepancies have been identified	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? <p>N.</p> <ul style="list-style-type: none"> • Is the content or form of information to workers further specified? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Training of workers Art. 10 (Annex, part 1.5 and 1.6)	<ul style="list-style-type: none"> • Workers must be given the necessary information, instructions, training and re-training to ensure their health and safety. • The employer must ensure that workers receive comprehensible instructions so as not to endanger their safety and health or 	No observed discrepancies have been identified	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Are there specific requirements as to the competence of trainers provided in the

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	those of other workers.		<p>legislation?</p> <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Health surveillance Art. 8	<ul style="list-style-type: none"> • To ensure that workers receive health surveillance appropriate to the health and safety risks they incur at work, measures shall be introduced in accordance with national law and/or practices. • The measures shall be such that each worker shall be entitled to, or shall undergo, health surveillance before being assigned to duties related to the activities covered by the Directive and subsequently at regular intervals. • Health surveillance may be provided as part of a national health system. 	No observed discrepancies have been identified	<ul style="list-style-type: none"> • Does the transposing legislation require health surveillance if workers experience health problems that can be attributed to the performance of the activities covered by the Directive? <p>N.</p> <ul style="list-style-type: none"> • Are the arrangements for health surveillance records specified in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Are the conditions in which health surveillance is required more specifically described in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Is the periodicity of health surveillance provided in national law? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Consultation of	• Framework Directive applies	No observed discrepancies have been	• Are there more detailed requirements than

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
workers Art. 9		identified	in the Framework Directive? N. • Other additional or more detailed requirements N.
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified	Other key requirements are not transposed in more detail than provided in the Directive as transposition is literal. (Drilling RG)

Table 1- 20 Council Directive 92/91/EEC (mineral-extracting industries through drilling) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	The Directive applies to the safety and health protection of workers in mineral extracting industries; i.e. industries practising extraction of minerals through drilling by boreholes, prospection with a view to such extraction and/or preparation of extracted materials for sale, excluding activities of processing the materials extracted.	No observed discrepancies have been identified in relation to the scope and definitions of the Directive.	N.
Conducting a risk assessment Art.3(2)	<ul style="list-style-type: none"> • A 'safety and health document', covering the relevant requirements of the Framework Directive is drawn up and kept up to date. It shall demonstrate in particular that the risks incurred by the workers at the work place have been determined and assessed. 	No observed discrepancies have been identified	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? N. • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>N.</p> <ul style="list-style-type: none"> Is the content of the risk assessment more detailed than described in the Directive? <p>N.</p> <ul style="list-style-type: none"> Is a more specific methodology for risk assessment provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? <p>N.</p> <ul style="list-style-type: none"> Does the national legislation include more specific information on the content of the 'health and safety document' as provided for by the Directive for the part related to the risk assessment? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 7	<ul style="list-style-type: none"> Framework Directive applies Workers and/or their representatives shall be informed of all measures to be taken concerning safety and health at workplaces, and in particular those relating to the implementation of Articles 3 (general 	No observed discrepancies have been identified	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? <p>N.</p> <ul style="list-style-type: none"> Is the content or form of information to

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>obligations), 4 (protection from fire, explosions and health-endangering atmospheres), 5 (Escape and rescue facilities) and 6 (communication, warning and alarm systems).</p> <ul style="list-style-type: none"> The information must be comprehensible to the workers concerned. 		<p>workers further specified?</p> <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
<p>Training of workers Art. 10 (Annex Part A 2.5))</p>	<ul style="list-style-type: none"> Workers must be given the necessary information, instructions, training and retraining to ensure their health and safety. The employer must ensure that workers receive comprehensible instructions so as not to endanger their safety and health or those of other workers. 	No observed discrepancies have been identified	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> Are there specific requirements as to the competence of trainers provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
<p>Health surveillance Art. 8</p>	<ul style="list-style-type: none"> To ensure that workers receive health surveillance appropriate to the health and safety risks they incur at work, measures shall be introduced in accordance with national law and/or practices. The measures shall be such that each worker shall be entitled to, or shall undergo, health surveillance before being assigned to duties related to the activities covered by the Directive and subsequently at regular intervals. Health surveillance may be provided as part of a national health system 	No observed discrepancies have been identified	<ul style="list-style-type: none"> Does the transposing legislation require health surveillance if workers experience health problems that can be attributed to the performance of the activities covered by the Directive? <p>N.</p> <ul style="list-style-type: none"> Are the arrangements for health surveillance records specified in the legislation? <p>N.</p> <ul style="list-style-type: none"> Are the conditions in which health

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>surveillance is required more specifically described in the legislation?</p> <p>N.</p> <ul style="list-style-type: none"> Is the periodicity of health surveillance provided in national law? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Consultation of workers Art. 9	<ul style="list-style-type: none"> Framework Directive applies 	No observed discrepancies have been identified	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified	N.

Table 1- 21 Council Directive 92/29/EEC (medical treatment on board vessels) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2(a) and (b), Art 2(3) and	<ul style="list-style-type: none"> The Directive applies to workers on board a vessel, i.e. any vessel flying the flag of a MS or registered under the plenary jurisdiction of a MS, seagoing or estuary-fishing, publicly or privately owned, excluding 	<i>Council Directive 92/29/EEC (medical treatment on board vessels) has been transposed by Regulation No. 488/2004 laying down the requirements for the provision of health care provided by seagoing ships sailing under the</i>	<ul style="list-style-type: none"> Does the national legislation require a sick bay for vessels board under conditions that go beyond the conditions set by the directive? Does the national legislation require

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
(4)	<p>inland navigation vessels, warships, pleasure boats used for non-commercial purposes and not manned by professional crews and tugs operating in harbour areas.</p> <ul style="list-style-type: none"> • It applies to workers, excluding port pilots and shore personnel carrying out work on board a vessel at the quayside. • Vessels of more than 500 gross registered tonnes with a crew of 15 or more workers and engaged in voyage of more than three days are required to have a sick bay. • Vessels with a crew of 100 or more workers and engaged in international voyage of more than 3 days are required to have a doctor responsible for medical care on board. 	<p><i>flag of the Slovak. However, Slovakia is a landlocked country and, since 1.1.2012, there are no (longer) seagoing vessels registered in the maritime register. Regulation No. 488/2004 is hence not applied in the Slovak legal order.</i></p>	<p>having a doctor responsible for medical care on board under conditions that go beyond the conditions set by the directive?</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 5	<ul style="list-style-type: none"> • Each Member State shall take the measures necessary to ensure that: <ol style="list-style-type: none"> 1. medical supplies are accompanied by one or more guides to their use, including instructions for use of at least the antidotes required in Annex II section III; 2. all persons receiving professional maritime training and intending to work on board ship have been given basic training in the medical and emergency 		<ul style="list-style-type: none"> • Does the national legislation set additional information requirements? • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? • Is the content or form of information to workers further specified? • Other additional or more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>measures to be taken immediately in the event of an accident or serious medical emergency;</p> <p>3. the captain and any worker or workers to whom he delegates the use of the medical supplies pursuant to Article 4 (1) (b) have received special training updated periodically, at least every five years, taking into account the specific risks and needs connected with the different categories of vessel and in accordance with the general guidelines set out in Annex V</p>		
<p>Training of workers Art. 5</p>	<ul style="list-style-type: none"> • Each Member State shall take the measures necessary to ensure that: <ol style="list-style-type: none"> 1. medical supplies are accompanied by one or more guides to their use, including instructions for use of at least the antidotes required in Annex II section III; 2. all persons receiving professional maritime training and intending to work on board ship have been given basic training in the medical and emergency measures to be taken immediately in the event of an accident or serious medical emergency; 3. the captain and any worker or workers to whom he delegates the use of the medical supplies pursuant to Article 4 (1) (b) have received special training updated periodically, at least every five years, taking into account the specific risks and needs connected with the different categories of vessel and in 		<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation (general training for person likely to command a vessel)? • Are there specific requirements as to the competence of trainers provided in the legislation? • Other additional or more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	accordance with the general guidelines set out in Annex V		
Health surveillance	N/A	N/A	N/A
Consultation of workers	N/A	N/A	N/A
Limit values	N/A	N/A	N/A
Other issues identified			

Table 1- 22 Council Directive 93/103/EC (work on board fishing vessels) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2(b) and(c)	<ul style="list-style-type: none"> The Directive applies to any new or existing fishing vessels with a length between perpendiculars of 15 meters or over (which on or after 23 November 1995 furthermore satisfied the conditions specified therein) or with a length of 18 metres or over respectively. 	<p>Council Directive 93/103/EC (work on board fishing vessels) has not been transposed in the Slovak legal order, in accordance with the Treaty of accession between Slovakia and the EU.⁴¹</p>	<ul style="list-style-type: none"> Does the national legislation apply the requirement of the Directive to other fishing vessels than the ones covered by the Directive? Other additional or more detailed requirements
Conducting a risk assessment	N/A	N/A	N/A
Ensuring	N/A	N/A	N/A

⁴¹ See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<i>preventive and protective services</i>			
<i>Information for workers Art.8</i>	<ul style="list-style-type: none"> The framework Directive applies. The information must be comprehensible to the workers concerned. 		<ul style="list-style-type: none"> Does the national legislation set additional information requirements? Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? Is the content or form of information to workers further specified? Other additional or more detailed requirements
<i>Training of workers Art.9 Art.10</i>	<p>Art.9</p> <ul style="list-style-type: none"> Workers shall be given suitable training, in particular in the form of precise, comprehensible instructions, on safety and health on board vessels and on accident prevention The training shall cover in particular firefighting, the use of life-saving and survival equipment and, for the workers concerned, the use of fishing gear and hauling equipment and the use of various types of signs including hand signals Such training shall be subject to the necessary updating where this is required by changes in the activities on board <p>Art.10</p> <ul style="list-style-type: none"> Any person likely to command a vessel shall be given detailed training on: <ul style="list-style-type: none"> the prevention of occupational illness and accidents on board and the steps to be taken in event of 		<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation (general training for person likely to command a vessel)? Are there specific requirements as to the competence of trainers provided in the legislation? Other additional or more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	accident; <ul style="list-style-type: none"> stability and maintenance of the vessel under all foreseeable conditions of loading and during fishing operations; radio navigation and communication, including procedures. 		
Health surveillance	N/A	N/A	N/A
Consultation of workers Art.11	<ul style="list-style-type: none"> The framework Directive applies 		<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? Other additional or more detailed requirements
Limit values	N/A	N/A	N/A
Other issues identified			

Table 1- 23 Council Directive 92/85/EEC (pregnant/breastfeeding workers) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	The Directive applies to pregnant workers and workers who have recently given birth or who are breastfeeding. <ul style="list-style-type: none"> <i>pregnant worker</i> shall mean a pregnant worker who informs her employer of her condition, in accordance with national legislation and/or national practice; <i>worker who has recently given birth</i> shall mean a worker who has recently given birth within the meaning of national 	No observed discrepancies have been identified in relation to the scope and definitions of the Directive.	N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>legislation and/ or national practice and who informs her employer of her condition, in accordance with that legislation and/or practice;</p> <ul style="list-style-type: none"> • worker who is breastfeeding shall mean a worker who is breastfeeding within the meaning of national legislation and/or national practice and who informs her employer of her condition, in accordance with that legislation and/or practice. 		
<p>Conducting a risk assessment Art. 4</p>	<p>For all activities liable to involve a specific risk of exposure to the agents, processes or working conditions of which a non-exhaustive list is given in Annex I, the employer shall assess the nature, degree and duration of exposure, in the undertaking and/or establishment concerned in order to:</p> <ul style="list-style-type: none"> • assess any risks to the safety or health and any possible effect on the pregnancy or breastfeeding of workers • decide what measures should be taken 	<p>No observed discrepancies have been identified</p>	<ul style="list-style-type: none"> • Does the national legislation go beyond the Directive by prohibiting exposure of agent listed in Annex I without carrying out a risk assessment? N. • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? N. • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. • Other additional or more detailed requirements N.
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art.4(2)	Pregnant workers, workers who have recently given birth, workers who are breastfeeding in the undertaking and/or establishment concerned shall be informed of the results of the assessment and of all measures to be taken concerning health and safety at work.	No observed discrepancies have been identified	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. • Is the content or form of information to workers further specified? N. • Other additional or more detailed requirements N.
Training of workers	N/A	N/A	N/A
Health surveillance	N/A	N/A	N/A
Consultation of workers	N/A	N/A	N/A
Limit values	N/A	N/A	N/A

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Art. 6			
Other issues identified		No observed discrepancies have been identified	N.

Table 1- 24 Council Directive 91/383/EEC (temporary workers) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art 3(1) read in conjunction with Art 2	<ul style="list-style-type: none"> This Directive shall apply to: <ul style="list-style-type: none"> employment relationships governed by a fixed-duration contract of employment concluded directly between the employer and the worker, where the end of the contract is established by objective conditions such as: reaching a specific date, completing a specific task or the occurrence of a specific event; temporary employment relationships between a temporary employment business which is the employer and the worker, where the latter is assigned to work for and under the control of an undertaking and/or establishment making use of his services. 	No observed discrepancies have been identified in relation to the scope and definitions.	<ul style="list-style-type: none"> Other additional or more detailed requirements N.
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services Art. 6	<ul style="list-style-type: none"> Protective and prevention services are to be informed about the assignment of workers with temporary or fixed-duration contracts 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> Does the legislation define in more specific terms information to be provided to such services? N. <ul style="list-style-type: none"> Other additional or more detailed

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent requirements
			N.
Information for workers Art.3 (and 7)	<ul style="list-style-type: none"> In addition to the general requirements with regard to workers' information, temporary workers shall be informed of special occupational qualifications or skills or special medical surveillance and about increased risks that the job may entail. 	No observed discrepancies have been identified	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Is the content or form of information to workers further specified? N. Other additional or more detailed requirements N.
Training of workers Art.4	<ul style="list-style-type: none"> In addition to the general requirements regarding training, each temporary worker must receive sufficient training appropriate to the particular characteristics of the job, account being taken of his qualifications and experience. 	No observed discrepancies have been identified	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N. Other additional or more detailed requirements N.
Health surveillance Art.5(2)	<ul style="list-style-type: none"> Workers who are used for particularly dangerous work which requires special medical surveillance must be provided with appropriate special medical surveillance. 	No observed discrepancies have been identified	<ul style="list-style-type: none"> Does the transposing legislation require medical surveillance for all types of temporary workers? N. Are the arrangements for health surveillance records specified in the legislation? N. Are the conditions in which health surveillance is required more specifically described in the legislation?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>N.</p> <ul style="list-style-type: none"> Is the periodicity of health surveillance provided in national law? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Consultation of workers	N/A	N/A	N/A
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified	N.

Table 1- 25 Council Directive 94/33/EC (young people at work) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 2(1) in conjunction with Art. 3 Art. 2(2)	<ul style="list-style-type: none"> The Directive applies to any person under 18 years of age (defined as a 'young person') having an employment contract or an employment relationship. It provides for the optional exclusion of occasional or short-term work in domestic service in a private household or of work not considered to be harmful, damaging or dangerous to young people in a family undertaking. 	No observed discrepancies have been identified in relation to the scope and definitions.	<ul style="list-style-type: none"> Does the transposing legislation cover occasional or short-term work in domestic service in a private household or work not considered to be harmful, damaging or dangerous to young people in a family undertaking? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			N.
Conducting a risk assessment Art. 6(2)	<ul style="list-style-type: none"> The employer shall implement the measures necessary to protect the safety and health of young people on the basis of an assessment of the hazards to young people in connection with their work. <p>The assessment must be made before young people begin work and when there is any major change in working conditions and must pay particular attention to the following points:</p> <ul style="list-style-type: none"> (a) the fitting-out and layout of the workplace and the workstation; (b) the nature, degree and duration of exposure to physical, biological and chemical agents; (c) the form, range and use of work equipment, in particular agents, machines, apparatus and devices, and the way in which they are handled; (d) the arrangement of work processes and operations and the way in which these are combined (organisation of work); (e) the level of training and instruction given to young people. <ul style="list-style-type: none"> Where this assessment shows that there is a 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> Does the transposing legislation provide for a risk assessment to be conducted on a regular basis (i.e. every year) independently of any major change in working conditions? <p>N.</p> <ul style="list-style-type: none"> Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? <p>N.</p> <ul style="list-style-type: none"> Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? <p>N.</p> <ul style="list-style-type: none"> Is the content of the risk assessment more detailed than described in the Directive? <p>N.</p> <ul style="list-style-type: none"> Is a more specific methodology for risk assessment provided in the legislation? <p>N.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>risk to the safety, the physical or mental health or development of young people, an appropriate free assessment and monitoring of their health shall be provided at regular intervals without prejudice to Directive 89/391/EEC.</p> <ul style="list-style-type: none"> The free health assessment and monitoring may form part of a national health system. 		<ul style="list-style-type: none"> Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. Other additional or more detailed requirements N.
Ensuring preventive and protective services Art. 6(4)	<ul style="list-style-type: none"> The employer shall involve the protective and preventive services referred to in Article 7 of Directive 89/391/EEC in the planning, implementation and monitoring of the safety and health conditions applicable to young people. 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> Does the national legislation set any specific/detailed rules on the way and extent of the involvement of protective and preventive services in the planning, implementation and monitoring of the safety and health conditions applicable to young people? N. Other additional or more detailed requirements N.
Information for workers Art. 6(3)	<ul style="list-style-type: none"> The employer shall inform young people of possible risks and of all measures adopted concerning their safety and health. Furthermore, he shall inform the legal representatives of children of possible risks and of all measures adopted concerning children's safety and health. 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> Is the content or form of information to young workers/legal representatives of children further specified? N. Other additional or more detailed requirements N.
Training of	<ul style="list-style-type: none"> The employer shall implement the measures 	No observed discrepancies have been	<ul style="list-style-type: none"> Does the transposing legislation provide

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
workers Art.6 (2)	<p>necessary to protect the safety and health of young people on the basis of an assessment of the hazards to young people in connection with their work.</p> <p>The assessment must be made before young people begin work and when there is any major change in working conditions and must pay particular attention to the following points:</p> <p>(e) the level of training and instruction given to young people. *</p>	identified.	<p>for mandatory training of young workers (according to the Directive, the level of training given must be taken into account in assessing any hazards although there is no explicit requirement to provide any such training)?</p> <p>N.</p> <ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation in relation to young workers? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Health surveillance Art. 6(2) and 9(3)	<p>Where the assessment shows that there is a risk to the safety, the physical or mental health or development of young people, an appropriate free assessment and monitoring of their health shall be provided at regular intervals without prejudice to Directive 89/391/EEC.</p> <p>The free health assessment and monitoring may form part of a national health system.</p> <ul style="list-style-type: none"> Prior to any assignment to night work and at regular intervals thereafter, adolescents shall be entitled to a free assessment of their health and capacities, unless the work they do during the period during which work is prohibited is of an exceptional 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> Besides night work and cases where an assessment of the hazards to young people in connection with their work was shown that there is a risk to the safety, the physical or mental health or development of young people, does the transposing legislation provide for a free health assessment of young workers in other circumstances? <p>N.</p> <ul style="list-style-type: none"> Are the arrangements for health surveillance records specified in the legislation? <p>N.</p> <ul style="list-style-type: none"> Are the conditions in which health

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	nature.		<p>surveillance is required more specifically described in the legislation?</p> <p>N.</p> <ul style="list-style-type: none"> Is the periodicity of health surveillance provided in national law? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Consultation of workers	N/A	N/A	N/A
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified.	<p>According to the NIR⁴², 'Slovakia has transposed the provisions of the Directive into national law and supplemented them to include the obligation to draw up a list of work and workplaces that are prohibited to young workers. This measure was taken for the specific and uniform provision of a minimum level of protection for this group of workers, and reflects the fact that this concept was already in use before the Directive was adopted.</p> <p>Employers are obliged to accept other measures beyond the scope of the Directive which are governed by the Labour Code regarding the work of young workers and guaranteeing greater protection of young</p>

⁴² See National Implementation Report for Slovakia, Part A, Section II.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>workers at work, namely:</p> <ul style="list-style-type: none"> • in conjunction with Article 1(3) of the Directive, under Section 174(2) employers must not use methods of remuneration for work (e.g. labour standardisation) which, in cases of increased work performance, would endanger the safety and health of young workers; • beyond the scope of Article 8 of the Directive, under Section 174(1) employers must not order young workers to be on stand-by duty and must not reach agreement with them for them to be on stand-by duty; • beyond the scope of Article 6(2)(e) of the Directive, under Section 176 employers must arrange for an assessment of medical fitness to work, based on the results of a young worker's preventive medical examination: <ul style="list-style-type: none"> a) prior to the transfer of a young worker to other work; b) regularly as required, at least once a year, unless otherwise provided by special legislation; • beyond the scope of Article 8(1) of the Directive, under Section 85(7) young workers under 16 years have a maximum working time of 30 hours per week, even if they work for multiple employers. Young workers over 16 years have a maximum working time of 37.5 hours per week, even if they work for multiple employers. • beyond the scope of Article 10 of the Directive, under Section 92(1) employers

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>must plan working time in such a way that, between the end of one shift and the beginning of another, young workers have a minimum rest period of 14 hours in any 24-hour period;</p> <ul style="list-style-type: none"> • beyond the scope of Article 7 of the Directive, under Section 174(1) employers must not employ young workers to work overtime or do night work, and must not order them to be on stand-by duty or reach agreement with them for them to be on stand-by duty'.

* The level of training given must be taken into account in assessing any hazards although there is no explicit requirement to provide any such training.

1.3.2 Options

This sub-section considers the options provided by the directives to the Member States to exercise their legislative powers beyond what is strictly required by the Directives. In this case, Member States can ultimately set more stringent measures than those required by the Directive. The analysis here reviews whether these options have been used, contributing to the identification of more stringent measures.

The Slovak Republic has only made use of the option considered in Annex I of Directive 2000/54/EC on biological agents, because the indicative list of activities and work with biological agents was extended to new activities.

Table 1- 26 Options

Directive	Y/N	Legal references and brief description
Directive 2000/54/EC on biological agents - Annex I	Y	The indicative list of activities and work with biological agents was extended to new activities: 1. Work in social services, facilities for social protection and social curatorship and other, 2. Social work in an open environment with dependents 3. Working in the Armed Forces, the Police Force, Fire and Rescue Service and the Mountain Rescue Service.
Directive 91/383/EEC on temporary workers - Art. 5(1)	N	-
Directive 91/383/EEC on temporary workers - Art. 5(3)	N	-
Directive 91/383/EEC on temporary workers - Art. 7(2) second indent	N	-

1.4 INTERACTIONS

This section aims at identifying synergies provided in the national legislation for the transposition of CPMs across Directives.

The risk assessment is an integral part of the dynamic risk management system established by the OSH Law. It aims at being comprehensive in its approach identifying risks and preventive measures and it shall be regularly updated. Overarching requirements for the risk assessment are included in the OSH Law. However, some specific additional requirements are set out in the specific RGs, such as specific risks or parameters to assess. Similarly, for preventive and protective services, information for workers, training and consultation of workers, while general obligations can be found in the OSH Law, the individual Directive's relevant specific requirements are regulated by the respective RGs.

With regard to health surveillance, requirements are primarily set by the Public Health Act. The specific RGs sometimes contain exceptions to the requirements in the Public Health Act.

The results of the analysis are presented in table 1-27 below.

Table 1- 27 Interactions between CPMs across OSH Directives

	<i>Risk assessment</i>	<i>Preventive and protective services</i>	<i>Information for workers</i>	<i>Training of workers</i>	<i>Health surveillance</i>	<i>Consultation of workers</i>
Directive 89/391/EEC (Framework Directive)	§ 3, 5, 6 OSH Law	§ 21, 22, 26 OSH Law	§7 OSH Law	§27 OSH Law	§30 Public Health Act	§ 10 OSH Law
Council Directive 89/654/EEC (workplace)	/	/	/	/	/	/
Directive 2009/104/EC (work equipment)	/	/	§8 WE RG	§ WE RG	/	§8 WE RG
Council Directive 89/656/EEC (PPE)	§4-6 PPE RG cross –reference to OSH Law	/	§ 6 PPE RG cross –reference to OSH Law	§6 PPE RG	/	/
Council Directive 92/58/EEC (OSH signs)	§2 OSH Signs RG	/	§2 OSH Signs RG	§2 OSH Signs RG	/	/
Directive 1999/92/EC (ATEX)	§§ 4,5,7 ATEX RG	/	Annex 2, 4 ATEX RG	Annex 2, 4 ATEX RG	/	/
Council Directive 90/269/EEC (manual handling of loads)	§5 MHL RG	/	§6 MHL RG	§6 MHL RG	§5 MHL RG	/
Council Directive 90/270/EEC (display screen equipment)	§4 DSE RG	/	§5 DSE RG	§5 DSE RG	§7 DSE RG	§5 DSE RG
Directive 2002/44/EC (vibration)	§§3,4 Vibrations RG	§8 Vibrations RG	§5 Vibrations RG	§5 Vibrations RG	§7 Vibrations RG	§6 Vibrations RG
Directive 2003/10/EC (noise)	§§3,4 Noise RG	/	§7 Noise RG	§7 Noise RG	§9 Noise RG	§8 Noise RG
Directive 2004/40/EC (electromagnetic fields)	§§3,4 EMF RG	/	§5 EMF RG	§5 EMF RG	§7 EMF RG	§6 EMF RG
Directive 2006/25/EC (artificial optical radiation)	§§4,5 AOR RG	/	§6 AOR RG	§6 AOR RG	§8 AOR RG	§7 AOR RG
Directive 2004/37/EC (carcinogens or mutagens)	§§3,4,5 Carcinogens and Mutagens RG	/	§12 Carcinogens and Mutagens RG	§11 Carcinogens and Mutagens RG	§13 Carcinogens and Mutagens RG	§§ 8, 12 Carcinogens and Mutagens RG

	<i>Risk assessment</i>	<i>Preventive and protective services</i>	<i>Information for workers</i>	<i>Training of workers</i>	<i>Health surveillance</i>	<i>Consultation of workers</i>
Council Directive 98/24/EC (chemical agents at work)	§§4,5,6 Chemical agents RG	/	§10 Chemical agents RG	/	§12 Chemical agents RG	§13 Chemical agents RG
Directive 2009/148/EC (asbestos)	§2 Asbestos RG	/	§10,12 Asbestos RG	§9 Asbestos RG	§11 Asbestos RG	§10 Asbestos RG
Directive 2000/54/EC (biological agents)	§§4,5,7,16 Biological Agents RG	/	§§ 10,11 Biological Agents RG	/	§15 Biological Agents RG	§13 Biological Agents RG
Council Directive 92/57/EEC (temporary or mobile construction sites)	/	/	§10 Constructions sites RG	/	/	§10 Constructions sites RG
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)	§3 Drilling RG	/	§7 Drilling RG	/	§8 Drilling RG	§§ 7,9 Drilling RG
Council Directive 92/91/EEC (mineral-extracting industries through drilling)	§3 Drilling RG	/	§7 Drilling RG	/	§8 Drilling RG	§§ 7,9 Drilling RG
Council Directive 92/29/EEC (medical treatment on board vessels)	N/A ⁴³	N/A	N/A	N/A	N/A	N/A
Council Directive 93/103/EC (work on board fishing vessels)	N/A	N/A	N/A	N/A	N/A	N/A
Council Directive 92/85/EEC (pregnant/breastfeeding workers)	§3 OSH Law	/	§5 OSH Law	§27 OSH Law	§30 Public Health Act	§10 OSH Law
Council Directive 91/383/EEC (temporary workers)	§ 3, 5, 6 OSH Law	§ 21, 22, 26 OSH Law	§7 OSH Law	§27 OSH Law	§30 Public Health Act	§10 OSH Law

⁴³ N/A refers to “not applicable because the Directive has not been transposed in national legislation”. The acronym of N/A will be used consistently throughout the remainder of the tables.

	<i>Risk assessment</i>	<i>Preventive and protective services</i>	<i>Information for workers</i>	<i>Training of workers</i>	<i>Health surveillance</i>	<i>Consultation of workers</i>
Council Directive 94/33/EC (young people at work)	§3 OSH Law	§ 21, 22, 26 OSH Law	§4 OSH Law	§27 OSH Law	§30 Public Health Act	§10 OSH Law
Conclusions on interactions between Directives	<p>The risk assessment is an integral part of the dynamic risk management system established by the OSH Law. It aims at being comprehensive in its approach identifying risks and preventive measures and it shall be regularly updated. Overarching requirements for the risk assessment are included in the OSH Law. However, some specific additional requirements are set out in the specific RGs, such as specific risks or parameters to assess.</p>	<p>The functioning of ISPP and ESPP are set out in the OSH Law. The general obligations of these services are included in the OSH Law. Special requirements, such as instances when they shall be asked for advice by the employer, are included in the specific RGs for a particular topic.</p>	<p>The OSH Law contains a very general information requirement. The individual Directives' specific information requirements are set out in each of the RGs.</p>	<p>The OSH Law contains a general training requirement. The individual Directives' specific requirements are set out in each of the RGs.</p>	<p>The Public Health Act is a specific Act which deals exclusively with all the requirements relating to health surveillance. It contains specific requirements for, for example, exposure to chemical agents, vibrations and noise. Nevertheless, the specific RGs sometimes contain exceptions to the requirements in the Public Health Act. For example, in relation to the duration for keeping health records.</p>	<p>The OSH Law deals with the consultation of workers in an overarching manner. It requires the involvement of the OSH Committee in important decisions relating to the health and safety of workers, and it regulates the functioning of the Committee. However, specific requirements about the involvement of the OSH Committee have been reflected in the specific RGs.</p>

2 MAPPING QUESTION 2: GAPS IN CONTENT OR TIME

This section aims at determining whether the Member State has applied or used derogations and transitional periods when provided for by the Directives. Provisions setting options are covered under MQ1, in section 1.3.

2.1 TRANSITIONAL PERIODS

Transitional periods: these are periods of time where a derogation applies with extended deadlines for the implementation of particular provisions of the Directives. It is noteworthy that most of the transitional periods are not applicable anymore as the dates by which provisions in question had to be implemented at latest have already passed. However, these periods should be taken into consideration to explain delays in implementation of certain Directives.

Such transitional periods can be found in eight Directives as listed below. For all these Directives, the Slovak Republic has not set any transitional periods. This is probably partly due to the fact that this Member State only accessed the European Union in 2004.

Table 2- 1 Transitional Periods

Directive	Transitional periods applied	Transitional period respected	Date of end of application of the transitional period
Directive 92/91/EC (mineral-extracting industries through drilling)	N	-	-
Directive 92/104/EC (surface and underground mineral extracting industries)	N	-	-
Directive 93/103/EC (work on board fishing vessels)	N	-	-
Directive 2002/44/EC (vibration)	N	-	-
Directive 2003/10/EC (noise)	N	-	-
Directive 2009/104/EC (work equipment)	N	-	-
Directive 90/270/EC (display screen equipment)	N	-	-
Directive 1999/92/EC (ATEX)	N	-	-

2.2 DEROGATIONS

Derogations: these are provisions, which explicitly permit Member States to derogate from certain requirements contained in the Directive. All derogations are accompanied by conditions which need to be fulfilled before and/or after derogation is permitted. The following table shows which derogations have been used and whether or not the conditions attached are adequately reflected in the transposing legislation.

Slovak transposing legislation reflects part of the derogations and, mostly, the conditions attached to them. The derogations which have been used are the following: the possibility to make entitlement to benefits conditional (Directive 92/85/EEC on breastfeeding workers); the derogation from the requirement to receive a prior authorisation for the employment of children for the purposes of

performance of children in cultural and similar activities (Directive 94/33/EC on the protection of young people at work); the derogation from the prohibition of employment of young people for certain listed works (Directive 94/33/EC on the protection of young people at work); the possibility to authorize work by adolescents in specific areas of activity during the period in which night work is prohibited (Directive 94/33/EC on the protection of young people at work); the derogations from prohibition of the use of certain chemical agents and activities involving chemical agents (Directive 98/24/EC on chemical agents at work); and the derogation from the obligation to comply with exposure limit values in the case of sea and air transport (Directive 2002/44/EC on vibration).

Table 2- 2 Derogations

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
Directive 89/656/EEC on personal protective equipment	Art.4.6, second indent	Member States' legislation may allow for contribution of workers towards the costs of some personal protective equipment.	N	Slovakia has not made use of this derogation	The derogation applies in circumstances where use of the equipment is not exclusive to the workplace	N	Slovakia has not made use of this derogation
Directive 92/57/EEC on temporary or mobile construction sites	Art. 3.2	Derogation from the obligation to draw up a health and safety plan	N	Slovakia has not made use of this derogation	The derogation does not cover work involving particular risks as listed in Annex II.	N	Slovakia has not made use of this derogation
					The derogation does not cover work for which prior notice is required pursuant to paragraph 3 of this Article.	N	Slovakia has not made use of this derogation
Directive 92/58/EEC on safety and/or health signs at work	Art. 6.2.	Derogation from the application of Annex VIII, section 2	N	Slovakia has not made use of this derogation	Alternative measures guaranteeing the same level of protection laid down.	N	Slovakia has not made use of this derogation
		Derogation from the application of Annex IX, section 3	N	Slovakia has not made use of this derogation	Alternative measures guaranteeing the same level of protection laid down	N	Slovakia has not made use of this derogation
Directive 92/85/EEC on breastfeeding workers	Art.11.4	Member States may make entitlement to benefits conditional	Y	Section 162 of the Labour Code states: 1) If a pregnant woman is doing work which is prohibited to pregnant women or which according to the medical opinion threatens her pregnancy, the employer	The worker concerned shall fulfill the conditions of eligibility for such benefits laid down under national legislation.	Y	(1) The insured person who is pregnant or is caring for a newborn child is entitled to maternity benefits if the last two years before the birth she was under sickness insurance for at least 270 days References: in §48 of the Law on Social Insurance No 461/2003

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
				<p>is obliged to temporarily adjust working conditions</p> <p>2) if the adjustment of working conditions referred to in paragraph 1 is not possible, the employer shall transfer the woman temporarily for work that is suitable for her and in which she can get the same earnings as in the previous work under an employment contract, and if this is not possible, the employer shall, after agreement with her, transfer her to perform another type of work</p> <p>3) if the woman earns at the work to which she was transferred without her fault less than at her previous work, she can receive a compensatory allowance during pregnancy and maternity in order to fill the difference, in accordance with a special regulation (Act No.461/2003 Coll. on Social insurance as amended.)</p> <p>4) if a pregnant woman cannot be transferred to a work with daily work or other suitable work, the employer is obliged to give her time off with</p>	<p>These conditions may under no circumstances provide for periods of previous employment in excess of 12 months immediately prior to the presumed date of confinement.</p>	Y	<p>(1) The insured person who is pregnant or is caring for a newborn child is entitled to maternity benefits if the last two years before the birth she was under sickness insurance for at least 270 days- in §48 of the Law on Social Insurance No 461/2003</p>

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
				remuneration. 5) provisions of the articles 1 to 4 apply equally to the ninth month following childbirth and nursing woman.			
Directive 94/33/EC on the protection of young people at work	Art.5.3	Derogation from the requirement to receive a prior authorisation for the employment of children for the purposes of performance of children in cultural and similar activities	Y	Slovakia has made use of this derogation.	In the case of children of at least 13 years of age, Member States may authorize, by legislative or regulatory provision, in accordance with conditions which they shall determine, the employment of children for the purposes of performance in cultural, artistic, sports or advertising activities.	Y	In Slovakia, derogations are granted under Section 11(4) of the Labour Code, according to which the work of natural persons under 15 years of age or of natural persons older than 15 years who are still in compulsory schooling is prohibited. These persons may perform light work, which, by its nature and scope, does not endanger their health, safety, further development or schooling only in the form of: a) participation in cultural performances and artistic performances; b) sporting events; c) promotional activities. Light work is permitted by the competent labour inspectorate at the request of the employer, by agreement with the competent body of state administration in the field of public health. The number of permits issued for light work by labour inspectorates during the reporting period is as follows: 2007 – 23; 2008 – 25; 2009 – 25; 2010 – 27; 2011 – 20; 2012 – 21.

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
	Art. 7.3.	Derogation from the prohibition of employment of young people for works listed in Article 7.2 in the case of adolescents	Y	Slovakia has made use of this derogation.	Derogations indispensable for their vocational training	Y	Apart from the light work mentioned above, children over the age of 15 years who are still subject to compulsory school attendance may carry out the work defined in Section 43 of Act No 245/2008 on education and training (the Schools Act), as amended. This encompasses practical teaching (an integral part of vocational education and training at vocational schools and conservatories), forming the foundation for a vocation and work activities.
					Protection of their safety and health is ensured by the fact that the work is performed under the supervision of a competent person within the meaning of Article 7 of Directive 89/391/EEC	Y	According to Young Workers RG, young workers may perform the work specified by a given regulation where this is needed for their training and if their health is sufficiently protected.
					Protection afforded by Framework Directive is guaranteed	Y	According to Young Workers RG, young workers may perform the work specified by a given regulation where this is needed for their training and if their health is sufficiently protected.
	Art. 8.5	Derogations from limits on the working hours of children specified in Article 8.1.(a).	N	Slovakia has not made use of this derogation	Derogation is justified by way of exception	N	Slovakia has not made use of this derogation
					<u>Or</u> Derogation is used because objective grounds are provided	N	Slovakia has not made use of this derogation
					Member States shall, by legislative or regulatory	N	Slovakia has not made use of this derogation

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
	Art.9.2	Article 9 (2) a Member States may, by legislative or regulatory provision, authorize work by adolescents in specific areas of activity during the period in which night work is prohibited as referred to in paragraph 1 (b).	Y	Section 174 (1) of the Labour Code (1) An employer may not employ adolescent employees for overtime work or night work, and work standby may not be ordered on them or agreed upon with them. Exceptionally, adolescent employees older than 16 years of age may perform night work not in excess of one hour, if such is necessary for their vocational training. Night work by an adolescent employee must be directly linked to his/her work during the day according to the timetable of work shifts.	provision, determine the conditions, limits and procedure for implementing such derogations.		
					Work by adolescents in specific areas of activity	Y	Night work by an adolescent employee must be directly linked to his/her work during the day according to the timetable of work shifts.
					Supervision of the adolescent by an adult where such supervision is necessary for the adolescent's protection.	N	
					Work shall continue to be prohibited between midnight and 4 a.m.	N	
	Article 9 (2) b second indent Derogation from prohibition of night work for adolescents for: — work performed in the shipping or fisheries sectors;	N	Slovakia has not made use of this derogation	Objective grounds for so doing	N	Slovakia has not made use of this derogation	
				and provided that adolescents are allowed suitable compensatory rest time	N	Slovakia has not made use of this derogation	
				and that the objectives set out in Article 1 are not	N	Slovakia has not made use of this derogation	

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
		<ul style="list-style-type: none"> — work performed in the context of the armed forces or the police; — work performed in hospitals or similar establishments; — cultural, artistic, sports or advertising activities. 			called into question:		
	Art.10.3	Derogation from the minimum rest periods for interruption in the case of activities involving periods of work that are split up over the day or are of short duration.	N	Slovakia has not made use of this derogation			
	Art. 10.4	Derogations from rest periods in respect of adolescents for <ul style="list-style-type: none"> (a) work performed in the shipping or fisheries sectors; (b) work performed in the context of the armed forces or the police; (c) work performed in hospitals or similar establishments; (d) work performed in agriculture; 	N	Slovakia has not made use of this derogation	Objective grounds are provided and provided that they are granted appropriate compensatory rest time and that the objectives set out in Article 1 are not called into question	N	Slovakia has not made use of this derogation

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
		(e) work performed in the tourism industry or in the hotel, restaurant and café sector; (f) activities involving periods of work split up over the day.					
	Art. 13	Member States may, by legislative or regulatory provision, authorize derogations from Article 8 (2), Article 9 (1) (b), Article 10 (1) (b) and, in the case of adolescents, Article 12, for work under force majeure	N	Slovakia has not made use of this derogation	Work is of a temporary nature and must be performed immediately	N	Slovakia has not made use of this derogation
					Adult workers are not available	N	Slovakia has not made use of this derogation
					Adolescents are allowed equivalent compensatory rest time within the following three weeks.	N	Slovakia has not made use of this derogation
Directive 98/24/EC on chemical agents at work	Art. 9.2 and 9.3	Derogations from prohibition of the use of certain chemical agents and activities involving chemical agents in the following circumstances: - for the sole purpose of scientific research and testing, including analysis, - for activities intended to eliminate chemical agents that are present in the form of by-products	Y	§ 9 of Chemicals RG effectively transposes the derogations and conditions laid down in art.9.2 and art.9.3 of the Directive.	Exposure of workers to chemical agents must be prevented, via single closed systems, from which the chemical agents may be removed only to the extent necessary to monitor the process or service the system.	Y	§ 9 of Chemicals RG effectively transposes the derogations and conditions laid down in art.9.2 and art.9.3 of the Directive.
					Member States may provide for systems of individual authorisations.	Y	§ 9 Chemicals RG : Exemption from the provisions of paragraph 1 may be authorized by the competent authority of public health under a special regulation at the request of the employer, in the case of

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
		or waste products, - for the production of the chemical agents referred to in paragraph 1 for use as intermediates, and for such use.					<p>a) solely for the purposes of scientific research and testing, including analysis,</p> <p>b) activities aimed at eliminating chemical agents present in the form of by-products or waste products,</p> <p>c) production of selected chemical agents referred to in paragraph 1 as an intermediate and for such use.</p>
					The competent authority shall request the employer to submit the information listed in Article 9.3.	Y	<p>§ 9 Chemicals RG (a literal citation)</p> <p>The derogation request shall contain:</p> <p>a) justification for the request,</p> <p>b) the quantity of the chemical agent to be used annually,</p> <p>c) a description of the proposed work activities, work practices, work processes or chemical reactions,</p> <p>d) the expected number of employees in the exercise of that activity,</p> <p>e) a proposal for preventive measures to protect the health and safety of employees</p> <p>f) the technical and organisational measures to prevent employee exposure to selected chemical agents.</p>
Directive 2002/44/EC on vibration	Art. 10.1	Derogation from the obligation to comply with exposure limit values in the case of	Y	§ 2 Annex II , §§ 2-11 of the Vibrations RG effectively transposes derogation and conditions	In duly justified circumstances with respect to whole-body vibration where, given the	Y	§33 Public Health Act: If employees in the sea and air transport are exposed to whole-body vibration, public health

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
		sea and air transport,		laid down in Art. 10.1 of the directive	state of the art and the specific characteristics of workplaces, it is not possible to comply with the exposure limit value despite the technical and/or organisation measures taken.		authority or the regional public health authority may grant an exemption from the employer's obligation to immediately take measures to reduce exposure to vibration under a special regulation. The employer is obliged to grant a derogation and demonstrate that he took all possible technical and organizational measures to reduce exposure to vibration under a special regulation.
					The derogation must be accompanied by conditions which guarantee that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased health surveillance, and must be reviewed every four years and withdrawn as soon as the justifying circumstances no longer obtain. (Art.10.3)	Y	Public health authority or regional public health authority may grant an exemption under paragraphs 6 and 7 and §4 and §11 after consultation with employer and employee representatives for Safety and Health at Work. The decision to grant an exemption, public health authority or regional public health authority shall determine the conditions to be met by the employer that the resulting risks are reduced to the lowest possible level and that affected employees have been subjected to health surveillance. Public health authority or regional public health authority reviews the exemption every four years and withdraw it immediately after the circumstances which justified its

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
							granting ceased to exist.
					There must be evidence to show that the risks from the pattern of exposure to the work are lower than those from exposure at the exposure limit value	Y	<p>§ 4 of the Vibrations RG outlines the conditions that must be met regarding special circumstances and guaranteeing conditions on the minimization of risk and exposure to vibrations.</p> <p>§ 11 of the Vibrations RG prescribes that such derogations are only valid for employers in agriculture and forestry, who use work equipment acquired before 6 July 2007 and which do not permit compliance with the RG.</p>
					The derogation must be accompanied by conditions which guarantee that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased health surveillance, and must be reviewed every four years and withdrawn as soon as the justifying circumstances no longer obtain. (Art.10.3)	Y	If employees are exposed to vibrations, which usually do not exceed vibration exposure action values under a special regulation, but the vibrations are changing over time and may exceed the exposure limit values vibrations under a special regulation, public health authority may grant an exemption from the employer's obligation to immediately take measures to reduce exposure vibrations in accordance with a special regulation. The employer must apply for exemption and must demonstrate that the average value of exposure to vibrations during the work week is less than the exposure limit values

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
							vibrations and that the risks of this type of exposure to vibration at work are lower than the risks arising from exposure to vibrations which meet the limit values.
Directive 2003/10/EC on noise	Art.11.1 and 11.2	Derogations from the provisions of Articles 6 (1)(a) and (b) and 7.in exceptional situations where, because of the nature of the work, the full and proper use of individual hearing protectors would be likely to cause greater risk to health or safety than not using such protectors	N	Slovakia has not made use of this derogation	Guarantee, taking into account the special circumstances, that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased health surveillance.	N	Slovakia has not made use of this derogation
					Review every four years and withdrawn as soon as the justifying circumstances no longer obtain.	N	Slovakia has not made use of this derogation
Directive 2004/40/EC on electromagnetic fields	Art.4.6	The risk assessment may include a justification by the employer that the nature and extent of the risks related to electromagnetic fields make a further detailed risk assessment unnecessary.	Y	§ 3 of EMF RG			

3 MAPPING QUESTION 3: LEVEL OF COMPLIANCE BY DIFFERENT STAKEHOLDERS

The question consists of two separate, but intertwined questions: the degree of compliance and approaches to compliance.

3.1 DEGREE OF COMPLIANCE

The question aims to ascertain the extent to which establishments in Member States comply with the key requirements of the 24 OSH Directives and to what extent differences exist between public/private sector; different sizes of establishments: micro/SMEs/large enterprises and different sectors of economic activity.

The results are summarized in tables 3.1 and 3.2. Table 3.1 outlines the range of compliance with the common processes and mechanisms (CPMs) **across all 24 OSH Directives**. Table 3.2 complements the previous table by addressing the level of compliance with the CPMs at the **level of individual Directives**.

As regards **key requirements** which do not constitute CPMs, a detailed overview is provided in Table 3.3.

The following indicators are used for estimating the degree of compliance:

- (5) very high degree of compliance: indicators above 80%
- (4) high degree of compliance: indicators 60-79%
- (3) medium degree of compliance: indicators 40-59%
- (2) low degree of compliance: indicators 20-39%
- (1) very low degree of compliance: indicators below 20%.

The percentages are intended as approximate guides, not exact values.

For the Slovak Republic, the information in the following tables has been partially extracted from the annual reports of labour inspection in Slovakia, although these reports do not provide sufficient information about the categories in which the different types of control measures are taken. Final conclusions were therefore mainly based on interviews with relevant OSH stakeholders (authority, trade unions, employers, academy ...) and on the professional experience of the author of this report.

It should be noted that the figures with regard to the number of inspections depending on the size of the enterprise and the sector should be put in perspective. Although no data is available on this point from the inspectorate reports, the ESENER 1 survey (question MM170) suggests that inspections focus, in terms of size, on large enterprises (94,48% of enterprises with 500 or more employees declared that a Health and Safety Inspector visited this workplace in the last 3 years in order to check health and safety conditions against 49.16% for enterprises with 10 to 19 employees) and, in terms of sector, on private services and production sector (respectively 59.84% and 58.56%) while public services are less subject to inspections (with a result of 26.93%).

With regard to the ESENER data reported upon in the below table, it should be noted that ESENER data are based on a relatively small sample size (interviews were carried out in only 28,649 establishments in 31 European countries) and composition (enterprises up to 10 employees were not involved). Moreover, this information is based on managers' responses and the ESENER average response rate is around a third as only some 20 per cent answered in five out of the EU's six largest

countries (Germany, Spain, Italy, Poland and the UK).⁴⁴ The post-test of the ESENER survey noted that “it is important to mention that companies participating in the survey are likely to be the organisations with high standards or good procedures in place and therefore represent a self-selected sample of ‘good examples’.”⁴⁵

For all CPMs, and across all Directives, the degree of compliance is estimated between medium to high. In terms of effective risk assessment performance and carrying out of risk management activities resulting from the risk assessment, many employers do not perform risk assessment because they are not persuaded that it can help them to decrease the amount of work accidents or improve working conditions. The only reason why they are performing RA seems to be that it is a legal obligation both for public and private sectors. Especially in the micro-companies is risk assessment rarely performed, and where it is performed, only formally. Actually, it appears that for all CPMs large undertakings have a higher degree of compliance in the OSH field as opposed to SMEs, which can probably be explained by the larger financial possibilities as well as OSH tradition of larger companies - especially if they are connected to a foreign investor in the Slovak Republic. No studies or statistics on the differences between compliance with CPMs in the public and private sector are available. Nevertheless, according to interviews with some inspectors from the National Labour Inspectorate responsible for the management and control of labour inspection, the situation is more favorable in the public sector compared with the private sector. An explanation may lay in the increased responsibility of public institutions (public administration and government) for compliance with the laws and obligations in the field of OSH.

⁴⁴ EU-OSHA, European Survey of Enterprises on New and Emerging Risks - Managing safety and health at work, 2010, p.95

⁴⁵ EU-OSHA, Qualitative post-test evaluation of ESENER: National overview report, 2013

Table 3- 1 Degree of compliance: Common processes and mechanisms (across Directives)

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences between the different types of sectors, size of establishment (micro/ SMEs/large) and sectors of economic activity and rationale
---	--	--	---	--

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences between the different types of sectors, size of establishment (micro/ SMEs/large) and sectors of economic activity and rationale
Risk assessment	<p>% of establishments which perform regular⁴⁶ risk assessment</p> <p>% of establishments that carry out risk management activities resulting from the risk assessment</p>	<p>58%</p> <p>3) medium level of compliance</p> <p>45%</p>	<p>These data are based on a combination of data from interviews with stakeholders and on an assessment by the National Labour Inspectorate on the basis of regular and random verifications in selected organisations.⁴⁷</p> <p>Partial Information could also be extracted from the NLI's statistics system.⁴⁸</p> <p>After personal consultation with the Labour Inspectorate, the percentage of establishments that carry out risk management activities resulting from the risk assessment is around 45%.</p>	<p>In terms of effective risk assessment performance and carrying out of risk management activities resulting from the risk assessment, many employers do not perform risk assessment because they are not persuaded that it can help them to decrease the amount of work accidents or improve working conditions. The only reason why they are performing RA seems to be that it is a legal obligation both for public and private sectors. Especially in the micro-companies is risk assessment rarely performed, and where it is performed, only formally.⁴⁹</p> <p>As a result from the stakeholder interviews, it was also noted that the worst situation exists in: hotels and restaurants, public administration storage, and engineering companies. The regular annual reports of labour inspection in the public and private sectors on the differences between risk assessment in organizations Occupational Safety and Health is the obligation to identify and companies in the public and private sectors available. According to interviews with some inspectors from the National Labour Inspectorate responsible for the management and control of labour inspection, the situation is more favorable in the public sector compared with the private sector. An explanation may lay in the increased responsibility of public institutions (public administration and government) for compliance with the laws and obligations in the field of OSH. Private enterprises often underestimate this issue and do not attach so much importance to it. According to stakeholders, they do not have enough funds to provide the Ministry of Safety, to improve risk assessment, and protective measures are taken that are workable to be removed prefer in the market. Occupational safety and health the labour inspection, they are required to remove the deficiency. Same as in the Slovak Republic, this obligation, but often only once, and do not perform risk assessments on a regular basis.</p>
<p>⁴⁶ Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions which may affect workers?</p> <p>⁴⁷ The source of this assessment consists of the results of investigations of labour inspection and weaknesses thus established.</p> <p>⁴⁸ Sources are updated regularly and evaluated on a yearly basis: Status Reports on Labour protection and about the activities of government bodies in the field of labour inspection.</p> <p>⁴⁹ National Implementation Report, Part A, Section I, (EN) p.7-8: "One of the responsibilities of employers defined by the Occupational Safety and Health Act is the obligation to identify dangers and hazards, to assess the risk to the health of workers, and to draw up a written document on risk assessment for all activities carried out by workers. In terms of the effective application of risk assessment in practice, one problem is that many employers assess risks because they are required to do so by law, and not because of any conviction that this can improve occupational safety and health, enhance working conditions and reduce the number of accidents at work and occupational diseases. Negative experiences are recorded at certain micro and small enterprises, where risk assessments are not carried out. At some enterprises, risk assessments are treated as a formality and are not updated to reflect new working conditions. This can be put down to the fact that employers believe that they will fulfil their obligation if they draw up a risk assessment, regardless of how and to what extent. They often use various computer programs employing data not adjusted to the particular conditions of their workplace. They overlook the fact that risks change over time and depending on the specific working conditions. When assessing risks, employers often rely only on professionally competent persons. Risk assessment, particularly in small and medium-sized enterprises, is insufficient in small and medium-sized enterprises, is insufficient terrain even for occupational safety and health professionals, as well as on much importance to it. According to stakeholders, they do not have enough funds to provide the Ministry of Safety, to improve risk assessment, and protective measures are taken that are workable to be removed prefer in the market. Occupational safety and health the labour inspection, they are required to remove the deficiency. Same as in the Slovak Republic, this obligation, but often only once, and do not perform risk assessments on a regular basis.</p> <p><input type="checkbox"/> those participating in the assessment process lack professional competence and experience;</p> <p><input type="checkbox"/> workers in specific workplaces are not involved in risk assessment;</p> <p><input type="checkbox"/> not all work-related aspects are embraced in assessments;</p> <p><input type="checkbox"/> tools are used that are not suitable for identifying hazards or risk assessment;</p> <p><input type="checkbox"/> the assessment of new and emerging risks may be unknown terrain even for occupational safety and health professionals.</p> <p>Therefore, the Labour Inspectorate recommends that employers and professionally competent persons use assessment tools developed by the Ministry of Safety, to improve risk assessment, and publishes promotional materials and guides in its Best Practice Rules series. Flaws are also evident in the fact that preventive measures are taken that are workable to be removed prefer in the market. Occupational safety and health the labour inspection, they are required to remove the deficiency. Same as in the Slovak Republic, this obligation, but often only once, and do not perform risk assessments on a regular basis.</p>				
Milieu Ltd. Brussels				<p>The ESENER1 survey⁵⁰ suggests that most of the workplaces are regularly checked for health and</p>

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences between the different types of sectors, size of establishment (micro/ SMEs/large) and sectors of economic activity and rationale																														
		According to ESENER1 data: 94.37% of workplaces are regularly checked for health and safety as part of RA	The ESENER1 survey suggests that most of the workplaces (94.37%) are regularly checked for health and safety as part of their risk assessment or similar measure. ⁵¹	The ESENER survey ⁵² shows the following differences according to enterprise size and sectors: <table border="1"> <thead> <tr> <th>Company size</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>10-19</td> <td>93.15%</td> <td>3.31%</td> </tr> <tr> <td>20-49</td> <td>96.01%</td> <td>3.99%</td> </tr> <tr> <td>50-249</td> <td>98.08%</td> <td>1.92%</td> </tr> <tr> <td>250-499</td> <td>98.77%</td> <td>0%</td> </tr> <tr> <td>500+</td> <td>100%</td> <td>0%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Sector type</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>Production</td> <td>92.23%</td> <td>2.52%</td> </tr> <tr> <td>Private</td> <td>96.19%</td> <td>3.78%</td> </tr> <tr> <td>Public</td> <td>95.76%</td> <td>4.24%</td> </tr> </tbody> </table>	Company size	Yes	No	10-19	93.15%	3.31%	20-49	96.01%	3.99%	50-249	98.08%	1.92%	250-499	98.77%	0%	500+	100%	0%	Sector type	Yes	No	Production	92.23%	2.52%	Private	96.19%	3.78%	Public	95.76%	4.24%
Company size	Yes	No																																
10-19	93.15%	3.31%																																
20-49	96.01%	3.99%																																
50-249	98.08%	1.92%																																
250-499	98.77%	0%																																
500+	100%	0%																																
Sector type	Yes	No																																
Production	92.23%	2.52%																																
Private	96.19%	3.78%																																
Public	95.76%	4.24%																																
Ensuring protective and preventive services	% of establishments having ensured protective and preventive services	60% 4)	An assessment in chosen organisations is performed by the National Labour Inspectorate on the basis of regular and random verifications. Information obtained contains also NLI's statistics system. ⁵³	The provision of protective and preventive services has a long-standing tradition in Slovakia. Employers are trying to comply with the provisions of the OSH Law and establish these services in their workplaces, but this is a problem in small and micro-companies considering the number of employees. There are no obvious differences between sectors, it is a common problem.																														

shortcomings at employers are also associated with the inadequate preparation of projects (buildings, process equipment, etc.). Measures concerning, for example, ventilation at the workplace are unsatisfactory because occupational safety and health requirements were not taken into account during the design phase, and in some cases structures are not built according to the project.”

⁵⁰ ESENER1, question MM161

⁵¹ ESENER1, question MM161

⁵² ESENER1, question MM161

⁵³ Sources are updated regularly and evaluated on a yearly basis: Status Reports on Labour protection and about the activities of government bodies in the field of labour inspection. <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences between the different types of sectors, size of establishment (micro/ SMEs/large) and sectors of economic activity and rationale
		According to ESENER1 data: 13.3% – 87.41%	ESENER1 2009 asks about different forms of service. Occupational Health Physician, 43.6%; Safety specialist, 87.41%; Psychologist 13.3%; Ergonomist, 15.45%; Health & Safety Consultant, 73.34% ⁵⁴	Data based on company size showed a general trend for greater usage in larger companies. As for sectors there was a general pattern of less use of each speciality within private services.
Information for workers	% of establishments which provide information to workers	70% 4)	An assessment in chosen organisations is performed by the National Labour Inspectorate on the basis of regular and random verifications. Information obtained contains also NLI's statistics system. ⁵⁵	Employer's obligation is to inform and familiarize employees on OSH issues at least once every two years. As a rule, employers comply with this obligation. Differences between companies are not recorded.
Training of workers	% of establishment which provide training to workers	65% 4)	An assessment in chosen organisations is performed by the National Labour Inspectorate on the basis of regular and random verifications. Information obtained contains also NLI's statistics system. ⁵⁶	The same remarks as those made in relation to information for workers apply. Differences between companies are not recorded.
Making available health surveillance	% of establishments which provide health surveillance to workers	54% 3)	An assessment in chosen organisations is performed by the National Labour Inspectorate on the basis of regular and random verifications. Information obtained contains also NLI's statistics system. ⁵⁷	Health surveillance on employee's health is performed through medical fit for work assessment and on the basis of working conditions assessment and preventive medical examinations. For employers, especially in small and micro-companies, the cost and administrative burden generated by health surveillance is an issue. There is no information available on differences between sectors.

⁵⁴ ESENER1, questions MM150

⁵⁵ Sources are updated regularly and evaluated on a yearly basis: Status Reports on Labour protection and about the activities of government bodies in the field of labour inspection. <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

⁵⁶ Sources are updated regularly and evaluated on a yearly basis: Status Reports on Labour protection and about the activities of government bodies in the field of labour inspection. <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

⁵⁷ Sources are updated regularly and evaluated on a yearly basis: Status Reports on Labour protection and about the activities of government bodies in the field of labour inspection. <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences between the different types of sectors, size of establishment (micro/ SMEs/large) and sectors of economic activity and rationale																														
		According to ESENER1 data: health of workers is monitored in 88.69% of the workplaces	The ESENER1 survey suggests that the majority of workplaces (88.69%) are monitored through regular medical examinations. ⁵⁸	The ESENER survey ⁵⁹ shows the following differences according to enterprise size and sectors: <table border="1"> <thead> <tr> <th>Company size</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>10-19</td> <td>85.94%</td> <td>14.06%</td> </tr> <tr> <td>20-49</td> <td>93.33%</td> <td>6.67%</td> </tr> <tr> <td>50-249</td> <td>94.05%</td> <td>5.68%</td> </tr> <tr> <td>250-499</td> <td>98.77%</td> <td>1.23%</td> </tr> <tr> <td>500+</td> <td>100%</td> <td>-</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Sector type</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>Production</td> <td>10.9%</td> <td>88.4%</td> </tr> <tr> <td>Private</td> <td>13.1%</td> <td>86.9%</td> </tr> <tr> <td>Public</td> <td>10.8%</td> <td>89.2%</td> </tr> </tbody> </table>	Company size	Yes	No	10-19	85.94%	14.06%	20-49	93.33%	6.67%	50-249	94.05%	5.68%	250-499	98.77%	1.23%	500+	100%	-	Sector type	Yes	No	Production	10.9%	88.4%	Private	13.1%	86.9%	Public	10.8%	89.2%
Company size	Yes	No																																
10-19	85.94%	14.06%																																
20-49	93.33%	6.67%																																
50-249	94.05%	5.68%																																
250-499	98.77%	1.23%																																
500+	100%	-																																
Sector type	Yes	No																																
Production	10.9%	88.4%																																
Private	13.1%	86.9%																																
Public	10.8%	89.2%																																
Consultation of workers	<p>% of establishments with appointed worker rep</p> <p>% of establishments which consult workers on risk assessment</p> <p>% of establishments</p>	<p>60% 4)</p> <p>60% 4)</p> <p>60% 4)</p>	An assessment in chosen organisations is performed by the National Labour Inspectorate on the basis of regular and random verifications. Information obtained contains also NLI's statistic system. ⁶⁰	Consultation of workers is carried out through workers' representatives for safety. For small and micro-companies, the lack of specialists in this area is an issue. In case no workers' representative for safety is nominated, the employer is obliged to consult with all workers. There is no information available on differences between sectors.																														

⁵⁸ ESENER1 survey, question MM154

⁵⁹ ESENER1 survey, question MM154

⁶⁰ Sources are updated regularly and evaluated on a yearly basis: Status Reports on Labour protection and about the activities of government bodies in the field of labour inspection. <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences between the different types of sectors, size of establishment (micro/ SMEs/large) and sectors of economic activity and rationale
	which consult workers on measures	According to ESENER1 data ⁶¹ : 22.17% to 56.24% have some form of representation/consultation	<p>ESENER1 2009 asked separately about different forms of consultation. Companies were most likely to have a health and safety representative.</p> <ul style="list-style-type: none"> - Trade union representative 22.17% (production sector: 10.46%; private services: 12.99%; public services: 57.73%) - Health and safety representative: 56.24% (production sector: 54.58%; private services: 55.71%; public services: 60.15%) - Health and safety committee: 30.28% (production sector: 26.94%; private services: 27.77%; public services: 40.28%) 	The data showed an increasing trend for all questions with company size. Overall, the public sector was more likely to have each of the forms of consultation/representation, with a considerably higher percentage of use of trade union representatives.

Table 3- 2 Degree of compliance: Common processes and mechanisms (individual Directives)

Common Processes and mechanisms (individual Directives)	Criteria/indicator to guide the assessment	Directive nr.	Assessment of the degree of compliance	The rationale upon which the assessment has been made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
Risk assessment	% of establishments which perform regular risk assessment % of establishments that carry out risk management activities resulting from the risk	No data available			

⁶¹ ESENER1, questions MM351-355-358.

Common Processes and mechanisms (individual Directives)	Criteria/indicator to guide the assessment	Directive nr.	Assessment of the degree of compliance	The rationale upon which the assessment has been made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
	assessment				
Ensuring protective and preventive services	% of establishments having ensured protective and preventive services	No data available			
Information for workers	% of establishment which provide information to workers	No data available			
Training of workers	% of establishment which provide training to workers	No data available			
Making available health surveillance	% of establishments which provide health surveillance to workers	No data available			
Consultation of workers	% of establishments with appointed worker rep % of establishments which consult workers on risk assessment % of establishments which consult workers on measures	No data available			

Table 3- 3 Degree of compliance: Key requirements

Directive	Key requirement (Directive specific)	Estimate of degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale for those differences

Directive	Key requirement (Directive specific)	Estimate of degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale for those differences
89/391/EEC (Framework Directive)	All	3 45%	The assessment was made on the basis of the annual reports from the Labour Inspection over the period 2007-2012, indicating the number of infringements resulting in legal action as well as on the basis of the general information provided within the National Implementation Report for Slovakia for each analysed Directive.	Based on the general information provided within the National Implementation Report for Slovakia for each analysed Directive, it appears that large undertakings have a higher degree of compliance in the OSH field as opposed to SMEs, which can be probably explained due to larger financial possibilities as well as OSH tradition especially if it is the case of a foreign investor in Slovakia. There is no information available on differences between sectors and economic activity. According to interviews with some inspectors from the National Labour Inspectorate, responsible for the management and control of labour inspection, the situation is more favorable in the public sector compared with the private sector. An explanation may lay in the increased responsibility of public institutions (public administration and government) for compliance with the laws and obligations in the field of OSH.
89/654/EEC (workplace)	All	4 60%	See Framework Directive	See Framework Directive
2009/104/EC (work equipment)	All	3 55%	See Framework Directive	See Framework Directive
89/656/EEC (PPE)	All	3 (60%)	See Framework Directive	See Framework Directive
92/58/EEC (OSH signs)	All	3	See Framework Directive	See Framework Directive

Directive	Key requirement (Directive specific)	Estimate of degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale for those differences
		(60%)		
1999/92/EC (ATEX)	All	3 (40%)	See Framework Directive	See Framework Directive
90/269/EEC (manual handling of loads)	All	3 (50%)	See Framework Directive	See Framework Directive
90/270/EEC (display screen equipment)	All	3 (65%)	See Framework Directive	See Framework Directive
2002/44/EC (vibration)	All	4 (65%)	See Framework Directive	See Framework Directive
2003/10/EC (noise)	All	3 (55%)	See Framework Directive	See Framework Directive
2004/40/EC (electromagnetic fields)	All	3 (60%)	See Framework Directive	See Framework Directive
2006/25/EC (artificial optical radiation)	All	3 (45%)	See Framework Directive	See Framework Directive
2004/37/EC (carcinogens or mutagens)	All	3 (40%)	See Framework Directive	See Framework Directive
98/24/EC (chemical agents at work)	All	3 (45%)	See Framework Directive	See Framework Directive
2009/148/EC (asbestos)	All	3 (55%)	See Framework Directive	See Framework Directive
2000/54/EC (biological agents)	All	3 (40%)	See Framework Directive	See Framework Directive
92/57/EEC (temporary or mobile construction sites)	All	3 (45%)	See Framework Directive	See Framework Directive
92/104/EEC (surface and underground mineral-extracting industries)	All	4 (65%)	See Framework Directive	See Framework Directive
92/91/EEC (mineral-extracting industries through drilling)	All	3 (45%)	See Framework Directive	See Framework Directive
92/29/EEC (medical)	N/A	N/A		

Directive	Key requirement (Directive specific)	Estimate of degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale for those differences
treatment on board vessels)				
93/103/EC (work on board fishing vessels)	N/A	N/A		
92/85/EEC (pregnant/breastfeeding workers)	All	3 (60%)	See Framework Directive	See Framework Directive
91/383/EEC (temporary workers)	All	3 (40%)	See Framework Directive	See Framework Directive
94/33/EC (young people at work)	All	3 (40%)	See Framework Directive	See Framework Directive

Also the following data is available for all OSH legislation taken as a whole⁶²:

	2008				2009				2010				2011				2012			
	Number of enterprises not in compliance	Number of inspected enterprises	Number of enterprises in compliance	% in compliance	Number of subjects with detected violation	Number of checked subjects	Number of subjects without violation	% without violation	Number of subjects with detected violation	Number of checked subjects	Number of subjects without violation	% without violation	Number of subjects with detected violation	Number of checked subjects	Number of subjects with detected violation	% without violation	with detected	Number of checked	Number of subjects	Number of subjects
Risk assessment: Evaluation of risk - risk identification)	666	10 654	9 988	94	915	12 773	11 858	93	993	13 183	12 190	92	972	19 570	18 598	95	864	18 486	17 622	95

⁶² Source : Information System of Labour protection (*Informačný systém ochrany práce*, ISOP) over the period 2008-2012. This table has been produced by the Labour Inspectorate on the author's request.

Ensuring protective and preventive services (breach of objects 305: Security - Technical Service + 307: Company Health Service)	169	10 654	10 485	98	335	12 773	12 438	97	433	13 183	12 750	97	339	19 570	19 231	98	223	18 486	18 263	99
Employee information (violation of § 7 of Act no. 124/2006 Coll.)	743	10 654	9 911	93	870	12 773	11 903	93	932	13 183	12 251	93	897	19 570	18 673	95	588	18 486	17 898	97
Training and initial training of staff (breach of objects, 309 + 401 OSH Training: Professional capacity of persons)	641	10 654	10 013	94	877	12 773	11 896	93	1 043	13 183	12 140	92	1 039	19 570	18 531	95	649	18 486	17 837	96
Health surveillance Medical fitness : Initial medical examinations Preventive (regular) medical examinations)	251	10 654	10 403	98	312	12 773	12 461	98	317	13 183	12 866	98	223	19 570	19 347	99	149	18 486	18 337	99
Consultation with employees	-	-	--	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

3.2 APPROACHES TO COMPLIANCE

The second question complements the first sub-question in that aims to answer the question of to what extent can potential differences in the degrees of compliance observed as between private undertakings and public sector bodies, various sizes of companies, etc. be attributed to different approaches to compliance.

In the Slovak Republic, the authorities having competencies in the OSH field appear to have adopted a systematic approach consisting in the organization of information campaigns, research studies, providing technical assistance support and control campaigns aimed at increasing awareness of the undertakings in relation to their obligations in the OSH field. These authorities generally set priorities for compliance measures in accordance with the European strategies. Their programs and campaigns are organized on the basis of specific needs of the market determined on the basis of the results of controls performed in the OSH area. However, undertakings have not adopted a systematic approach to indeed comply with the OSH requirements.

SMEs face particular challenges as they often lack the financial resources to implement a responsible OSH management system.

Table 3- 4 Approaches to compliance

Question	Answer	Observed differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity
What approach has been adopted? Is it systematic?	<p>The systematic approach was adopted according to the Correlation Tables with EU law, the whole passages of directives were taken over and compared to our legislation.</p> <p>Undertakings in Slovakia have generally engaged in processes aimed at observing OSH requirements. However, this approach is not systematic amongst undertakings.</p> <p>The authorities having competencies in the OSH field appear to have adopted a systematic approach consisting in the organization of information campaigns, research studies, providing technical assistance support and control campaigns aimed at increasing awareness of the undertakings in relation to their obligations in the OSH field⁶³.</p>	<p>Stakeholders have indicated that OSH requirements are generally observed by big undertakings, which have in the first place the financial resources to implement a responsible OSH management system, as opposed to small undertakings which are generally overwhelmed by the financial burden in this respect⁶⁴.</p> <p>Moreover, stakeholders have mentioned that compliance with OSH requirements in the public administration and public services (hospitals, schools, social care houses) is rather poor considering the insufficient funds, while compliance with OSH requirements appears to be rather high in specific sectors of activity, such as the automotive sector, chemistry-petro-chemistry, mining and steel processing⁶⁵.</p>
What are the key characteristics of	Quantitative and qualitative indicators of efficiency of the directives with regard to industrial accidents and	Data on different types of sectors, and size of establishment are not available.

⁶³ See also National Implementation Report 2013, Part A, Section I-II

⁶⁴ Conclusion based on interviews with public authorities, OSH research institutes, OSH experts, representatives of workers and representatives of employers.

⁶⁵ Conclusion based on interviews with public authorities, OSH research institutes, OSH experts, representatives of workers and representatives of employers.

Question	Answer	Observed differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity
the approach?	<p>occupational diseases, costs and cost savings for the application guidelines and effects on production and innovation are not monitored and assessed.</p> <p>The majority of the efforts conducted by undertakings were concentrated primarily on acquiring specialised training for dedicated OSH personnel or contracting specialized service providers for prevention and protection activities⁶⁶.</p> <p>In what concerns investments for adapting the work and protection equipments, efforts were made but they were subjected to financial constraints imposed by the financial crisis.</p> <p>Most of the undertakings belonging to international holdings and the export sector have acquired OHSAS 18001 and the "Safe Enterprise award"⁶⁷.</p>	
What are the criteria upon which priorities for compliance measures are set?	<p>Criteria for regulatory compliance are given in OSH laws and the Constitution.</p> <p>Authorities in the OSH field generally set priorities for compliance measures in accordance with the European strategies.</p> <p>The programs and campaigns aimed at increasing awareness in the OSH field are organized on the basis of specific needs of the market determined on the basis of the results of controls performed in the OSH area.</p>	<p>Differences do not exist because all enterprises and all employers are obliged to follow the regulations to protect the health of employees.</p> <p>The programs and campaigns organized in view of disseminating information on OSH matters have targeted mainly SMEs.</p>
Are stakeholders (employees and their representatives) involved in the forming of the compliance approach	The employee representatives are involved in shaping the approach of compliance through trade organisations and trade unions. Trade unions are part of	Data on different types of sectors, size establishment are not available.

⁶⁶ Conclusion based on interviews with public authorities.

⁶⁷ Conclusion based on interviews with public authorities.

Question	Answer	Observed differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity
and its further development?	the tripartite council (government-employers-employees) and have an important role and position in all decision-making processes in the field of OSH and working conditions in Slovakia.	

4 MAPPING QUESTION 4: ACCOMPANYING ACTIONS THAT SUPPORT THE RESPECT OF THE RULE

The following types of accompanying documents/actions relating to OSH legislation are covered:

- Guidance documents (through decisions and other soft measures, guidelines);
- Awareness-raising campaigns;
- Support tools (possibly IT based); and
- Financial incentives i.e. tax benefits or possibility to offer reduction of insurance premium to reward organisations for going beyond the legal requirements
- Education and training actions.

Please note that accompanying measures targeted specifically at SME and micro-enterprises are also covered under Section 7.

The Slovak authorities have issued a number of accompanying actions, almost completely limited to guidance documents, apart from a few online databases related to the Framework Directive. The Directives for which no actions have been taken are: Directive 2009/104/EC (work equipment), Council Directive 92/58/EEC (OSH signs), and Council Directive 91/383/EEC (temporary workers). This is remarkable because most other Member States do have a number of brochures, guidelines, etc. for work equipment and OSH signs.

Whether the existing accompanying actions are considered to be useful and whether they are actually used by the OSH stakeholders is not very clear. While the authorities are of the view that the awareness of undertakings is rather high, the social partners expressed the view that such is still low considering that the dissemination of information is not efficient enough.

According to the OSH stakeholders, Slovakia lacks the use of free web applications for risk assessment, such as OIRA. At this moment, there are only commercial, paid applications. Small and medium-sized businesses often cannot afford their purchase. In addition, accompanying actions such as corporate OSH documentation is lacking, and every business now needs to adjust these accompanying actions according to their own needs. This will often lead to an ambiguous interpretation.

4.1 EXISTING ACCOMPANYING ACTIONS

This sub-section identifies the relevant accompanying documents/actions as described above.

The following documents have been identified:

Directive 89/391/EEC (Framework Directive)

- The Focal Point for Slovakia of the European Agency for Health and Safety at Work has created an online platform gathering and making available general information related to OSH. The platform contains links to Slovakian and European legislation and guidance documents which can be consulted online. <http://www.safework.gov.sk/>
- The National Labour Inspectorate has published a series of various Guidances on its website. The website presents about 30 Best practice Guidances. <http://www.safework.gov.sk/?t=46&s=123>
- The Ministry of Labour, Social Affairs and Family of Slovak Republic has published a series of Guidance (6) on its website: <http://www.employment.gov.sk/sk/praca-zamestnanost/bezpecnost-ochrana-zdravia-pri-praci/>

- The “Safe Enterprise” – Award Scheme introduced by the Ministry of Labour and Social Affairs and Family of Slovak Republic and the National Labour Inspectorate, which enables legal entities and employers that have decided to participate in the Scheme to implement the OSH Management System compliant not only with Slovak regulations but also with regulations applicable in EU member states. available at: <http://www.safework.gov.sk/?t=46&s=118&ins=nip>
- The Institute for Labour and Family Research has conducted a series of studies and reports in the OSH field and has published several research reports and guidance documents in this respect which can be accessed at: <http://www.sspr.gov.sk/IVPR/>. The priority subject among ILFR activities is research work. It is focused on the sociological study in the field of social and family policy, labour market and employment policy, industrial relations and working conditions and in the field of occupational safety and health.
- The Glossary of OSH, Hatina et al., 2006, published by the Institute for Labour and Family Research, Bratislava, <http://www.employment.gov.sk/sk/praca-zamestnanost/bezpecnost-ochrana-zdravia-pri-praci/>
- The Public Health Authority of Slovak Republic has conducted a series of studies in the OSH field and public health and has published several guides and guidance documents in this respect, which can be accessed at: <http://www.uvzsr.sk/> and http://www.uvzsr.sk/index.php?option=com_content&view=category&layout=blog&id=64&Itemid=73
- The State Mining Authority informs the public about OSH issues through the information system - OSH online database of the State Mine Authority, available at: <http://www.hbu.sk/sk/Vyhľadavanie.alej?s=bozp>

Directive 89/654 /EEC (workplace)

- (ISSA project) - Guidance on Risk assessment in SMEs – Slipping and Falling from a Height, Guidance, 2009, published by National Labour Inspectorate, Košice, <http://www.safework.gov.sk/?t=46&s=123>

Directive 89/656/EEC (PPE)

- Principles for provision and use of PPE- Handbook procedures for employers and employees, 2003, published by NLI, Košice, <http://www.safework.gov.sk/?t=46&s=123>
- ISSA project - Guidance on risk assessment in SMEs – Slipping and Falling from a Height, 2009, published by NLI, Košice, <http://www.safework.gov.sk/?t=46&s=123>
- Personal protective equipment - barrier against risk at work, Bulletin, 2012, published by Institute for Labour and Family Research, http://www.ivpr.gov.sk/IVPR/images/IVPR/bulletin/bulletin_5_2012_web.pdf

Directive 1999/92/EC (ATEX)

- Non-binding guidance on safe procedures for the implementation of Directive 1999/92/EC "ATEX" (Explosive atmosphere), 2006, published by NLI, Košice, <http://www.safework.gov.sk/?t=46&s=123>
- (ISSA project) - Guidance on risk assessment in SMEs - Hazards arising from Explosions, 2009, published by NLI, Košice, <http://www.safework.gov.sk/?t=46&s=123>

Council Directive 90/269/EEC (manual handling of loads)

- Safe with loads – Protect your health!! SLIC campaign, 2010, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- OSH principles of manual handling of loads and repetitive activities which can cause musculoskeletal health problems, 2010, published by NLI Košice

- Manual handling of loads retail – SLIC campaign, 2010, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- Manual handling of loads construction – SLIC campaign, 2010, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- Manual handling of loads health care – SLIC campaign, 2010, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>

Council Directive 90/270/EEC (display screen equipment)

- Workplace with computer – guidance for employers and employees, 2005, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- OSH principles at work with visual display units (safe with computers), 2007, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>

Directive 2002/44/EC (vibration)

- OSH in Forestry, 2011, Guidance, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- Support to designing of prevention measures to ensure health and safety at work in the forestry sector in technological protocol, 2011, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>

Directive 2003/10/EC (noise)

- Support to designing of prevention measures to ensure health and safety at work in the forestry sector in technological protocol, 2011, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- Stop that noise – Health and safety instructions, 2005, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- Protecting Health from Noise in the Music and Entertainment Industry, published in 2009 by the Public Health Authority http://www.uvzsr.sk/docs/info/ppl/prirucka_ochrana_pred_hlukom_v_hud_priemysle.pdf
- How to avoid and reduce the exposure of noise at work (*Ako odstrániť alebo znížiť expozíciu zamestnancov pri práci- právne nezáväzná príručka o osvedčených postupoch pre uplatňovanie smernice 2003/10/ES o hluku pri práci, vyd. EK*), 2009, http://www.uvzsr.sk/index.php?option=com_content&view=article&id=376:ako-odstrani-alebo-znii-expoziciu-hluku-za

Directive 2004/40/EC (electromagnetic fields)

- Workplace with computer – guidance for employers and employees, 2005, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>

Directive 2006/25/EC (artificial optical radiation)

- Workplace with computer – guidance for employers and employees, 2005, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>

Directive 2004/37/EC (carcinogens or mutagens)

- Safety at work with chemical factors, 2012, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- Safety regulations at work in a chemical laboratory, 2011, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>

Council Directive 98/24/EC (chemical agents at work)

- (ISSA project) – Guidance on Risk assessment in SMEs – Chemical risks, 2010, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- SLIC brochure Dangerous Substances: Be aware, evaluate and protect - industrial cleaning,

- 2010, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- SLIC brochure Dangerous Substances: Be aware, evaluate and protect – dry cleaning, 2010, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- SLIC brochure Dangerous Substances: Be aware, evaluate and protect - wood processing and furniture industry, 2010, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- SLIC brochure Dangerous Substances: Be aware, evaluate and protect - motor vehicle repair, 2010, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- SLIC brochure Dangerous Substances: Be aware, evaluate and protect –bakeries, 2010, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>

Directive 2009/148/EC (asbestos)

- A practical guide on best practice to prevent or minimise asbestos risks in work that involves (or may involve) asbestos: for the employer, the workers and the labour inspector. A guide issued by the Senior Labour Inspectors Committee (SLIC), 2006, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>

Directive 2000/54/EC (biological agents)

- How to prepare a risk assessment instruction for work with biological agents, 2006, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>

Council Directive 92/57/EEC (temporary or mobile construction sites)

- ISSA project - Guidance on Risk assessment in SMEs – Slipping and Falling from a Height, 2009, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>

Council Directive 92/104/EEC (surface and underground mineral-extracting industries)

- Non-binding guidance of safe procedures for implementation of the Directive 1999/92/EC "ATEX" (Explosive atmosphere) (ISSA Project), 2006, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- Guidance on Risk assessment in SMEs - Hazards arising from Explosions (ISSA project), 2009, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>

Council Directive 92/91/EEC (mineral-extracting industries through drilling)

- Non-binding guidance of safe procedures for implementation of the Directive 1999/92/EC "ATEX" (Explosive atmosphere) (ISSA Project), 2006, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- Guidance on Risk assessment in SMEs - Hazards arising from Explosions (ISSA project), 2009, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>

Council Directive 92/85/EEC (pregnant/breastfeeding workers)

- Good practice guidance for risk assessment of work factors of pregnant workers, 2006, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- Gender equality at the workplace- Examples of Good Practice, 2006, published by the Institute for Labour and Family Research, Bratislava, http://www.sspr.gov.sk/IVPR/index.php?option=com_php&Itemid=22&lang=sk&ty=kniha&vy=IVPR&rv=2006

Council Directive 94/33/EC (young people at work)

- Young people at work, 2006, published by NLI Košice, <http://www.safework.gov.sk/?t=46&s=123>
- Risk groups on the labour market (*Rizikové skupiny na trhu práce*, INEKO, Bratislava, 2011, Source: www.ineko.sk/file_download/631)
- General information materials on the protection of young people were prepared by the Focal

Point for Slovakia of the European Agency for Health and Safety at Work and are available at: <http://www.safework.gov.sk/?t=46&s=126&ins=nip>

For each identified document/action, the table indicates:

- The name of the action
- The type of accompanying action: guidance (G)/awareness-raising programme (AR)/support tool (IT) financial incentive (FI)/ education and training actions (ET);
- The entity who initiated it: authorities (A)/social partners (SP);
- The target groups of the action: specific sectors, specific groups, SMEs.

Table 4- 1 Accompanying Actions

Name	Type	Initiated by (and date)	Target groups
Directive 89/391/EEC (Framework Directive)			
The Glossary of OSH, Hatina et al., Institute for Labour and Family Research	G	A 2006	Public, in particular employers, workers, prevention advisors, researchers
The Primer of employee´s representative – Trade unions of Slovak Republic	G	SP 2001, 2009	Members of trade unions, employers and workers
OSH online database of the European Agency for Health and Safety at Work - Focal Point for Slovakia	IT	A 2006-2007	Public, in particular employers and workers
Guidance series by MOLSAF SR	G	A	Public, in particular employers and workers
Safe Enterprise award scheme	AR	A	Legal entities and employers
OSH online database of the Labour Inspection	IT	A (2006-2007)	Public, in particular employers and workers
OSH online database of the Institute for Labour and Family Research	IT	A 2008	Public, in particular employers, workers and researchers
Public health and OSH database of Public Health Authority of Slovak Republic	IT	A	Public, in particular employers, workers and researcher
OSH online database of the State Mine Authority	IT	A	Public, in particular employers, workers and researchers
Council Directive 89/654/EEC (workplace)			
ISSA project - Guidance on Risk assessment in SMEs – Slipping and Falling from a Height	G	A 2009	Employers and prevention advisors
Directive 2009/104/EC (work equipment)			
No accompanying action identified	-	-	-
Council Directive 89/656/EEC (PPE)			
Principles for provision and use of PPE- Handbook procedures for employers and employees, NLI, Košice	G	A 2003	Employers and prevention advisors

Name	Type	Initiated by (and date)	Target groups
ISSA project - Guidance on Risk assessment in SMEs – Slipping and Falling from a Height	G	A 2009	Employers and prevention advisers
Personal protective equipment - barrier against risk at work, Bulletin, ILFR, 2012,	G	A 2012	Employers and prevention advisers
Council Directive 92/58/EEC (OSH signs)			
No accompanying action identified	-	-	-
Directive 1999/92/EC (ATEX)			
Non-binding guidance of safe procedures for implementation of the Directive 1999/92/EC "ATEX"	G	A 2006	Employers and prevention advisers
ISSA project - Guidance on Risk assessment in SMEs - Hazards arising from Explosions	G	A 2009	Employers and prevention advisers
Council Directive 90/269/EEC (manual handling of loads)			
Safe with loads – Protect your health!! SLIC campaign	G	A 2010	Employers and prevention advisers
OSH principles of manual handling of loads and repetitive activities which can cause musculoskeletal health problems	G	A 2010	Employers and prevention advisers
Manual handling of loads retail – SLIC campaign	G	A 2010	Employers and prevention advisers
Manual handling of loads construction – SLIC campaign	G	A 2010	Employers and prevention advisers
Manual handling of loads health care – SLIC campaign	G	A 2010	Employers and prevention advisers
Manual handling of loads transport – SLIC campaign	G	A 2010	Employers and prevention advisers
Council Directive 90/270/EEC (display screen equipment)			
Workplace with computer – guidance for employers and employees 2005 (in Slovak only)	G	A 2005	Employers and prevention advisers
OSH principles at work with visual display units (safe with computers)	G	A 2007	Employers and prevention advisers
Directive 2002/44/EC (vibration)			
OSH in Forestry	Leaflet	A 2011	Employers and prevention advisers
The aid for determining of prevention to ensure the safety and health at work of forestry in technological protocol	G	A	Employers and prevention advisers
Directive 2003/10/EC (noise)			
The aid for determining of prevention to ensure the safety and health at work of forestry in technological protocol	G	A	Employers and prevention advisers
How to avoid and reduce the exposure of noise at work	G	A 2009	Employers and prevention advisers
Protecting Health from Noise in the Music and Entertainment Industry	G	A 2009	Employers and prevention advisers
Stop that noise – Health and safety instructions for work at noise	G	A 2005	Employers and prevention advisers
Directive 2004/40/EC (electromagnetic fields)			

Name	Type	Initiated by (and date)	Target groups
Workplace with computer – guidance for employers and employees	G	A 2005	Employers and prevention advisers, employees
Directive 2006/25/EC (artificial optical radiation)			
Workplace with computer – guidance for employers and employees	G	A 2005	Employers and prevention advisers, employees
Directive 2004/37/EC (carcinogens or mutagens)			
Safety at work with chemical factors.	G	2012	Employers and prevention advisers, employees
Safety regulations at work in a chemical laboratory	G	2011	Employers and prevention advisers, employees
Council Directive 98/24/EC (chemical agents at work)			
ISSA project – Guidance on Risk assessment in SMEs – Chemical risks	G	A 2010	Employers and prevention advisers,
SLIC brochure Dangerous Substances: Be aware, evaluate and protect - industrial cleaning	G	A 2010	Employers and prevention advisers,
SLIC brochure Dangerous Substances: Be aware, evaluate and protect – dry cleaning	G	A 2010	Employers and prevention advisers,
SLIC brochure Dangerous Substances: Be aware, evaluate and protect - wood processing and furniture industry	G	A 2010	Employers and prevention advisers,
SLIC brochure Dangerous Substances: Be aware, evaluate and protect - motor vehicle repair	G	A 2010	Employers and prevention advisers,
SLIC brochure Dangerous Substances: Be aware, evaluate and protect -bakeries	G	A 2010	Employers and prevention advisers,
Directive 2009/148/EC (asbestos)			
A practical guide on best practice to prevent or minimise asbestos risks in work that involves (or may involve) asbestos: for the employer, the workers and the labour inspector. A guide issued by the Senior Labour Inspectors Committee (SLIC)	G	A2006	Employers and prevention advisers,
Directive 2000/54/EC (biological agents)			
How to prepare a risk assessment instruction for work with biological agents	G	A 2006	Employers and prevention advisers,
Council Directive 92/57/EEC (temporary or mobile construction sites)			
ISSA project - Guidance on Risk assessment in SMEs – Slipping and Falling from a Height	G	A 2009	Employers and prevention advisers,
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)			
Non-binding guidance of safe procedures for implementation of the Directive 1999/92/EC "ATEX" (Explosive atmosphere) (ISSA Project)	G	A 2006	Employers and prevention advisers,
Guidance on Risk assessment in SMEs - Hazards arising from Explosions (ISSA project) -	G	A 2009	Employers and prevention advisers,
Council Directive 92/91/EEC (mineral-extracting industries through drilling)			

Name	Type	Initiated by (and date)	Target groups
Non-binding guidance of safe procedures for implementation of the Directive 1999/92/EC "ATEX" (Explosive atmosphere) (ISSA Project)	G	A 2006	Employers and prevention advisers,
Guidance on Risk assessment in SMEs - Hazards arising from Explosions (ISSA project)	G	A 2009	Employers and prevention advisers,
Council Directive 92/29/EEC (medical treatment on board vessels)			
N/A			
Council Directive 93/103/EC (work on board fishing vessels)			
N/A			
Council Directive 92/85/EEC (pregnant/breastfeeding workers)			
Good practice guidance for risk assessment of work factors of pregnant workers	G	A 2006	Employers
Gender equality at the workplace- Articles of Good Practice.	G	A 2006	Employers
Council Directive 91/383/EEC (temporary workers)			
No accompanying action identified	-	-	-
Council Directive 94/33/EC (young people at work)			
Young people at work	G	A 2007	Employers
Risk groups on the labour market	Research study	A 2011	Employers
General information materials on the protection of young people were prepared by the Focal Point for Slovakia of the European Agency for Health and Safety at Work	G	A	Employers and prevention advisers, employees

4.2 USE OF ACCOMPANYING ACTIONS

This sub-section assesses to what extent the accompanying actions are actually used by establishments to pursue the objective of protecting health and safety of workers.

Results from stakeholder interviews

The information gathered during the interviews shows different perceptions of stakeholders on the awareness expressed by undertakings in relation to the existing accompanying actions⁶⁸. While the authorities are of the view that the awareness of undertakings is rather high, the social partners expressed the view that such is still low considering that the dissemination of information is not efficient enough.

4.3 GAPS

This sub-section aims at determining whether there are any information needs that are not met.

Results from stakeholder interviews

The information gathered during the interviews shows that the majority of the stakeholders are of the

⁶⁸ Conclusion based on interviews with public authorities, OSH research institutes, OSH experts, representatives of workers and representatives of employers.

view that there is a need for more precision and accessibility as regards the legal requirements in the OSH field.

Slovakian OSH legislation is considered to be sufficient, well-prepared, and in accordance with European legislation, but its application in practice is, however, worse. Employers often prefer to obtain prosperity in contrast to decent work and health.

In addition, some stakeholders have indicated that the current rationale of the Slovak OSH legislation differentiating between specific obligations depending on the size of the company should be revised and adapted on the basis of the risks to be evaluated. The risk should become the main reference basis of the OSH legal framework.

Stakeholders declared that many employers assess the risks because it is required by law, and not from conviction. Improved occupational health and safety legislation, improved working conditions and reducing the number of occupational accidents and illnesses for them is often not essential and they only realize this once an accident occurs.

The regulations are frequently amended, chaos ensues when they are commented and used. New legislation lacks flexibility when published and when disseminated to businesses.

Slovakia lacks the use of free web applications for risk assessment, such as OIRA. At this moment, there are only commercial, paid applications. Small and medium-sized businesses often cannot afford their purchase.

Moreover, stakeholders have indicated that undertakings, particularly SMEs, have insufficient information on the possibilities to replace dangerous substances with non-dangerous or less dangerous ones.

Accompanying actions such as corporate OSH documentation is lacking, and every business now needs to adjust these accompanying actions according to their own needs. This will often lead to an ambiguous interpretation.

5 MAPPING QUESTION 5: ENFORCEMENT

The following section provides information on enforcement of the 24 directives. It describes the structure in place for enforcement.

In the Slovak Republic, the National Labour Inspectorate manages and controls the eight regional labour inspectorates and unifies and rationalises working methods of the labour inspectors, who are civil servants. Inspections aim at adherence to legal provisions in several fields of OSH: safety at work, safety of technical equipment, working environment agents, nuclear equipment, major industrial accidents, chemicals, and market surveillance of certain products. The National Labour Inspectorate works closely together with the Public Health Authority of the Slovak Republic. The Public Health Authority supervises the performance of occupational health services and carries out specialized tasks focused on monitoring of health status of employees in relation with working conditions. It is the main enforcement authority in relation to Directives 2002/44/EC (vibration), 2003/10/EC (noise), 2004/40/EC (electromagnetic fields), 2006/25/EC (artificial optical radiation), 2004/37/EC (carcinogens or mutagens), 98/24/EC (chemical agents at work), 2009/148/EC (asbestos), and 2000/54/EC (biological agents). In addition, the State Mining Office is the competent authority ensuring performance in the area of state mining administration. State defence, police and armed forces have their own labour inspection bodies.

In terms of statistical information on inspections, from 2007 to 2012, the number of inspectors has first increased substantially but now shows a decrease, while the number of inspections has increased considerably from 43 467 to 73 055. Labour inspectors are inspecting therefore more enterprises now than they were in 2007.

The strategies for inspections are developed by the National Labour Inspectorate through annual operational plans focusing on operational norms. These operational norms set various objectives in terms of number of inspections, specific priorities during inspections and methodology. Each year, a report assesses the results obtained in relation to the implementation of the operational plan. On the other hand, the Public Health Authority also operates on the basis of programs and projects and the state health policy concept, as authored by the Ministry of Health.

The legislation only sets administrative sanctions for non-compliance with OSH requirements. These administrative sanctions include imposed fines up to 200.000 EUR in relation to the OSH Directives falling under the authority of the National Labour Inspectorate, and fines from 1,659 EUR to 33,193 EUR in relation to those OSH Directives transposed through the Public Health Act. Neither the Criminal Code nor any other legal regulation provides for criminal sanctions for violation of OSH regulations. In addition, labour inspectors are authorised to prohibit certain works, to order elimination of certain deficiencies, to propose certain measures, etc. depending on the gravity of the ascertained facts.

Structure for enforcement

The table below provides a list of the bodies in charge of enforcement in the Member State, by Directive if applicable.

Table 5- 1 Enforcement authorities

Name	Type of authority
Directive 89/391/EEC (Framework Directive)	
The Ministry of Labour, Social Affairs and Family of the Slovak Republic (<i>Ministerstvo práce , sociálnych vecí a rodiny SR</i>)	The Ministry of Labour, Social Affairs and Family of the Slovak Republic is the central state administration body that designs and

Name	Type of authority
	implements state policy concerning labour protection; it also manages and controls the National Labour Inspectorate and its performance.
National Labour Inspectorate	The National Labour Inspectorate is a state administration body with nation-wide competence that oversees tasks concerning labour inspection, and which manages and supervises the labour inspectorates. The Labour Inspectorates are administration bodies that are responsible for labour inspection of employers and natural persons who are entrepreneurs and are not employers. They have regional competences for the tasks established by Article 7 of Act No. 125/2006. According to Act No. 125/2006 Coll. on Labour Inspection and on amendment of the Act No. 82/2005 Coll. on Illegal Work and Illegal Employment. There are 8 regional inspectorates (one in each region of Slovakia: Bratislava, Trnava Trenčín, Nitra, Žilina, Banská Bystrica, Prešov, Košice).
<ul style="list-style-type: none"> Regional Labour Inspectorate 	<p>Labour Inspectorates regarding the Act No. 125/2006 Coll. are state administrative bodies. Labour inspectorates shall be budgetary organisations. The seats and territories of labour inspectorates shall be consistent with the seats and territories of regions.</p> <p>A labour inspectorate shall</p> <ul style="list-style-type: none"> secure performance of labour inspection and so labor inspector is obliged to enter, freely and at any time, the premises and workplaces subject to labor inspection investigate the causes of serious occupational accident occurrence, major industrial accident and occupational diseases enforce by the binding opinion the requirements for securing occupational safety and health protection upon approval and commissioning of constructions, decide over the imposition of penalties pursuant to OSH legislation.
Council Directive 89/654/EEC (workplace)	
The Ministry of Labour, Social Affairs and Family of the Slovak Republic	See Framework Directive
National Labour Inspectorate	See Framework Directive
Directive 2009/104/EC (work equipment)	
The Ministry of Labour, Social Affairs and Family of the Slovak Republic	See Framework Directive
National Labour Inspectorate	See Framework Directive
Council Directive 89/656/EEC (PPE)	
The Ministry of Labour, Social Affairs and Family of the Slovak Republic	See Framework Directive
National Labour Inspectorate	See Framework Directive
Council Directive 92/58/EEC (OSH signs)	
The Ministry of Labour, Social Affairs and Family of the	See Framework Directive

Name	Type of authority
Slovak Republic	
National Labour Inspectorate	See Framework Directive
Directive 1999/92/EC (ATEX)	
The Ministry of Labour, Social Affairs and Family of the Slovak Republic	See Framework Directive
National Labour Inspectorate	See Framework Directive
Council Directive 90/269/EEC (manual handling of loads)	
The Ministry of Labour, Social Affairs and Family of the Slovak Republic	See Framework Directive
National Labour Inspectorate	See Framework Directive
Council Directive 90/270/EEC (display screen equipment)	
The Ministry of Labour, Social Affairs and Family of the Slovak Republic	See Framework Directive
National Labour Inspectorate	See Framework Directive
Directive 2002/44/EC (vibration)	
The Ministry of Health of the Slovak Republic	The Ministry of Health of the Slovak Republic is the central state administration body that designs and implements state policy concerning public health.
Public Health Authority	The Public Health Authority is the supreme office for the regional public health authorities. It manages, controls and coordinates the execution of state administration carried out by regional public health offices. There are 8 regional Public Health Authority (one in each region of Slovakia: Bratislava, Trnava Trenčín, Nitra, Žilina, Banská Bystrica, Prešov, Košice). The Public Health Authority is managed by the Chief Hygienist of the Slovak Republic who is also the director of the office. The chief hygienist is appointed and dismissed upon proposal of the Minister of Health of the Slovak Republic by the director of the office of the ministry.
Directive 2003/10/EC (noise)	
The Ministry of Health of the Slovak Republic	See Directive 2002/44/EC (vibration)
Public Health Authority	See Directive 2002/44/EC (vibration)
Directive 2004/40/EC (electromagnetic fields)	
The Ministry of Health of the Slovak Republic	See Directive 2002/44/EC (vibration)
Public Health Authority	See Directive 2002/44/EC (vibration)
Directive 2006/25/EC (artificial optical radiation)	
The Ministry of Health of the Slovak Republic	See Directive 2002/44/EC (vibration)
Public Health Authority	See Directive 2002/44/EC (vibration)
Directive 2004/37/EC (carcinogens or mutagens)	
The Ministry of Health of the Slovak Republic	See Directive 2002/44/EC (vibration)
Public Health Authority	See Directive 2002/44/EC (vibration)
Council Directive 98/24/EC (chemical agents at work)	
The Ministry of Health of the Slovak Republic	See Directive 2002/44/EC (vibration)
Public Health Authority	See Directive 2002/44/EC (vibration)
Directive 2009/148/EC (asbestos)	
The Ministry of Health of the Slovak Republic	See Directive 2002/44/EC (vibration)
Public Health Authority	See Directive 2002/44/EC (vibration)
Directive 2000/54/EC (biological agents)	
The Ministry of Health of the Slovak Republic	See Directive 2002/44/EC (vibration)
Public Health Authority	See Directive 2002/44/EC (vibration)
Council Directive 92/57/EEC (temporary or mobile construction sites)	
The Ministry of Labour, Social Affairs and Family of the	See Framework Directive

Name	Type of authority
Slovak Republic	
National Labour Inspectorate	See Framework Directive
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)	
The Ministry of Labour, Social Affairs and Family of the Slovak Republic	See Framework Directive
National Labour Inspectorate	See Framework Directive
The State Mining Office	The State Mining Office is the competent authority ensuring performance in the area of state mining administration. There are 5 district mining offices in Slovakia: Bratislava, Banská Bystrica, Košice, Prievidza and Spišská Nová Ves.
Council Directive 92/91/EEC (mineral-extracting industries through drilling)	
The Ministry of Labour, Social Affairs and Family of the Slovak Republic	See Framework Directive
National Labour Inspectorate	See Framework Directive
The State Mining Authority	See Directive 92/104/EEC (surface and underground mineral-extracting industries)
Council Directive 92/29/EEC (medical treatment on board vessels)	
N/A	N/A
Council Directive 93/103/EC (work on board fishing vessels)	
N/A	N/A
Council Directive 92/85/EEC (pregnant/breastfeeding workers)	
The Ministry of Labour, Social Affairs and Family of the Slovak Republic	See Framework Directive
National Labour Inspectorate	See Framework Directive
Council Directive 91/383/EEC (temporary workers)	
The Ministry of Labour, Social Affairs and Family of the Slovak Republic	See Framework Directive
National Labour Inspectorate	See Framework Directive
The Ministry of Labour, Social Affairs and Family of the Slovak Republic	See Framework Directive
National Labour Inspectorate	See Framework Directive

In addition, information is provided on any interactions between the enforcement bodies listed above.

The Ministry of Labour, Social Affairs and Family of the Slovak Republic and the Ministry of Health of the Slovak Republic closely cooperate and coordinate activities in the development of legislation on OSH and health of employees.

On the basis of the agreement on mutual cooperation between the National Labour Inspectorate and the Public Health Authority, both bodies collaborate in the surveillance by conducting joint inspections in selected workplaces and at selected employers, participate together in campaigns initiated by SLIC and the European Agency OSH.

They are members of the Coordinating Committee OSH, which is the Advisory Committee to the Minister of Labour, Social Affairs and Family of the Slovak Republic. They participate in the development of strategy and policy documents on OSH in Slovakia. The cooperation is very efficient, both at national and regional level. They exchange data, results of findings and experts. The cooperation has increased and has become more intensive and broad after the SLIC evaluation in 2011 following the recommendations of the evaluation report.

On the basis of the agreement on mutual cooperation between the National Labour Inspectorate and the Main Mining Office, both bodies collaborate in OSH area – development of legislation, preparing

of OSH strategic documents and exchange of experiences.

Inspections

Statistical Information

The table below provides information on the statistical data available in relation to inspections in order to gain an understanding of the level of enforcement activities in the Slovak Republic. The National Labour Inspectorate (NLI) and Regional Labour Inspectorate (RLI) are the entities responsible for the control and application of requirements relating to health and safety at work which take place under Slovak legislation.

Table 5- 2 Inspections statistical data

Year	Number of labour inspectors	Number of workers per labour inspector	Number of inspections per 100.000 workers	Frequency of inspections⁶⁹	Comments	
2007	260	8 892	43 467	43 407/year	Labour law: OSH, working conditions, labour code, technical safety of machinery and equipment and other aspects (gender equality, violence at the workplace, illegal work and others) according to Act 125/2006 on Labour Inspection	
2008	340	5 600	40 002	39 968/year		idem
2009	345	6 590	51 323	51 281/year		idem
2010	319	7 214	54 715	54 689/year		idem
2011	299	7 832	78 957	78 847/year		idem
2012	298	7 815	73 055	73 033/year		idem
				Company size (no. of workers)		%
				10-19	48,16	
				20-49	53,1	
				50-249	71,03	
				250-499	78,27	
				+500	94,48	
				Sector	%	
				Production sector	58,56	
				Private services	59,84	
				Public sector	26,93	

Source: <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

⁶⁹ 51,71 % of undertakings participating in ESENER were subject to an inspection once in the past 3 years.

Resources in the NLI and RLI have been decreasing over the past years. As a result, there is a higher number of departures (mostly retirement) than arrivals of new labour inspectors.

The roles of the Labour Inspection in the Slovak republic are:

- a) supervision over compliance with:
 1. labour law regulations regulating labour law relations, including, in particular, the establishing, change, and termination thereof, age conditions and working conditions of employees, including working conditions of women, adolescents, home-working employees, disabled persons and persons below the age of 15 years, and collective bargaining,
 2. legal regulations regulating state employment relations,
 3. legal regulations and other regulations aimed at ensuring occupational safety and health protection including regulations regulating working environment factors,
 4. legal regulations regulating the ban on illegal work and illegal employment,
 5. duties set by collective agreements,
- b) deducting responsibility for violation of regulations specified above,
- c) free of charge provision of advice to employers, natural persons who are entrepreneurs and who are not workers, and to workers in the scope of basic expert information and advice on compliance with regulations, in particular on OSH, in the most effective manner.

In the Annual Report of the Slovak Labour Inspectorate to SLIC for 2012⁷⁰, the description of the tasks of the Labour Inspection also includes the implementation of the state occupational safety and health policy on the base of the Concept on Health and Safety at Work in the Slovak Republic from 2008 to 2012. It also covers a more specific task, in particular the targeted creation of a new approach to SMEs.

Pursuant to the Act 261/2002 Coll. on the prevention of industrial accidents as amended, the Labour Inspection also covers the prevention of industrial accidents in coordination with the Slovak Environmental Inspection. The Labour Inspection is also responsible for the market surveillance of products, pursuant to the Law. 264/1999 Coll. on technical requirements for products and conformity assessment and amending certain acts, as well as enforcement of the Act 67/2010 Coll. on conditions for placing chemical substances and mixtures on the market and amending certain acts (Chemical Act).

The Labour inspectorates also exercise control over compliance with social legislation in the field of transport pursuant to Law 462/2007 Coll. on the organisation of working time in transport as amended. The National Labour Inspectorate is also responsible for reporting on the results of those checks to the authorities of the European Union and individual Member States.

The public health authorities have also responsibilities over enforcement of OSH legislation, namely the Act 355/2007 Coll. on the promotion and protection of public health as amended (see Table 5.1), with a focus on health protection, e.g. preventive and protective measures related to physical and chemical agents⁷¹.

Strategies for inspection

The box below provides a short description of the strategic documents for enforcement.

Strategies for inspections are established by the **National Labour Inspectorate** through annual operational plans focusing on operational norms. These operational norms set various objectives in

⁷⁰ Annual Report of the Slovak Labour Inspectorate to SLIC for 2012, section 1.3. Data only available for the period covered by the ESENER Survey 2009, covering the three-year period of the survey.

⁷¹ Annual Report of the Slovak public health authorities to SLIC, Year 2012, section 1.3.

terms of number of inspections, specific priorities during inspections and methodology. The operational plans are implemented by the eight Regional Labour Inspectorates, hence covering the entire Slovak territory. Each year, a report assesses the results obtained in relation to the implementation of the operational plan.

Supervision over compliance with legal and other regulations on occupational health and safety within work sites with nuclear equipment is performed in the entire territory of the Slovak Republic by the Labour Inspectorate located in Nitra.

The operational plans are applicable for inspections of all employers, notwithstanding specific actions and campaigns targeting certain sectors and types of companies. For the period 2008-2012, the annual operational plans were part of a larger strategy: Concept on Health and Safety at Work in the Slovak Republic from 2008 to 2012. The same applies for the Strategy of occupational safety and health in the Slovak Republic until 2020 and programme of its implementation from 2013 to 2015 with a view to 2020.

Beside the national plans established by the National Labour Inspectorate, it also runs campaigns related to the promotion of OSH. These promotional campaigns follow annual national strategies:

Strategic documents for enforcement:

- Strategy of occupational safety and health in the Slovak Republic until 2020 and programme of its implementation from 2013 to 2015 with a view to 2020⁷²
(*Stratégia bezpečnosti a ochrany zdravia pri práci v Slovenskej republike do roku 2020 a program jej realizácie na roky 2013 až 2015 s výhľadom do roku 2020*)
- The Report on the status of Labour Protection and on Activities of the state administration in the area of labour inspection in 2009.⁷³
- The Report on the status of the Labour Protection and on Activities of the state administration in the area of labour inspection in 2010⁷⁴
- The Report on the status of the Labour Protection and on Activities of the state administration in the area of labour inspection in 2011⁷⁵
- The Report on the status of the Labour Protection and on Activities of the state administration in the area of labour inspection in 2012⁷⁶
- Annual Operational Plans

Specific campaigns and checks:

- 2012 Security clearance focused on psychological and social risks at workplaces - campaign SLIC 2012⁷⁷
- 2012 Check of compliance with the scope and terms of authorisations for safety services
- 2012 Security clearance focused on control of compliance with legal and other regulations to ensure OSH at construction works

⁷² Strategy of occupational safety and health in the Slovak Republic until 2020 and programme of its implementation from 2013 to 2015 with a view to 2020, available online:

<http://www.rokovania.sk/Rokovanie.aspx/BodRokovaniaDetail?idMaterial=22602>

⁷³ The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2009, available online: <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

⁷⁴ The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2010, available online: <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

⁷⁵ The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2011, available online: <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

⁷⁶ The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2012, available online: <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

⁷⁷ The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2012, available online : <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

- 2012 Check of allocation of suitable PPE at workplaces
- 2011 Check of technical conditions and functioning of (gas) boiler rooms⁷⁸
- 2011 Check of fulfilment of employers obligations concerning occupational accidents and major industrial accidents
- 2010 Check of compliance with OSH in agriculture focused on the area of system management (risk assessment, planning, etc.)⁷⁹
- 2010 Check of hospital equipment focused on occupational relations and OSH
- 2010 Occupational safety and safety of technical equipment in low-pressure boiler rooms
- 2010 Security clearance focused on management of chemical risks at the workplace
- 2009 Check of OSH requirements in wholesale⁸⁰
- 2009 Check of compliance with OSH at construction sites
- 2009 OSH requirements for metalworking, woodworking and forming machines, focusing on maintenance

Public Health Authority of the Slovak Republic

Strategic documents for enforcement:

- State health policy concept of the Slovak Republic (*Politika zdravia v Slovenskej republike*), Ministry of Health of Slovak Republic
- Programs and projects of Regional Health Authorities in Slovak republic (*Programy a projekty úradov verejného zdravotníctva v SR- odpočet plnenia k 30.6.2014*), http://www.uvzsr.sk/docs/pap/PaP_RUVZ_v_SR_30062014.pdf

Specific campaigns and checks:

- 2012-2013 Healthy Workplaces campaign (EAOSH)
- 2012 - 2013: Working together for risk prevention (EAOSH)
- 2012 Psychological and social risks at workplaces - campaign SLIC 2012
- 2013 The level of health protection sheltered workplaces - The performance of tasks in 2013
- 2013 Health protection of workers against excessive heat burden at work 2013
- Other campaigns of public health (e.g. obesitas, alcohol, smoking, healthy hearth)

The table below presents how priorities are set within strategic documents for inspections in relation to the different topics covered by the OSH Directives.

Table 5- 3 Number of Labour Inspections per sector in Slovakia⁸¹

Sector/Year in number of NLI	NACE code rev.2	2007	2008	2009	2010	2011	2012
Agriculture, forestry and fishing	A0103	1 426	1 812	2 285	2 072	1 896	1 319
Mining and quarrying	B0509	54	50	65	60	116	154

⁷⁸ The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2011, available online : <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

⁷⁹ The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2010, available online : <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

⁸⁰ The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2009, available online : <http://www.safework.gov.sk/?t=46&s=133&ins=nip>

⁸¹ This additional table has been prepared by the Labour Inspection, at the author's request.

Manufacturing	C1033	10 258	9 692	11 203	9 962	12 139	10 761
Electricity, gas, steam and air conditioning supply	D3535	536	524	1 118	1 756	2 170	1 673
Water collection, treatment and supply	E3639	467	401	493	621	558	588
Construction of buildings	F4143	3 974	3 363	5 954	6 077	5 951	5 934
Wholesale and retail trade; repair of cars	G4547	9299	8723	11 710	11960	14 986	14 691
Transporting and storage	H4953	2 950	2 824	3 345	4 939	19 078	16 684
Accommodation and food service activities	I5556	3 459	2 492	3 169	3 502	4 269	3 656
Information and communication	J5863	449	484	440	520	584	492
Financial and insurance activities	K6466	149	182	166	228	188	254
Real estate activities	L6868	1 541	1 331	2 145	2 397	3 653	4 267
Professional, scientific and technical activities	M6975	1 804	1 499	1 463	1 702	2 383	2 571
Administrative and support service activities	N7782	1 873	2 265	2 467	2 085	3 186	2 540
Public administration and defence; compulsory social Security	O8484	1 510	1 234	1 649	2 276	3 047	2 454
Education	P8585	1 357	1 187	1 497	1 711	1 610	1 821
Human health and social work activities	Q8688	1 136	867	975	1 451	1 122	1 566
Arts, entertainment and recreation	R9093	533	441	485	530	939	650
Other services activities	S9496	626	595	652	834	966	954
Activities of households as employers; undifferentiated	T9798	0	0	0	0	4	0

Sector/Year in number of NLI	NACE code rev.2	2007	2008	2009	2010	2011	2012
Agriculture, forestry and fishing	A0103	1 426	1 812	2 285	2 072	1 896	1 319
Mining and quarrying	B0509	54	50	65	60	116	154
Manufacturing	C1033	10 258	9 692	11 203	9 962	12 139	10 761
Electricity, gas, steam and air conditioning supply	D3535	536	524	1 118	1 756	2 170	1 673
Water collection, treatment and supply	E3639	467	401	493	621	558	588
Construction of buildings	F4143	3 974	3 363	5 954	6 077	5 951	5 934
goods - and services - producing activities of households for own use							
Activities of extraterritorial organisations and bodies	U9999	0	0	0	6	2	0
Unclassified	X	6	2	0	0	0	4
Total		43 407	39 968	51 281	54 689	78 847	73 033

Table 5- 4 Data on enforcement strategy

<i>Priorities set in terms of</i>			
size of companies targeted	sectors	groups or workers	other criteria
SMEs, micro-enterprises	All	All workers, young workers,	<ul style="list-style-type: none"> Existence of specific bodies in charge of the surveillance of the well-being of workers Presence at work Type of risks
<i>Priorities set on the basis of</i>			
risk assessment	result of inspections	Others	
Yes	Yes	<ul style="list-style-type: none"> European Strategy for Health and Safety at Work 2007-2012 OSHA Strategy 2009-2013 Program 2007-2013 of the European Social Fund 	

Sanctions

The table below presents the type and level of sanctions provided by law for infringements as defined in the national legislation for each of the Directive covered in the study for both criminal and administrative sanctions. Only the maximum sanctions are provided. Other sanctions are mentioned after the table.

Table 5- 5 Result table – type and level of sanctions

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
Directive 89/391/EEC (Framework Directive)		
<p>According to § 2. 1 point. a) Section 3 of the Act. 125/2006 Coll. on labour inspection: The labour inspection has to oversee the compliance with the laws and other regulations to ensure occupational safety and health, including regulations governing working environment factors.</p>	<p>Neither the Criminal Code (Act No. 300/2005 Coll.) nor any other legal regulation provides for criminal sanctions for violation of OSH regulations.⁸²</p>	<p>In general, sanctions and penalties for non-compliance with regulations considering occupational safety and health are regulated by the Labour Inspection Law. The basic obligations in OSH are defined in the Act No. 124/2006 Coll.</p> <p>According to § 19 paragraph 1 letter a) of the Labour Inspection Law, the Labour Inspectorate is authorised to impose a fine, unless this Act provides otherwise, on the employer for violation of the obligations resulting from this Act or for violation of obligations resulting from collective agreements, up to the amount of 100,000 EUR. In case the violation was caused by an occupational accident and resulted in death or a serious health injury, then the fine will be at least 33,000 EUR.</p> <p>According to § 19 paragraph 2 letter b) point 1 of the Labour Inspection Law, the Labour Inspectorate shall impose a fine to the employer or a physical person which is self-employed and is not an employer, for a serious breach of obligations resulting from rules referred to in § 2 paragraph 1 letter a). The amount of the fine can range from 1,000 to 200,000 EUR.</p>

⁸² According to Act. 125/2006 Coll. on labour inspection, the labour inspectorate is obliged to inform criminal prosecution authorities on facts observed in the course of labour inspection performance, if these suggest the commitment of a crime.

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
		<p>According to § 19 paragraph 3 of the Labour Inspection Law, a serious breach of obligations resulting from rules referred to in § 2 paragraph 1 letter a) is (among others):</p> <ul style="list-style-type: none"> • a) non-compliance with work conditions set up for pregnant women, mothers until the end of the 9th month after the birth of their child, breastfeeding mothers, minors and employees with disabilities, • b) non-provision of protective equipment or safety equipment for provision of occupational safety and health or failure of functioning of this protective equipment or safety equipment, • c) failure to adopt measures in areas according to special legislation to eliminate hazards to the life and health of employees, failure to adopt necessary measures in this area to limit possible consequences of hazards to life and health of employees or to give access to these areas to employees who are not duly and proven informed and familiar, are not trained and equipped according to the legislation and other regulations to ensure occupational safety and health, • d) non-provision of required efficient personal protective occupational equipment or failure to keep them functional.
Council Directive 89/654/EEC (workplace)		
Please see comments to the Directive 89/391/EEC (Framework Directive)	-	-

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
Directive 2009/104/EC (work equipment)		
Please see comments to the Directive 89/391/EEC (Framework Directive)	-	-
Council Directive 89/656/EEC (PPE)		
Please see comments to the Directive 89/391/EEC (Framework Directive)	-	-
Council Directive 92/58/EEC (OSH signs)		
Please see comments to the Directive 89/391/EEC (Framework Directive)	-	-
Directive 1999/92/EC (ATEX)		
Please see comments to the Directive 89/391/EEC (Framework Directive)	-	-
Council Directive 90/269/EEC (manual handling of loads)		
<p>According to § 57 (28) d) of Public Health Act, the employer or sole trader will commit administrative offense in the area of the public health/occupational safety and health in case they breach one of their obligations against employees concerning physical load at work or concerning mental workload and sensory workload according to § 38 of this Act.</p> <p>§ 38 Health protection against physical stress at work, mental stress at work and sensorial stress at work</p> <p>1) Within the field of health protection against physical stress, the employer is under an obligation to:</p> <p>a) arrange and equip the workplaces and places of work performance in accordance with ergonomic principles and the requirements of work physiology; a) observe the highest permissible values for the total and local physical stress of employees;</p> <p>c) observe the limit values for muscular forces exerted and frequencies of movement;</p> <p>d) observe guidance values for</p>	-	<p>According to § 57 (46) letter c) of the Public Health Act, the relevant public health authority can impose a fine from 1,659 EUR to 33,193 EUR.</p>

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
<p>weight in the handling of burdens and other minimum safety and health requirements in the manual handling of burdens,</p> <p>e) provide for technical, organisational and other measures which will eliminate or reduce to the lowest possible and achievable extent increased physical stress at work.</p> <p>2) Within the field of health protection against mental work stress and sensorial stress at work, the employer is under an obligation to:</p> <p>a) provide for an evaluation of the mental work stress and sensorial stress of employees;</p> <p>b) provide for technical, organisational and other measures which will eliminate or reduce to the lowest possible and achievable extent the increased mental work stress and sensorial stress of employees;</p> <p>c) observe the minimum health and safety requirements when working with video display units.</p>		
Council Directive 90/270/EEC (display screen equipment)		
Idem Directive 90/269/EEC (manual handling of loads)	-	Idem Directive 90/269/EEC (manual handling of loads)
Directive 2002/44/EC (vibration)		
<p>According to § 57 (25) of the Public Health Act, the administrative offense in the area of public health in occupational safety and health is committed by a physical person-entrepreneur or a legal person which uses or operates equipment which is a source of vibrations, and which does not fulfil certain obligations to the employees as set out in § 33 of this Act.</p> <p>§ 33 Protection of employees against vibrations at work</p> <p>(1) The employer using or operating facilities which are the source of vibrations is, in accordance with special regulation to provide for technical, organisational and</p>	-	Idem Directive 90/269/EEC (manual handling of loads)

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
<p>other measures so as to eliminate or reduce to the lowest possible and achievable extent the exposure of employees to vibrations and to ensure the protection of the health and safety of the employees.</p> <p>(2) If employees in shipping or air transport are exposed to vibrations throughout the whole body, the Public Health Authority or regional public health authority may grant an exception from the duty of the employer to implement without delay measures for the reduction of exposure to vibrations in accordance with special regulation. The employer is to apply for the granting of the exception and demonstrate that he/she utilised all possible technical and organisational measures for the reduction of the exposure to vibrations in accordance with special regulation</p> <p>(3) If the employees are exposed to vibrations which do not usually exceed the action values of the exposure to vibrations in accordance with special regulation but where the vibrations change over time and may exceed the limit values prescribed for the exposure to vibrations, the Public Health Authority or the regional public health authority may grant an exception from the duty of the employer to implement without delay measures for the reduction of exposure to vibrations. The employer is to apply for the granting of the exception and demonstrate that the average values of exposure to vibrations during the course of a working week are within the limit values prescribed for exposure to vibrations, and that the risks of this type of exposure to vibrations in work are lower than the risks which arise from the exposure to vibrations attaining the limit values.</p> <p>4) The application for granting an exception is to include:</p>		

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
<p>a) the reason for the application for the granting of an exception; b) in the exposure to vibrations under paragraph 2, the proof that all available measures under paragraph). 2 were utilised; c) in the exposure to vibrations under paragraph 3, the proof that the average values of vibrations and risks comply with the requirements defined under paragraph 3; d) the number of employees to whom the exception applies; e) measures for the protection of the health of the employees to whom the exception applies.</p> <p>(5) The Public Health Authority and the regional public health authority may grant an exception under paragraphs 2 and 3 after discussion with the employer, with the employee representative for safety and protection of health at work and the National Labour Inspectorate or the respective labour inspectorate. In the decision on granting the exception, the Public Health Authority or the regional public health authority shall determine the conditions which, due to the special circumstances, must be met by the employer so that the resulting risks are decreased to the lowest possible level and the employees so exposed undergo health surveillance. The Public Health Authority or the regional public health authority reviews the exception so granted every four years and cancels it as soon as the circumstances justifying it no longer obtain. The regional public health authority informs the Public Health Authority without delay on the exceptions granted. The actual list of exceptions granted under paragraphs 2 and 3 is to be published by the Public Health Authority on the internet.</p> <p>(6) The employer shall notify the Public Health Authority or the regional public health authority without delay of any change to</p>		

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
the circumstances which led to the granting of the exception.		
Directive 2003/10/EC (noise)		
<p>According to § 57 (24) of the Public Health Act, the administrative offense in the area of public health in occupational safety and health is committed by a physical person-entrepreneur or a legal person which uses or operates equipment that is a source of noise and if he breaches certain obligations to his employees as set out in § 32 of this Act.</p> <p>§ 32 Protection of employees against noise at work</p> <p>(1) The employer using or operating facilities which are the source of noise is obliged, in accordance with special regulation to provide for technical, organisational and other measures which will eliminate or reduce to the lowest possible and achievable extent the exposure of employees to noise and provide for the health and safety protection of the employees.</p> <p>(2) If, taking into consideration the character of the work, a full and proper use of hearing protectors could result in a greater risk to health and safety than if they are not used, the Public Health Authority or the regional public health authority may, in exceptional cases, grant an exception. The employer must apply for the granting of an exception.</p> <p>3) The application for granting an exception is to include:</p> <p>a) the reason for the application for the granting of an exception;</p> <p>b) the number of employees to whom the exception applies; c) measures for the protection of the health of the employees to whom the exception applies.</p> <p>(4) The Public Health Authority and the regional public health authority may grant an exception under paragraph 2 following discussion with the employer, with the employee</p>	-	Idem Directive 90/269/EEC (manual handling of loads)

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
<p>representative for safety and protection of health at work and the National Labour Inspectorate or the respective labour inspectorate. In the decision on granting the exception, the Public Health Authority or the regional public health authority is to determine the conditions which, due to the special circumstances, must be met by the employer so as to ensure that the resulting risks are decreased to the lowest possible level, and the employees so exposed undergo due health surveillance. The Public Health Authority or the regional public health authority is to grant the exception for a period of four years and is to withdraw it as soon as the circumstances justifying it no longer obtain. The regional public health authority informs the Public Health Authority without delay on any exceptions granted. The actual list of exceptions granted under paragraph 2 is to be published by the Public Health Authority.</p> <p>(5) The employer is to notify the Public Health Authority or the regional public health authority without delay of any change in the circumstances which led to the granting of the exception.</p>		
Directive 2004/40/EC (electromagnetic fields)		
<p>According to § 57 (26) of the Public Health Act, the administrative offense in the area of public health in occupational safety and health is committed by a physical person-entrepreneur or a legal person which uses or operates equipment that is a source of electromagnetic radiation and in case he does not secure technical, organisational or other measures for his employees as set out in § 34 of this Act.</p> <p>§ 34 Protection of employees against electromagnetic vibrations at work</p> <p>The employer making use of or operating a source of</p>		<p>Idem Directive 90/269/EEC (manual handling of loads)</p>

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
<p>electromagnetic radiation is, in accordance with special regulation to provide for the technical, organisational and other measures which will eliminate or reduce to the lowest possible and achievable extent the exposure of employees and the general population and will ensure the protection of the health and safety of the employees.</p>		
Directive 2006/25/EC (artificial optical radiation)		
<p>According to § 57 (27) of the Public Health Act, the administrative offense in the area of public health in occupational safety and health is committed by a physical person-entrepreneur or a legal person which uses or operates equipment that is a source of optical radiation and in case he does not secure technical, organisational or other measures for his employees as set out in § 35 of this Act.</p> <p>§ 35 Protection of health against optical radiation at work The employer making use of or operating sources of ultraviolet, infrared, laser or other optical radiation for purposes other than lighting is, in accordance with a special regulation, to provide for technical, organisational and other measures which will eliminate or reduce to the lowest possible and achievable extent the exposure of employees.</p>	-	<p>Idem Directive 90/269/EEC (manual handling of loads)</p>
Directive 2004/37/EC (carcinogens or mutagens)		
<p>According to § 57 (28) letter f) of the Public Health Act, the administrative offense in the area of public health in occupational safety and health is committed by a physical person-entrepreneur or a legal person and in case he does not secure technical, organisational or other measures for protection of his employees who are working with carcinogenic and mutagenic factors, as set out in § 40 of this Act.</p> <p>§ 40 Protection of employees</p>	-	<p>Idem Directive 90/269/EEC (manual handling of loads)</p>

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
<p>while working with carcinogenic and mutagenic factors</p> <p>The employer who employs employees in activities in which they may be exposed to carcinogenic and mutagenic factors is, in accordance with special regulation, to provide for technical, organisational and other measures which will eliminate or reduce to the lowest possible and achievable extent the exposure of employees to carcinogenic and mutagenic factors.</p>		
Council Directive 98/24/EC (chemical agents at work)		
<p>According to § 57 (28) letter e) of the Public Health Act, the administrative offense in the area of public health in occupational safety and health is committed by a physical person-entrepreneur or a legal person in case he does not secure technical, organisational or other measures for protection of his employees who are working with chemical factors, as set out in § 39 of this Act.</p> <p>§ 39 Protection of employees while working with chemical factors</p> <p>The employer who employs employees in activities in which they may be exposed to chemical factors is, in accordance with special regulation, to provide for technical, organisational and other measures which will eliminate or reduce to the lowest possible and achievable extent the exposure of employees to chemical factors.</p>	-	<p>Idem Directive 90/269/EEC (manual handling of loads)</p>
Directive 2009/148/EC (asbestos)		
<p>According to § 57 (28) letter i) of the Public Health Act, the administrative offense in the area of public health in occupational safety and health is committed by a physical person-entrepreneur or a legal person in case he does not secure technical organisational or other measures for protection of his employees who are</p>	-	<p>Idem Directive 90/269/EEC (manual handling of loads)</p>

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
<p>working with asbestos, as set out in § 41 paragraph 8 of this Act.</p> <p>§ 41 Protection of employees while working with asbestos</p> <p>(1) The removal of asbestos or materials containing asbestos from buildings may be performed only on the basis of a licence issued by the Public Health Authority. 2) The Public Health Authority determines on the granting of the licence referred to under paragraph 1 on the basis of an application which is to contain the following:</p> <p>a) business name, legal form, registered office and identification number, if applicable, if the applicant is a legal person; name, surname, permanent address and identification number, if applicable, if the applicant is a natural person/entrepreneur;</p> <p>b) documentation on the licence to perform the business;</p> <p>c) name, surname and permanent address of the person responsible for carrying out the removal of asbestos or materials containing asbestos from buildings.</p> <p>3) The applicant is to attach the following to the application in accordance with paragraph 2:</p> <p>a) certificate of professional competence of the person responsible for performing the activity under Article 15 par. 1 letter f);</p> <p>b) documentation with the description of the activity or technology for the removal of asbestos and materials containing asbestos from buildings and with data on the technical equipment.</p> <p>(4) The Public Health Authority issues a licence to the applicant if the application contains all the requirements under paragraphs 2 and 3 and if the applicant demonstrates that he/she meets the requirements which will preclude the exposure of employees and the general population to asbestos or</p>		

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
<p>reduce it to the lowest possible and achievable level.</p> <p>(5) The licence is valid for five years from the date of issue, unless a shorter period of validity is determined in the authorisation.</p>		
Directive 2000/54/EC (biological agents)		
<p>According to § 57 (28) letter j) of the Public Health Act, the administrative offense in the area of public health in occupational safety and health is committed by a physical person-entrepreneur or a legal person in case he does not secure technical organisational or other measures for protection of his employees who are working with biological factors, as set out in § 42 of this Act.</p> <p>§ 42 Protection of employees while working with biological factors</p> <p>The employer who employs employees in activities in which they may be exposed to biological factors is, in accordance with special regulation 47), to provide for technical, organisational and other measures which will eliminate or reduce to the lowest possible and achievable extent the exposure of employees to biological factors.</p>	-	Idem Directive 90/269/EEC (manual handling of loads)
Council Directive 92/57/EEC (temporary or mobile construction sites)		
Please see comments to the Directive 89/391/EEC (Framework Directive)	-	-
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)		
Please see comments to the Directive 89/391/EEC (Framework Directive)	-	-
Council Directive 92/91/EEC (mineral-extracting industries through drilling)		
Please see comments to the Directive 89/391/EEC (Framework Directive)	-	-
Council Directive 92/29/EEC (medical treatment on board vessels)		
N/A	N/A	N/A
Council Directive 93/103/EC (work on board fishing vessels)		
N/A	N/A	N/A

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
Council Directive 92/85/EEC (pregnant/breastfeeding workers)		
Please see comments to the Directive 89/391/EEC (Framework Directive)	-	-
Council Directive 91/383/EEC (temporary workers)		
Please see comments to the Directive 89/391/EEC (Framework Directive)	-	-
Council Directive 94/33/EC (young people at work)		
Please see comments to the Directive 89/391/EEC (Framework Directive)	-	-

According to § 12 par. 2 of Labour Inspection Law, the labour inspector is authorised on the basis of the results of the labour inspection and according to the gravity of ascertained facts:

- a) to propose technical, organisational and other measures necessary for improvement of the ascertained situation,
- b) to order elimination of ascertained deficiencies immediately or by a period as determined by him,
- c) to order persons present to immediately leave such premises where an immediate threat to their safety and health is posed,
- d) to prohibit the use of working and operational objects, premises and workplaces, machines, equipment and other technical equipment, work equipment and working procedures, substances and the performance of activities and works which immediately and danger the safety and health of employees and other persons present at the workplace or premises to the knowledge of the employer,
- e) to prohibit the use of motor vehicle in cases referred to in special regulation,
- f) to prohibit work of pregnant women, mothers till the end of the ninth month after the childbirth, nursing women and adolescents and other work and activities if such are performed in violation of special regulations.

Enforcement actions

Table 5- 6 Number of infringements and court cases

Total number of infringement which resulted in legal action⁸³	2007: 1465 2008: 1494 2009: 1252 2010: 951 2011: 746 2012: 710
Other data on the number of court cases specific to OSH issues in the period 2007-2012	No data available

In the Slovak Republic, there is no publicly available data on the number of court cases concerning violation of OSH regulations. Additionally, the courts themselves also do not have such data for e.g. statistical purposes. It is quite common that only labour disputes are registered without taking into account the particular subject matter. The concrete evidence of labour disputes is therefore not processed and thus not accessible.

In general, however, it can be stated that the courts usually do not tackle the issues of violation of OSH regulations, even not in cases when they impose sanctions. The courts deal with compliance of OSH regulations particularly in determining whether it is an occupational accident or occupational disease. Based on the above, it is therefore not possible to include the relevant information that would illustrate the topic of compliance of OSH regulations and their violation.

⁸³ National Implementation Report for Slovakia, Part A, Section 1, I.

Table 5- 7 Detailed breakdown of cases resulting in legal and administrative action⁸⁴

Total number of infringements which resulted in legal action											
Type/Year	2008	%	2009	%	2010	%	2011	%	2012	%	Total
Number of reported infringements	47. 421	100	54 .928	100	55. 711	100	57. 351	100	50. 300	100	314. 102
Number of reported infringements (number of performance shortcomings have been identified)	9 010	100	10. 318	100	9. 996	100	13. 904	100	12. 666	100	64. 810
Number of reported infringements in the process of resolving inspectors (number of performances with the proposed penalty)	1 400	16	1 307	13	2 591	26	3 327	24	1 784	14	11 619
Number of infringements, without further action the court and given administrative authority	1 242	14	1 209	12	2 429	24	3 099	22	1 648	13	10 664
Number of reported infringements without further measures (number of performances without penalty shortcomings have been identified)	7 313	81	8 635	84	7 101	71	8 100	58	9 044	71	47 626
Number of reported infringements under examination (initiated administrative proceedings, prosecution entered into validity in the	111	1	62	1	115	1	362	3	227	2	877

⁸⁴ National Labour Inspectorate, *Informačný systém ochrany práce (ISOP)*, 2014. This table has been produced on the author's request.

year)											
-------	--	--	--	--	--	--	--	--	--	--	--

6 MAPPING QUESTION 6: SPECIFIC GROUPS OF WORKERS

No specific approaches to vulnerable groups are taken in Slovak Republic beyond the requirements set out in the transposed Directives, with the exception of legislation on noise (Directive 2003/10/EC), where it is stated that vulnerable groups (young people, pregnant women) do not carry out hazardous work in Slovakia (young people may do such work, but only to the extent necessary for their training).⁸⁵

Only more recently, national strategies in the context of active ageing promote the non-discrimination of older workers by effective measures undertaken by the authorities (i.e. inspectors), and the safety of +50 employees in their working environment through inspections conducted once every two years. The inspections' main aim will be the control of the OSH of this population with the objective of improving the working conditions, improvement of their work stations taking into account their health, stress levels etc. As a support to the National Programme for Active Ageing 2014-2020, the report on "Health and Safety and risk factors of employees +50 – older people in working process and the measurements on the sector and company level"⁸⁶ identifies problems affecting older workers from various perspectives including legal, health, functional and work ability, working conditions, occupational accidents and identification of risks and threats at workplaces. The conclusion includes proposals for actions and measures for active ageing and improving the OSH of 50+ workers.⁸⁷

The Slovak Republic also does not count a lot of very specific guidance documents addressed at specific vulnerable groups. There are currently only three good practice guides, directed towards young workers, pregnant workers and gender equality.

The table 6-1 below provides an overview of the documents, including legislation, strategies, guidelines, roadmaps or plans, as well as other documents addressing the question of vulnerable groups.

Table 6- 1 Tools addressing risk factors for all vulnerable groups

⁸⁵ National Implementation Report, Part A, Section II, (EN) p. 71.

⁸⁶ Report issued by the Institute for Labour and Family Research

⁸⁷ Kordošová M, Health and Safety and risk factors of employees +50 – older people in working process and the measurements on the sector and company level (*BOZP a rizikové faktory zamestnancov 50+, VÚ 2341*), Institute for Labour and Family Research.

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks of occupational risk factors	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
Good Practice Guidance: Employment of young people. ⁸⁸	Young workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Good practice-Gender equality at the workplace ⁸⁹	Men, Women at work	√	√	√	-	-	√	-	√	-	-	-	-	-	√	-	-	-	-
Good practice guidance for risk assessment of work factors of pregnant workers ⁹⁰	Pregnant workers	√	-	√	-	-	√	-	-	-	-	-	-	-	√	-	-	-	-
National Programme for Active Ageing 2014-2020	Older workers	-	-	-	-	-	√	-	√	-	-	-	-	-	√	-	-	-	-

⁸⁸ Good Practice Guidance, Available online at: <http://www.safework.gov.sk/?t=46&s=123>

⁸⁹ Gender equality at the workplace- Articles of Good Practice, IFLR, Bratislava, 2006 (Rodová rovnosť na pracovisku : Pravidlá dobrej praxe., Kasana, Perichtová, Porubánová, Šulcová, Bratislava, <http://proxy.ceit.sk/cgi-webisnt/sh.wis?h2=10&dbn%5Et4000=disso&gizmo%5Et4001=aw-1250&jump%5Et4501=generic&db%5Et4700=gen&lang%5Et4902=SK&name%5Et4903=disso&ctl%5Et4921=GA&thead1%5Et4922=class=tabulka3&battr%5Et4930=BGCOLOR=white&tfattr%5Et4932=class=intro&metaex%5Et4940=LINK%20href=/webisnt/custom/disso/styl.css%20type=text/css%20rel=StyleSheet&TYPE%5Et4901=G&h1=1&search=VY=IVPR>, 2006. - ISBN 80-7139-120-9.

⁹⁰ Good practice guidance for risk assessment of work factors of pregnant workers (in Slovak only) (*Príručka dobrej praxe pre hodnotenie faktorov práce rizikových pre BOZP tehotných pracovníčok*), Source: <http://www.employment.gov.sk/dokumenty-a-informacie.html>

7 MAPPING QUESTION 7: SMEs AND MICRO-ENTERPRISES

This question focuses on the identification of measures adopted by Member States in order to assist SMEs and micro-enterprises in the implementation of OSH requirements. Measures provided by other actors, such as social partners, are not included. The concept of ‘measures’ is considered as covering national legislation and soft measures, i.e. incentives. Other measures such as guidance are included in section 4.

Three elements should be checked for each Directive:

- Exemptions: are there thresholds of number of employees to be exempted from certain key requirements? If so, what are the thresholds? To what requirements does it apply?
- Lighter regime: are certain norms/ regulatory standards provided by law differentiated for SMEs?
- Incentives: have financial measures/tax reductions been adopted to support SMEs?

The results are summarised in Table 7-1 and then detailed in Table 7-2. It should be taken into account that the SME measures laid down in the national legislation transposing the Framework Directive are equally applicable to all of the transpositions of the other OSH individual Directives.

In the Slovak republic, certain exemptions are applicable to smaller enterprises depending on the number of workers. For smaller companies, there is, e.g., no obligation to set up an OSH Commission or to prepare a written corporate OSH policy. There are no further financial measures directed towards micro-companies and SMEs.

Table 7- 1 Overview of measures targeting SMEs and micro-enterprises

	<i>Exemptions</i>	<i>Lighter regime</i>	<i>Incentives</i>
Directive 89/391/EEC (FW)	✓	✓	-
Directive 89/654/EEC (workplace)	-	-	-
Directive 2009/104/EC (work equipment)	-	-	-
Council Directive 89/656/EEC (PPE)	-	-	-
Council Directive 92/58/EEC (OSH signs)	-	-	-
Directive 1999/92/EC (ATEX)	-	-	-
Council Directive 90/269/EEC (manual handling of loads)	-	-	-
Council Directive 90/270/EEC (display screen equipment)	-	-	-
Directive 2002/44/EC (vibration)	-	-	-
Directive 2003/10/EC (noise)	-	-	-
Directive 2004/40/EC (electromagnetic fields)	-	-	-
Directive 2006/25/EC (artificial optical radiation)	-	-	-
Directive 2004/37/EC (carcinogens or mutagens)	-	-	-
Directive 2008/24/EC (Chemical Agents)	-	-	-
Directive 2009/148/EC (asbestos)	-	-	-

	Exemptions	Lighter regime	Incentives
Directive 2000/54/EC (biological agents)			
	-	-	-
Council Directive 92/57/EEC (temporary or mobile construction sites)			
	-	-	-
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)			
	-	-	-
Council Directive 92/91/EEC (mineral-extracting industries through drilling)			
	-	-	-
Council Directive 92/29/EEC (medical treatment on board vessels)			
	N/A	N/A	N/A
Council Directive 93/103/EC (work on board fishing vessels)			
	N/A	N/A	N/A
Council Directive 92/85/EEC (pregnant/breastfeeding workers)			
	-	-	-
Council Directive 91/383/EEC (temporary workers)			
	-	-	-
Council Directive 94/33/EC (young people at work)			
	-	-	-

Table 7- 2 Description of measures targeting SMEs and micro-enterprises

	Exemptions	Lighter regime	Incentives
Directive 89/391/EEC (FW)			
	The legislation modifies the obligation of small and micro-enterprises, depending on the number of employees (e.g. 5, 11 employees). E.g. small businesses to 11 employees do not need to prepare a written corporate policy of OSH and they do not need to establish the Commission of OSH.	Legislation on occupational safety and health modifies certain occupational safety and health requirements for micro and small enterprises, depending on the minimum number of workers designated for such enterprises (e.g. 5, 11, 19, 50, 100).	-
Directive 89/654/EEC (workplace)			
	-	-	-
Directive 2009/104/EC (work equipment)			
	-	-	-
Council Directive 89/656/EEC (PPE)			
	-	-	-
Council Directive 92/58/EEC (OSH signs)			
	-	-	-
Directive 1999/92/EC (ATEX)			
	-	-	-
Council Directive 90/269/EEC (manual handling of loads)			
	-	-	-
Council Directive 90/270/EEC (display screen equipment)			
	-	-	-
Directive 2002/44/EC (vibration)			
	-	-	-
Directive 2003/10/EC (noise)			
	-	-	-
Directive 2004/40/EC (electromagnetic fields)			
	-	-	-
Directive 2006/25/EC (artificial optical radiation)			
	-	-	-

	Exemptions	Lighter regime	Incentives
Directive 2004/37/EC (carcinogens or mutagens)			
	-	-	-
Directive 2098/24/EC (Chemical Agents)			
	-	-	-
Directive 2009/148/EC (asbestos)			
	-	-	-
Directive 2000/54/EC (biological agents)			
	-	-	-
Council Directive 92/57/EEC (temporary or mobile construction sites)			
	-	-	-
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)			
	-	-	-
Council Directive 92/91/EEC (mineral-extracting industries through drilling)			
	-	-	-
Council Directive 92/29/EEC (medical treatment on board vessels)			
	N/A	N/A	N/A
Council Directive 93/103/EC (work on board fishing vessels)			
	N/A	N/A	N/A
Council Directive 92/85/EEC (pregnant/breastfeeding workers)			
	-	-	-
Council Directive 91/383/EEC (temporary workers)			
	-	-	-
Council Directive 94/33/EC (young people at work)			
	-	-	-

Finally, the NIR⁹¹ underlines that “some of the tasks under the approved Strategy of Occupational Safety and Health in the Slovak Republic and its implementation programme for 2013–2015, with an outlook up to 2020, are intended to support small and medium-sized enterprises. This also involves, for example, the provision of expert advice to employers and workers aimed at preventing health risks and at protecting occupational health, the publication of expert guides, information and promotional materials for employers, workers’ occupational safety and health representatives, trade-union members and workers in order to promote the role of and relevant regulations on occupational safety and health and to ensure that they are better understood and applied”.

It further highlights the good cooperation between the authorities and the trade union and, to some extent, employers’ associations to support SMEs to implement OSH measures.

⁹¹ See National Implementation Report for Slovakia, Part A, Section I, sub-section 2.7.

ANNEX I- BIBLIOGRAPHY

Strategy:

- The Strategy of occupational safety and health in the Slovak Republic until 2020 and programme of its implementation from 2013 to 2015 with a view to 2020, available online: <http://www.rokovania.sk/Rokovanie.aspx/BodRokovaniaDetail?idMaterial=22602>

Annual reports of the Slovak National Labour Inspectorate and the State Mining Authority:

- Annual Report of the Slovak Labour Inspectorate to SLIC, 2004-2012
- Annual Reports of the Slovak public health authorities to SLIC, 2010-2012
- The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2007, available online : <http://www.safework.gov.sk/?t=46&s=133&ins=nip>
- The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2008, available online : <http://www.safework.gov.sk/?t=46&s=133&ins=nip>
- The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2009, available online : <http://www.safework.gov.sk/?t=46&s=133&ins=nip>
- The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2010, available online : <http://www.safework.gov.sk/?t=46&s=133&ins=nip>
- The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2011, available online : <http://www.safework.gov.sk/?t=46&s=133&ins=nip>
- The Report on the status of the labour protection and on activities of the state administration in the area of labour inspection in 2012, available online : <http://www.safework.gov.sk/?t=46&s=133&ins=nip>
- The Report on the status of health and safety at work, the development of occupational accidents, occupational diseases and other health damage in the SR in the area of supervision of the state mining administration SR for the 2012, The State Mining Authority SR, 2013 , available online: <http://www.hbu.sk/files/documents/spravy/bozp/2012/spr%C3%A1va%20o%20stave%20o%20bozp%20za%20rok%202012.pdf>

National report of the State Health Authority:

- The National Profile of Chemicals management in the Slovak Republic, Bratislava, 2003, (*Národný profil manažmentu chemických látok v Slovenskej republike*), available online : http://www.uvzsr.sk/docs/info/chbezp/narodny_profil_manazmentu_chemickych_latok_v_SR.pdf
- National Report on the progress of the Slovak Republic in the issue of chemical safety after 2003 (*Národná správa SR o pokroku Slovenskej republiky v problematike chemickej bezpečnosti po roku 2003*) available online : http://www.uvzsr.sk/index.php?option=com_content&view=article&id=193:narodna-sprava-sr-o-pokroku-slovenskej-republiky-v-problematike-chemickej-bezpenosti-po-roku-2003&catid=54:rozne&Itemid=65

- The State health policy concept (*Koncepcia štátnej politiky zdravia Slovenskej republiky, Ministerstvo zdravotníctva SR*) http://www.uvzsr.sk/docs/kspz/koncepcia_SP_zdravia_SR_EN.pdf
- *Programy a projekty úradov verejného zdravotníctva v SR- odpočet plnenia k 30.6.2014* http://www.uvzsr.sk/docs/pap/PaP_RUVZ_v_SR_30062014.pdf

Research articles:

- The Professional competence of persons in the field of safe operation of selected work equipment, 2011, Novotný et al. (*Odborná spôsobilosť osôb v oblasti bezpečnosti prevádzky vybraných pracovných prostriedkov*), 2011, Inštitút pre výskum práce a rodiny, Bratislava, available online: http://www.sspr.gov.sk/IVPR/images/IVPR/vyskum/2011/Novotny/novotny_2333.pdf
- The Assessment of protective properties of individual means of protection during their operational use. I, II. Stage, 2011,2012 ILFR, Bratislava, Kordošová et al (*Posúdenie ochranných vlastností prostriedkov individuálnej ochrany počas ich prevádzkového používania, 2012, Inštitút pre výskum práce a rodiny, Bratislava, Kordošová a kol.*), available online: http://www.ivpr.gov.sk/IVPR/images/IVPR/vyskum/2011/Kordosova/2335_web.pdf, http://www.sspr.gov.sk/IVPR/images/IVPR/vyskum/2012/Kordosova/2339_web.pdf
- The Personal protective equipment - barrier against risk at work, Bulletin, ILFR, 2012, Kordošová (*Osobné ochranné pracovné prostriedky - bariéra pred nebezpečenstvom v práci - Bulletin, Inštitút pre výskum práce a rodiny, Bratislava, 2012, Kordošová*), available online: http://www.ivpr.gov.sk/IVPR/images/IVPR/bulletin/bulletin_5_2012_web.pdf
- Compensation of impacts constrained and health detrimental of working environment, ILFR, Bratislava, 2006, Matulová et al.-in slovak only (*Kompenzácia vplyvov sťaženého a zdraviu škodlivého pracovného prostredia, Inštitút pre výskum práce a rodiny, Bratislava, 2006, Matulová a kol.*) Source:<http://www.sspr.gov.sk/IVPR/images/IVPR/vyskum/2006/Kompenzacia.pdf>
- Implementation of the EC Directive on working time in Slovakia (*Implementácia smernice o pracovnom čase - Správa z riešenia výskumnej úlohy VÚ č. 2336, IVPR, Bratislava, Perichtová 2011*) in slovak only, Source : http://www.sspr.gov.sk/IVPR/images/IVPR/vyskum/2011/Perichtova/perichtova_2336.pdf

Others:

- Enterprise survey on new and emerging risks (ESENER1), 2009, European Agency for Safety and Health at Work, <https://osha.europa.eu/sub/esener/en/front-page>
- EU-OSHA – European Agency for Safety and Health at Work, Qualitative post-test evaluation of ESENER (ESENER Post-Test). Luxembourg, 2013. Available at: <https://osha.europa.eu/en/publications/reports/qualitative-post-test-evaluation-of-esener-overview-report/view>
- The Report on the activities of the trade union control over the occupational safety and health for the 2012- regular reports every year, available online: http://www.kozsr.sk/page_sk/bozpz/rocna_sprava_2012_komplet_4.pdf
- The Glossary of OSH (*Terminologický slovník BOZP*), Hatina et al., in slovak only, 2006, Inštitút pre výskum práce a rodiny, Bratislava, available online : www.employment.gov.sk/terminologicky-slovník-bozp.pdf, <http://www.employment.gov.sk/dokumenty-a-informacie.html>

Guidance:

- Guidance on Risk assessment in SMEs – Slipping and Falling from a Height (*Príručka hodnotenia rizika pre malé a stredné podniky – pád a zrútenie osôb*) (ISSA project)
<http://www.nip.sk/?t=46&s=123&ins=nip>,
[http://www.issa.int/Resources/Resources/Slipping-and-Falling-from-A-Height/\(language\)/eng-GB](http://www.issa.int/Resources/Resources/Slipping-and-Falling-from-A-Height/(language)/eng-GB)
- Principles for providing and use of PPE- Handbook procedures for employers and employees, NLI, Košice, 2003 (*Zásady pre poskytovanie a používanie osobných ochranných pracovných -Príručka pre postupy zamestnávateľov a zamestnancov, Národný inšpektorát práce, 2003*) available online :
http://www.bozpo.sk/public/poradna/nip/poskytovanie_oopp.pdf
- Non-binding guidance of safe procedures for implementation of the Directive 1999/92/EC "ATEX" (Explosive atmosphere) (*Nezáväzná príručka správnych postupov na uplatňovanie smernice 1999/92/ES "ATEX" (Výbušné prostredia)*) <http://www.employment.gov.sk/dokumenty-a-informacie.html>, http://www.bozpo.sk/public/poradna/nip/vybusne_prostredie.pdf
- Guidance on Risk assessment in SMEs - Hazards arising from Explosions (*Príručka hodnotenia rizika v malých a stredných podnikoch – Výbuchy*) (ISSA project)
[http://www.issa.int/content/search/\(offset\)/20?SearchText=Risk+assessment&SearchLangue\[0\]=enggb](http://www.issa.int/content/search/(offset)/20?SearchText=Risk+assessment&SearchLangue[0]=enggb)
- Safe with loads – Protect your health!! SLIC campaign (*Bezpečne s bremenami - Chráňte svoje zdravie obmedzte záťaž!! SLIC kampaň.*) Source: <http://www.nip.sk/?t=46&s=123&ins=nip> Source of the SLIC: www.handlingloads.eu
- Manual handling of loads transport – SLIC campaign (*Ručná manipulácia s bremenami doprava SLICKampaň*) Source: <http://www.nip.sk/?t=46&s=123&ins=nip> Source of the SLIC: www.handlingloads.eu
- Manual handling of loads health care – SLIC campaign (*kampaň Ručná manipulácia s bremenami zdravotná starostlivosť SLIC kampaň*) Source: <http://www.nip.sk/?t=46&s=123&ins=nip> Source of the SLIC: www.handlingloads.eu
- Manual handling of loads construction – SLIC campaign (*Ručná manipulácia s bremenami stavebníctvo SLIC kampaň*) Source: <http://www.nip.sk/?t=46&s=123&ins=nip> Source of the SLIC: www.handlingloads.eu
- Manual handling of loads retail – SLIC campaign (*Ručná manipulácia s bremenami maloobchod SLIC kampaň*) Source: <http://www.nip.sk/?t=46&s=123&ins=nip> Source of the SLIC: www.handlingloads.eu
- OSH principles of manual handling of loads and repetitive activities which can cause musculoskeletal health problems (*Pravidlá dobrej praxe BOZP – Bezpečná práca pri ručnej manipulácii s bremenami a pri opakovaných činnostiach, ktoré môžu spôsobiť poškodenie podporno-pohybovej sústavy*), - Source: <http://www.nip.sk/?t=46&s=123&ins=nip>
- Workplace with computer – guidance for employers and employees 2005 in Slovak only (*Pracovisko s počítačom – príručka pre postupy zamestnávateľov a zamestnancov 2005*) Source: <http://www.nip.sk/?t=46&s=123&ins=nip>
- OSH principles at work with visual display units (safe with computers) *Zásady BOZP pri práci so zobrazovacími jednotkami (bezpečne s počítačmi)* 2007) Source: <http://www.nip.sk/?t=46&s=123&ins=nip>
- *Pomôcka pre stanovenie prevencie na zaistenie bezpečnosti a ochrany zdravia pri lesnej práci v technologickom protokole*, MPSVR SR, Bratislava, in Slovak only, Source: <http://www.employment.gov.sk/dokumenty-a-informacie.html>

- OSH in Forestry, in Slovak only (*Leták: BOZP lesníctve, Národný inšpektorát práce, Pravidlá dobrej praxe*), Nitra , Leaflet: Source: www.safework.gov.sk/?id_fa=315
- Stop that noise – Health and safety instructions for work at noise 2005 (*Obmedzte hluk! Zásady BOZP pri práci v hluku*) Source: <http://www.nip.sk/?t=46&s=123&ins=nip>
- The assessment noise exposure in the workplace of the selected mechanical engineering factory to protect the occupational health, Frič et al., 2011, in Slovak only (*Posúdenie expozície hluku na pracoviskách vybraného strojárskoho závodu s cieľom ochrany zdravia pri práci , Verejné zdravotníctvo* [online]. ISSN 1337-1789, 2011, ročník VIII., č.2, Frič a kolektív) Source : <http://verejnezdravotnictvo.szu.sk/SK/2011/2/Fric.pdf>
- Safety at work with chemical factors, Štátny inštitút odborného vzdelávania, Bratislava, 2012, Bartal et al. in slovak only (*Bezpečnosť pri práci s chemickými faktormi, Štátny inštitút odborného vzdelávania, Bratislava, 2012, Bartal a kol.*) Source : www.siov.sk/10327-ext_dok/20540c
- Safety regulations at work in a chemical laboratory, Metodicko-pedagogické centrum, Bratislava, 2011 Bartal et al. (*Bezpečnostné predpisy pri práci v chemickom laboratóriu, Metodicko-pedagogické centrum, Bratislava, 2011 Bartal a kol.*) , available online : http://eulyceum.files.wordpress.com/2013/03/bartal_remetova_bezpe_nostn_predpisy_pri_pr_ci_v_chem_ickom_laborat_riu.pdf
- Guidance on Risk assessment in SMEs – Chemical risks (*Príručka hodnotenia rizika v malých a stredných podnikoch – Chemické riziká*) (ISSA project) Sources: <http://www.nip.sk/?t=46&s=123&ins=nip>, [http://issa.int/Resources/Resources/Chemical-Hazards/\(language\)/eng-GB](http://issa.int/Resources/Resources/Chemical-Hazards/(language)/eng-GB)
- SLIC brochure Dangerous Substances: Be aware, evaluate and protect - industrial cleaning (SLIC *Príručka Nebezpečné látky: Bud' informovaný, hodnot' a chráň – Priemyselné čistenie*) Source: http://www.safework.gov.sk/?id_af=144
- SLIC brochure Dangerous Substances: Be aware, evaluate and protect – dry cleaning (SLIC *Príručka Nebezpečné látky: Bud' informovaný, hodnot' a chráň – Suché čistenie*) Source: http://www.safework.gov.sk/?id_af=144
- SLIC brochure Dangerous Substances: Be aware, evaluate and protect - wood processing and furniture industry (SLIC *Príručka Nebezpečné látky: Bud' informovaný, hodnot' a chráň – Spracovanie dreva a výroba nábytku*) Source: http://www.safework.gov.sk/?id_af=144
- SLIC brochure Dangerous Substances: Be aware, evaluate and protect - motor vehicle repair (SLIC *Príručka Nebezpečné látky: Bud' informovaný, hodnot' a chráň – Opravovne motorových vozidiel*), Source: http://www.safework.gov.sk/?id_af=144
- SLIC brochure Dangerous Substances: Be aware, evaluate and protect –bakeries (SLIC *Príručka Nebezpečné látky: Bud' informovaný, hodnot' a chráň – Pekárne*) Source: http://www.safework.gov.sk/?id_af=144
- Safety at work with chemical factors, Štátny inštitút odborného vzdelávania, Bratislava, 2012, Bartal et al. in slovak only (*Bezpečnosť pri práci s chemickými faktormi, Štátny inštitút odborného vzdelávania, Bratislava, 2012, Bartal a kol.*) , Source : www.siov.sk/10327-ext_dok/20540

- A practical guide on best practice to prevent or minimise asbestos risks in work that involves (or may involve) asbestos: for the employer, the workers and the labour inspector. A guide issued by the Senior Labour Inspectors Committee (SLIC) (*Praktická príručka osvedčených postupov zabráňovania a minimalizácie rizík z azbestu pri práci, pri ktorej sa vyskytuje (alebo môže vyskytovať) azbest, určená pre zamestnávateľov, pracovníkov a inšpektorov práce*)
http://www.google.sk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=4&ved=0CFMQFjAD&url=http%3A%2F%2Fec.europa.eu%2Fsocial%2FBlobServlet%3FdocId%3D7443%26langId%3Dsk&ei=NNglUo6PHabC7AbXqoDoCQ&usq=AFQjCNEI5UntSlr6-QzrLn5Z_DECQdZbLQ&sig2=bzvq5pmDzwtGCRFe2Epr6g&bvm=bv.51495398.d.ZGU
- How to prepare a risk assessment instruction for work with biological agents, (*Orientačný návod na vypracovanie posudku o riziku na prácu s biologickými faktormi vypracovaný podľa nariadenia vlády SR 338/2006 Z.z. o ochrane zdravia zamestnancov pred rizikami súvisiacimi s expozíciou biologickým faktorom pri práci*) Source: <http://www.ruvzds.sk/spplprbf.pdf>
- Guidance on Risk assessment in SMEs – Slipping and Falling from a Height (*Príručka hodnotenia rizika pre malé a stredné podniky – pád a zrútenie osôb*) (ISSA project) Source: <http://www.nip.sk/?t=46&s=123&ins=nip>, Source: [http://www.issa.int/Resources/Resources/Slipping-and-Falling-from-A-Height/\(language\)/eng-GB](http://www.issa.int/Resources/Resources/Slipping-and-Falling-from-A-Height/(language)/eng-GB)
- Non-binding guidance of safe procedures for implementation of the Directive 92/57/EC (*Nezáväzná príručka osvedčených postupov na účely vysvetlenia a vykonávania smernice č. 92/57/EHS*), Source: www.ec.europa.eu/social/BlobServlet?docId=6715&langId=sk
- Non-binding guidance of safe procedures for implementation of the Directive 2001/45/EC (*Nezáväzná príručka osvedčených postupov na vykonávanie smernice 2001/45/ES (Práca vo výškach)*), Source: <http://www.employment.gov.sk/dokumenty-a-informacie.html>
- Non-binding guidance of safe procedures for implementation of the Directive 1999/92/EC "ATEX" (Explosive atmosphere) (*Nezáväzná príručka správnych postupov na uplatňovanie smernice 1999/92/ES "ATEX" (Výbušné prostredia)*), Source: <http://www.employment.gov.sk/dokumenty-a-informacie.html> and http://www.bozpo.sk/public/poradna/nip/vybusne_prostredie.pdf
- Guidance on Risk assessment in SMEs - Hazards arising from Explosions (*Príručka hodnotenia rizika v malých a stredných podnikoch – Výbuchy*) (ISSA project) - Source: [http://www.issa.int/content/search/\(offset\)/20?SearchText=Risk+assessment&SearchLangue\[0\]=enggb](http://www.issa.int/content/search/(offset)/20?SearchText=Risk+assessment&SearchLangue[0]=enggb)
- Good practice guidance for risk assessment of work factors of pregnant workers (in Slovak only) (*Príručka dobrej praxe pre hodnotenie faktorov práce rizikových pre BOZP tehotných pracovníčok*), Source: <http://www.employment.gov.sk/dokumenty-a-informacie.html>
- OSH principles of manual handling of loads and repetitive activities which can cause musculoskeletal health problems (*Pravidlá dobrej praxe BOZP – Bezpečná práca pri ručnej manipulácii s bremenami a pri opakovaných činnostiach, ktoré môžu spôsobiť poškodenie podporno-pohybovej sústavy*), Source: <http://www.nip.sk/?t=46&s=123&ins=nip>
- Gender equality at the workplace- Articles of Good Practice, IFLR, Bratislava, 2006 (*Rodová rovnosť na pracovisku : Pravidlá dobrej praxe., Kasana, Perichtová, Porubánová, Šulcová, Bratislava, IVPR, 2006.* - ISBN 80-7139-120-9.

- Young people at work (*Zamestnávanie mladistvých –2007*), Guidance NLI, Source: <http://www.nip.sk/?t=46&s=123&ins=nip>; Facts OSH 66/SK: http://www.bozpo.sk/public/poradna/fact/fact66_sk.pdf; Facts OSH 64/SK: http://www.bozpo.sk/public/poradna/fact/fact64_sk.pdf
- The employing young, OECD (*Zamestnávanie mladých –SR*), Source: <http://www.oecd.org/els/emp/38936288.pdf>
- Risk groups on the labour market (*Rizikové skupiny na trhu práce*, INEKO, Bratislava, 2011, Source: www.ineko.sk/file_download/631
- Unemployment of school graduates and approaches to its solution in the Member States EU in period of global economic crisis, ILFR, Bratislava, 2010, Kostolná et al., (*Nezamestnanosť absolventov škôl a prístupy k jej riešeniu v členských štátoch EÚ v období globálnej ekonomickej krízy*, IVPR, Bratislava, 2010, Kostolná a kol.,) available online : http://www.sspr.gov.sk/IVPR/images/IVPR/vyskum/2010/Kostolna/VU_2146_Kostolna.pdf in slovak only
- How to avoid reduce the exposure of work to noise at work (*Ako odstrániť alebo znížiť expozíciu zamestnancov pri práci- právne nezáväzná príručka o osvedčených postupoch pre uplatňovanie smernice 2003/10/ES o hluku pri práci*, vyd. EK), 2009 http://www.uvzsr.sk/index.php?option=com_content&view=article&id=376:ako-odstrani-alebo-znii-expoziciu-hluku-za
- Protecting Health from Noise in the Music and Entertainment Industry, by the Public Health Authority 2009, http://www.uvzsr.sk/docs/info/ppl/prirucka_ochrana_pred_hlukom_v_hud_priemysle.pdf
- The Primer of employee's representative – guidance of Trade Unions of Slovak Republic

Reports:

- Rozhodnutie komisie z 20.12.2011, ktorým sa vymedzuje štruktúra a dotazník pre správu o vykonávaní v praxi, ktorú majú vypracúvať členské štáty v súvislosti so smernicou 89/391/EHS, jej samostatnými smernicami a smernicami 2009/148/ES, 91/383/EHS, 92/29/EHS a 94/33/ES, Správa za NIP, 2014
- Rozhodnutie komisie z 20.12.2011, ktorým sa vymedzuje štruktúra a dotazník pre správu o vykonávaní v praxi, ktorú majú vypracúvať členské štáty v súvislosti so smernicou 89/391/EHS, jej samostatnými smernicami a smernicami 2009/148/ES, 91/383/EHS, 92/29/EHS a 94/33/ES, Správa za ÚVZ SR, 2014
- Rozhodnutie komisie z 20.12.2011, ktorým sa vymedzuje štruktúra a dotazník pre správu o vykonávaní v praxi, ktorú majú vypracúvať členské štáty v súvislosti so smernicou 89/391/EHS, jej samostatnými smernicami a smernicami 2009/148/ES, 91/383/EHS, 92/29/EHS a 94/33/ES, Správa za HBÚ SR, 2014
- Report of the Slovak Republic on the implementation in practice, which is developed in the context of Directive 89/391/EEC, its individual Directives and Directives 2009/148/EC, 91/383/EEC, 92/29/EEC and 94/33/EC (Správa Slovenskej Republiky o vykonávaní v praxi, ktorá je vypracovaná v súvislosti so smernicou 89/391/EHS, jej samostatnými smernicami a smernicami 2009/148/ES, 91/383/EHS, 92/29/EHS a 94/33/ES)

Web pages:

www.safework.gov.sk
www.ivpr.gov.sk
<http://www.employment.gov.sk/sk/organizacie-ministerstva/narodny-inspektorat-prace/>
<http://www.employment.gov.sk/sk/>
<http://www.health.gov.sk/>

<http://www.uvzsr.sk/>
http://www.uvzsr.sk/index.php?option=com_content&view=category&layout=blog&id=64&Itemid=73
<http://www.kozsr.sk/>
<http://www.azzz.sk/>
<http://www.ruzsr.sk/>
<http://www.hbu.sk/sk/Hlavny-bansky-urad.alej>
<http://www.minv.sk/>
<http://www.justice.gov.sk/Stranky/default.aspx>
<http://www.telecom.gov.sk/index/index.php>
<http://www.statistics.sk/>

ANNEX II – INTERVIEWS

How many interviews...	... in total		... with national authorities		... with labour inspectorates		... with workers' representatives		... with employers' representatives		... with research institutes, academia, OSH professional bodies, etc.	
	Contacted	Completed	Contacted	Completed	Contacted	Completed	Contacted	Completed	Contacted	Completed	Contacted	Completed
SK	20	20	3	3	4	4	3	3	4	4	6	6

This table details all the interviews that were completed with Slovak stakeholders, and includes as well the number of stakeholders contacted for these interviews. A further distinction is made on the basis of the category of stakeholders.