



# **E-Handbook on Cross-border Enforcement**

## **OSH for Mobile Workers**

### ***CZECH REPUBLIC***

*Czech Republic*

*Committee of Senior Labour Inspectors (SLIC)*

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## FOREWORD

The first version of the E-Handbook on Cross-border Enforcement was published in 2016 and updated in 2019. The last version was published in 2021 in the [Library of the SLIC public site](#) on the EU collaborative platform CIRCABC.

This last version had a format that enhances a better public disclosure of the organisation of the bodies and entities dealing with the inspection of occupational safety and health in EU Member States, as well as in Norway and Switzerland. The purpose of that E-Handbook was to provide labour inspectorates with informative tools to facilitate cooperation and mutual assistance with competent bodies from other countries.

The new working group on Mobile Workers on OSH matters, which replaced the previous working group dedicated to cross-border enforcement, was mandated to update the content of the E-Handbook for several reasons.

First, it was necessary to add new regulations such as the new Directive (EU) 2020/1057 laying down specific rules for posting of drivers in the road transport, a sector which moreover includes aspects related to the enforcement of working time under Directive 2006/22/EC, a matter that is considered a part of OSH legislation in many Member States.

Secondly, it was necessary to enlarge the content of that handbook following the new scope of the working group dedicated to mobile workers. A mobile worker is someone who works in more than one Member State or travels to other Member States as part of his job (posted workers, cross-border workers, seasonal workers, temporary workers, migrant workers...).

Therefore, the handbook should include information on the competence of SLIC Members on legislation about Third Country National workers. This includes Directive 2014/36 on seasonal workers in aspects related to the health and safety conditions such as workers' accommodation and Directive 2009/52 on sanctions. These directives have been explicitly mentioned in the current EU strategic framework on health and safety at work 2021-2027 in a changing world of work.

Moreover, it was necessary to complement some aspects related to the practice of concerted and joint inspections on OSH matters regarding the legal possibility to carry them out in each Member State.

Lastly, the SLIC working group considered that the easiest way to update the existing E-Handbook was to maintain its structure, with the updated information provided by Member States, and to complete it with new items gathered in a specific annex.

Finally, the handbook needed a new title reflecting its purpose and also support to gain more visibility among labour inspectors on the field.

We hope that this document will be a useful tool for national labour inspectorates and beyond, for all organisations involved in OSH matters for mobile workers.

This new updated version was announced to SLIC members at the 82<sup>nd</sup> Plenary session of 12 October 2022, held under the Czech Presidency.

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## NATIONAL REPORT: CZECH REPUBLIC

<b>LABOUR INSPECTORATE</b>	STATE LABOUR INSPECTION OFFICE OF THE CZECH REPUBLIC (ČR - STÁTNÍ ÚŘAD INSPEKCE PRÁCE)
<b>OTHER COMPETENT AUTHORITIES</b>	<ul style="list-style-type: none"> <li>• Labour Office of the Czech Republic (Úřad práce ČR)</li> <li>• Czech Social Security Administration (Česká správa sociálního zabezpečení)</li> <li>• Technical Inspection of the Czech Republic (Technická inspekce České republiky)</li> <li>• State Mining Administration – Czech Republic (Státní báňská správa ČR)</li> <li>• State Office for Nuclear Safety (Státní úřad pro jadernou bezpečnost)</li> <li>• National Institute of Public Health (Státní zdravotní ústav)</li> <li>• Regional Public Health Authorities (Krajské hygienické stanice)</li> </ul>

### 1. THE LABOUR INSPECTORATE

#### 1.1. ORGANISATION OF THE LABOUR INSPECTORATE

The Office (i.e. the National Labour Inspectorate or the State Labour Inspection Office) and Inspectorates (Regional Labour Inspectorates) are inspection bodies in the field of occupational safety and health, labour relations and conditions, and employment.

The Office and Inspectorates are administrative bodies, and together they form the System of Labour Inspection authorities. The Office supervises 8 Inspectorates, while it is governed by the Ministry of Labour and Social Affairs of the Czech Republic. The Office is headed by the Inspector General, appointed by the State Secretary of the Ministry of Labour and Social Affairs. Each Inspectorate is headed by the Chief Inspector, appointed by Inspector General of the State Labour Inspection Office. The Office is based in Opava.

Apart from inspection departments (in charge of labour inspections) and legal departments (administrative proceedings that follow inspections), there is also ICT department, financial and administrative department, and the bureau of inspector general.

In the Office and Inspectorates there are 3 categories of labour inspectors based on their specialisation: 200 OSH inspectors, 155 labour relations inspectors, and 180 legality of employment inspectors.

Inspection activities of Labour inspection bodies are implemented in accordance with the Annual Plan of Inspection Activities of the State Labour Inspection Office for the given year. Regional differences are also taken into account in the Plan of Inspection Activities, in which aspects such as regional industry profile, etc., are considered.

## 1.2. NATIONAL LEGISLATION AND ILO CONVENTIONS RATIFIED ON LABOUR INSPECTION

The establishment, status, scope and jurisdiction of labour inspection bodies are laid down by Act No. 251/2005 Coll., on Labour Inspection and the supervisory powers in the field of employment are laid down by Act No. 435/2004 Coll., on Employment.

Inspectors' powers are listed in the Act no. 255/2012 Coll., on Inspection (Inspection Code), as amended, and in the Act no. 251/2005 Coll., on Labour Inspection, as amended.

**Figure N° 1: International Conventions on Labour Inspection ratified**

CONVENTION	RATIFIED	NOT RATIFIED
<b>ILO Convention 81 on Labour Inspection in Industry and Commerce</b>	X	
<b>ILO Convention 129 on Labour Inspection in Agriculture</b>	X	
<b>Maritime Labour Convention 2006</b>		X
<b>ILO Convention 187 on Promotional Framework for Occupational Safety and Health</b>	X	

## 1.3. COMPETENCES OF LABOUR INSPECTORS

### 1.3.1. Occupational Safety and Health (OSH)

The State Labour Inspection Office is the competent body on occupational safety and health with the exceptions listed below:

**Figure N° 2: Map of competence on Occupational Safety and Health**

MATTERS	COMPETENCE OF THE LABOUR INSPECTORATE	OTHER PUBLIC BODIES WITH COMPETENCE
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<b>OSH, in general terms</b>	Yes	Ministry of Health
<b>Occupational Safety, in general terms</b>	Yes	
<b>Occupational Health, in general terms</b>	No	Ministry of Health National Institute of Public Health Regional Public Health Authorities
<b>Work-related accidents</b>	Yes	State Mining Administration
<b>Trade of Machines and Equipments</b>	No	Czech Trade Inspection Authority: Compliance in terms of the quality and safety of goods and products (excluding foodstuffs), including health-related safety, etc.
<b>Radiations</b>	No	Ministry of Health / Regional Public Health Authorities State Office for Nuclear Safety
<b>Explosives</b>	No	State Mining Administration
<b>Mines</b>	No	State Mining Administration Ministry of Transport, Technical Inspection
<b>Vessels</b>	No	
<b>Retail sector</b>	Yes	
<b>Horecca</b>	Yes	
<b>Agriculture</b>	Yes	
<b>Construction industry</b>	Yes	
<b>Aviation</b>	No <sup>1</sup>	Ministry of transport
<b>Railway</b>	Yes/No	Railways Inspection
<b>Road Transport</b>	No <sup>1</sup>	Ministry of Transport, Police
<b>REACH</b>	No <sup>2</sup>	Czech Environmental

<sup>1</sup> with the exception of working hours / shifts (in the sense of Government Regulation no. 589/2006)

<sup>1</sup> with the exception of working time as per EU Directive 2002/15/EC, and rest periods for drivers following EU Regulation (EC) 561/2006

<sup>2</sup> with the exception of article 35 of EU Regulation 1907/2006 (employee access to information)

		Inspection, Ministry of Health / Regional Public Health Authorities
<b>Self Employed</b>	Yes	
<b>Police</b>	No	Police Inspection
<b>Civil Servants</b>	Yes	
<b>Military personnel and premises</b>	No	Ministry of Defence
<b>Penitentiaries</b>	Yes/No	Ministry of Justice / Prison Service
<b>Customs</b>	No	Customs Administration

### 1.3.2. OSH or Labour Law Matters

**Figure N° 3: Map of competences in matters which could be considered within OSH or Labour Law**

MATTERS	Yes	No
<b>Working hours</b>	X	
<b>Bullying and harassment</b>	X	
<b>Third Party Violence</b>		X

In most cases, the above issues of working hours, bullying / harassment are encountered by labour inspectors of labour relations, with the exception of working hours which are also relevant for OSH inspectors (e.g., safety breaks during shifts).

The Labour Code contains provisions on working hours, as well as on discrimination and unequal treatment in the workplace (during employment); the Employment Act also contains provisions forbidding discrimination and unequal treatment in exercising the right for employment (before the commencement of employment).

The notions of equal treatment / discrimination and defining the means of protection are stipulated in the Antidiscrimination Act. Following this Act, discrimination also includes harassment or stalking, if it is associated with discriminatory reasons (e.g., race, ethnicity, nationality, gender, sexual orientation, age, disability, religion, and worldview). The Public Defender of Rights monitors the situation and ensures that cases of bullying and harassment are properly investigated by the respective authorities. Against these undesirable phenomena, employees may defend themselves also at the Court, where they may make use of a range of procedural remedies. Furthermore, only the Court is entitled to award monetary compensation to an employee.

### 1.3.3. Labour Law

**Figure N° 4: Map of competences on Labour Law matters**

MATTERS	Yes	No	COMMENTS
Salaries	X		
Equal Treatment	X		
Labour rights	X		
Foreign workers	X		
Others, specify	e.g. travel orders, vacation, vulnerable workers, posted workers, children's groups <sup>2</sup> , etc.		

### 1.3.4. Social Security

**Figure N° 5 Map of competences on Social Security Matters**

MATTERS	Yes	No	COMMENTS
Affiliation of workers (REGISTER)		X	Falls within the competence of the Czech Social Security Administration
Contributions to Social Security System		X	Falls within the competence of the Czech Social Security Administration
Social Security benefits		X	Falls within the competence of the Labour Office of the Czech Republic
Private pension funds		X	
Others, specify			

## 1.4. INSPECTORS' POWERS

**Figure N° 6: Map of Inspectors' powers**

POWERS	Yes	No	COMMENTS
Visit workplaces	X		
Request for documents	X		
Summon employers to the Inspection Office	X		
Recommendations /	X		

<sup>2</sup> inspections of childcare providers (compliance with the requirements of the law, i.e., professional competence, integrity and employment relationships of caregivers, capacity of the establishment)

<b>Assistance</b>			
<b>Injunction / Improvement notice</b>	X		Improvement notices
<b>Initiate an administrative punishment procedure</b>	X		Initiated not by inspectors but by the lawyers of (regional) labour inspectorate
<b>Initiate a judicial punishment procedures</b>		X	However, Labour Inspection has obligation to submit relevant information to Police / State Prosecutor
<b>Imposing fines</b>	X		Inspectors propose fines but lawyers (of the relevant inspectorate) are in charge of the ensuing administrative procedures resulting in Decisions signed by Chief Labour Inspectors
<b>Stoppage / Prohibition Notice</b>	X		
<b>Notify offences to the Public Prosecutor or the Judge</b>		X	
<b>Others</b>	e.g. to administer a breathalyser test in the workplace; to issue a decision on withdrawal or restriction of the authorisation or certificate of professional competence for activities on special technical equipment		

## 1.5. MECHANISMS OF COOPERATION AND EXCHANGE OF INFORMATION WITH OTHER NATIONAL PUBLIC BODIES

**Figure N° 7: Cooperation mechanisms with other national public bodies**

BODIES	Yes	No	COMMENTS
<b>Tax Authorities</b>	X		Information about inspectors' findings is submitted if tax could be asserted additionally
<b>Social Security bodies</b>	X		Information about inspectors' findings is submitted if insurance could be asserted additionally
<b>Police</b>	X		Cooperation obligation in cases when criminal activities are uncovered
<b>Public Prosecutor</b>		X	Cooperation obligation in cases when criminal activities are uncovered
<b>Others</b>			

## 2. POSTING OF WORKERS

### 2.1. NATIONAL LEGISLATION

The legal regulation which implements Directive 96/71/EC, of the European Parliament and of the Council, of 16 December 1996, concerning the posting of workers in the framework of the provision of services, is the Act no. 262/2006 Col., Labour Code – section 319.

Directive 2014/67 was transposed by the Act No 93/2017 amending Act No. 435/2004 Coll., the Employment Act, as subsequently amended, Act No. 251/2005 Coll. on labour inspection, as amended, and Act No. 262/2006 Coll., Labour Code, as amended.

Directive 2018/957 was transposed by the Act No 285/2020 amending Act No. 262/2006 Coll., Labour Code, and Act No. 435/2004 Coll., the Employment Act, as amended.

#### Figure N° 8: EU Directives on posting of workers implemented

DIRECTIVE	Yes	No	DATE
<b>Directive 96/71</b>	X		2006
<b>Directive 2014/67</b>	X		2017
<b>Directive 2018/957</b>	X		2020

### 2.2. ADMINISTRATIVE REQUIREMENTS AND CONTROL MEASURES

In the Czech Republic, posting employers established in other EU Member States are required to declare posting to Czech national authorities. It is namely the relevant regional branch office of the Labour Office of the Czech Republic that has to be informed on a designated form (1 form per posted worker).

Documents declaring posting of workers to the national authorities are registered in the database of the Labour Office of the Czech Republic. Information on the said declarations is made available to Labour Inspectors.

Employers from other EU Member States posting employees to perform work temporarily in the Czech Republic have an obligation to have copies of documents proving the existence of employment relationship available in the workplace. These documents must be translated to Czech language.

The aforesaid and other obligations related to posting of workers is available on the [single official national website for posted workers](#).

#### 2.2.1. Deadline to submit the declaration

The notification (information obligation) has to be done before the start of the work; a notification has to be done also in 10 calendar days following the end of posting period.

## 2.2.2. Content of the declaration of posting

**Figure N° 9: Content of the posting declaration**

COMPANY DATA		
	YES	NO
Identity of Service Provider	X	
Representative of the company in your country	X	
A person designated for acting as a representative into collective bargaining within the host Member State		X
Activity	X	
Authorization in the sending MS		X
If it is a Temporary Work Agency or not	X	
Identity Tax Number	X	

  

WORKERS DATA		
	YES	NO
Number of workers		X <sup>3</sup>
Name of workers	X	
Nationality	X	
Age	X	
Role	X	

  

POSTING DATA		
	YES	NO
Envisaged beginning	X	
End date of the posting	X	
Anticipated Duration	X	
Address(es) of the workplace	X	
Nature of the services justifying the posting		X
Contractor	X	

  

LABOUR CONDITIONS		
	YES	NO
Working hours		X
Salaries		X
Collective accommodation		X

<sup>3</sup> As was previously mentioned, the forms are submitted for each worker, not for companies. However, it should be possible (for the Labour Office of the Czech Republic) to find out how many workers have been posted to a specific company (or how many workers a specific posting company posted to the Czech Republic).

<b>Use of dangerous agents</b>		X
<b>Prevention services</b>		X

### 2.3. SOCIAL SECURITY PROCEDURES

Before posting workers to another EU Member State an application for the issue of the PD A1 has to be submitted to the local branch office of the Czech Social Security Administration (CSSA; [www.cssz.cz/en/contacts](http://www.cssz.cz/en/contacts)).

Labour inspection does not have direct access to the database of PD A1 forms, therefore, cooperation was agreed with the HQ of the CSSA, based on which a delegated CSSA contact person provides the necessary data to labour inspectors or arranges that the authenticity of PD A1 forms is checked. For the purpose of checking whether given employer registered his/her workers, labour inspectors have sufficient access to the database of employees registered by Czech employers for the purpose of social security contributions. Individual cases are confirmed by phone with the relevant local CSSA offices.

**Figure N° 10: Position of the Labour Inspectorate with regard to A1 forms**

	Yes	No
<b>Access to A1 forms delivered by national authorities</b>		X
<b>The Labour Inspectorate is consulted about the approval of A1 forms by competent institutions</b>		X
<b>Access to A1 forms delivered by other Member States</b>		X

### 2.4. WORK RELATED ACCIDENTS / OCCUPATIONAL DISEASES OF POSTED WORKERS

Based on the Labour Code, employers must investigate causes and circumstances of every occupational accident, and keep records of all accidents even if the ensuing incapacity for work did not exceed 3 calendar days (or there was none). Also, the employer must inform another employer about the accident at work that occurred to an employee of that other employer, and allow the other employer's participation in investigating causes and circumstances of the accident and inform them about its the results.

Following Government Regulation No. 201/2010, in cases when incapacity for work exceeds 3 days, and in cases of fatal accidents, employers must after notifying relevant authorities and institutions (Regional Labour Inspectorate, Mining Office; Police – in case of fatal accident or if criminal activity suspected; in case of fatal accident – posting employer, health insurance company) keep records of the said accidents and maintain the relevant documentation. This documentation must be submitted to the relevant authorities.

## 2.5. NATIONAL AUTHORITIES INVOLVED IN POSTING OF WORKERS

**Figure N° 11: Authorities involved in posting of workers**

	Yes	No
<b>Labour authorities</b>	X	
<b>OSH authorities</b>	X	
<b>Customs authorities</b>	X	
<b>Tax authorities</b>		X
<b>Social Security Institutions</b>	X	
<b>Others</b>		

The Labour Inspection is the only authority registered in the IMI – module on Posting of workers. When requested, the Labour Inspection provides information about a posting company, usually following an inspection in the relevant company, and if needed, data from the Czech Social Security Administration (CSSA) is requested<sup>3</sup>. Labour Inspection authorities also handle IMI requests for sending final administrative decisions on sanctions to employers in the Czech Republic, and inspect employers receiving / posting workers in terms of their occupational safety and health obligations.

The regional offices of the Labour Office of the Czech Republic are authorities to which employers posting workers from other EU Member States notify workers that are posted to the Czech Republic.

The regional offices of the Customs Administration of the Czech Republic are authorities which enforce / collect penalties issued by Labour Inspection; they also enforce sanctions issued by inspecting authorities from other EU Member States, which impose penalties to Czech employers posting workers to their Member States.

<sup>3</sup> Labour Inspection bodies, however, are not entitled to request information about the reliability of social insurance payers.

## 3. COOPERATION AND MUTUAL ASSISTANCE

### 3.1. LEGISLATION ON MUTUAL ASSISTANCE

**Figure N° 12: Legislation and International Conventions signed and ratified**

	RATIFIED / IMPLEMENTED	APPLICABLE TO L.I.	COMMENTS
<b>Legislation on Mutual Assistance implementing Dir. 96/71 and Dir. 2014/67</b>	<b>Yes</b>	<b>Yes</b>	Act no. 262/2006 Col., Labour Code – section 319
<b>European Convention in Criminal Matters</b>	<b>Yes</b>	<b>No</b>	The State Labour Inspection Office does not handle criminal matters.
<b>Convention 094 Council of Europe</b>	<b>No</b>		
<b>Others</b>			

### 3.2. BILATERAL AND MULTILATERAL AGREEMENTS ON LABOUR INSPECTION

**Figure N° 13: Bilateral Agreements signed**

COUNTRIES	DATE
<b>Poland</b>	06/06/2023
<b>Slovakia</b>	27/11/2018

### 3.3. REQUEST AND RECEPTION OF INFORMATION FROM OTHER INSPECTORATES

**Figure N° 14: Exchange of information from other Labour Inspectorates**

MATTERS	YES	YES But subjected to previous Protection Data Authorities supervision or approval	NO	COMMENTS
<b>Does current regulation in your country allow providing</b>	X			

information directly to other Labour Inspectorates?				
Does current regulation in your country allow receiving information directly from other Labour Inspectorates?	X			

### 3.4. TOOLS FOR EXCHANGING INFORMATION

#### 3.4.1. IMI (Internal Market Information System) for Posting of workers

**Figure N° 15: Liaison office of the Labour Inspectorate in IMI**

	Yes	No
Use of IMI by the Labour Inspectorate	X	
In affirmative case, specify the liaison offices	The State Labour Inspection office is the only authority registered in this IMI module	

There are 2 IMI contact persons in the State Labour Inspection Office; the generic IMI address is: [imi@suip.cz](mailto:imi@suip.cz)

#### 3.4.2. KSS (Knowledge Sharing System)

The State Labour Inspection Office usually drafts answers to questions published in the KSS System, with the exception of cases when the matter under discussion does not fall in its competence (in which case the relevant authority is named, and contact information provided).

The generic KSS address is: [kss.coordinator@suip.cz](mailto:kss.coordinator@suip.cz)

### 3.5. FINES AND EXECUTION OF FINES PROPOSED OR IMPOSED BY THE LABOUR INSPECTORATE

**Figure N° 16: Nature of fines**

	Yes	No
Penal or criminal fines		X
Administrative fines	X	
Others		

**Figure N° 17: Execution time of fines**

	Yes	No	Comments
After the first judgement of the courts	X		Administrative penalties – after coming into force
After the final judgement of the courts	X		Decision about the

			appeal is issued / Expiry of the appeal period
<b>After the first administrative decision</b>	X		In case there is no appeal
<b>After the binding administrative decision</b>	X		
<b>Others</b>			

Execution of fines issued by Labour Inspectors are immediately enforceable.

**Figure N° 18: Nature of Courts where fines can be appealed**

	Yes	No
<b>Penal/Criminal courts</b>		X
<b>Labour/Civil courts</b>		X
<b>Courts for administrative affairs</b>	X	
<b>Others</b>		

**Figure N° 19: Authorities with competence to collect fines**

	Yes	No	Comments
<b>Labour Inspection Authorities</b>		X	
<b>Labour/ Government Authorities</b>		X	
<b>Tax/Customs Authorities</b>	X		Customs Administration of the Czech Republic
<b>Courts</b>		X	Courts may not collect fines imposed by Labour Inspection
<b>Others</b>			

**Figure N° 20: Legal framework to collect fines imposed by authorities from other Member States**

	YES	IF YES, is it applicable to Labour Inspectorate proceedings?	NO Authorities supervision or approval	COMMENTS

<b>Framework Decision 2005/214</b>	X	No		
<b>Directive 2014/67 on administrative fines</b>	X	Yes		Act No 93/2017
<b>International or Bilateral Conventions</b>			X	
<b>Other National Rules</b>				

## ANNEX E-HANDBOOK (UPDATING 2023)

**SLIC MEMBER:** Mr Rudolf HAHN / alternate: Mr Pavel HEISIG  
**MEMBER STATE:** CZECH REPUBLIC

### 1. About the Directive (EU) 2020/1057 of the European Parliament and of the Council of 15 July 2020 laying down specific rules with respect to Directive 96/71/EC and Directive 2014/67/EU for posting drivers in the road transport sector and amending Directive 2006/22/EC as regards enforcement requirements and Regulation (EU) No 1024/2012

#### 1.1. Transposition to National Legislation

Transposition	National Law or Regulations	Date
Yes	Act No. 111/1994 Coll., On Road Transport as amended	1 August 2022; the implementing regulation was Act No. 217/2022 Coll.

#### 1.2. Competences of the SLIC Member on road transport

LEGISLATION	COMPETENCE	COMMENTS
Regulations 1071/09, 1072/09 and 1073/09 on road transport activity	No	
Regulation 561/06 on driving time	Yes	Only the issue of rest periods for drivers
Directive 2006/22 on social legislation in road transport	Yes	Only the checks in the premises of transport operators regarding working time, payments for accommodation, and rest outside the vehicle
Article 1 of Directive 2020/1057 on posting of workers on road transport	No	Except for handling requests for documents in the IMI RTPD-Posting declarations module

## 2. About Article 20.2.c) of Directive 2014/36/EU of the European Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers regarding health and safety conditions of workers' accommodation

### 2.1. Transposition to National Legislation

Transposition		National Law, Regulations or Collective Agreements	Date
Yes		Act No. 326/1999 Coll., On the residence of foreigners in the territory of the Czech Republic, as amended	The implementing regulation was Act No. 222/2017 Coll., issued on 27 June 2017

### 2.2. Competences of the SLIC Member on health and safety conditions on workers' accommodation

COMPETENCE	COMMENTS
No	Labour Inspection bodies do not inspect workers' accommodation.

## 3. About Directive 2009/52/EC of the European Parliament and of the Council of 18 June 2009 providing for minimum standards on sanctions and measures against employers of illegally staying third-country nationals

### 3.1. Transposition in National Legislation

Transposition		National Law or Regulations	Date
Yes		Act No. 435/2004 Coll., On Employment, as amended	1 January 2012

### 3.2. Competences of the SLIC Member on sanctions and measures provided in this Directive

COMPETENCE	COMMENTS
Yes	If all conditions are met, the State Labour Inspection Office or the Regional Labour Inspectorate issues a decision on whether the liability has arisen and who is the guarantor <sup>4</sup> .

<sup>4</sup> the entity that is to pay the penalty, social/health insurance, and the unpaid wages to the illegally staying third-country nationals

## 4. JOINT AND CONCERTED INSPECTIONS ON OSH MATTERS

### 4.1. Is it allowed to organise concerted and joint inspections on OSH matters with other inspectorates?

Yes, by legal rules	However, in the event that a labour inspector from another Member State participated in an inspection in the Czech Republic, he/she could do so only in the capacity of an invited person/observer <sup>5</sup> .
Yes, by bilateral agreements	
No	

## 5. NATIONAL INFORMATION AND INITIATIVES FOR MOBILE WORKERS

### 5.1. Please describe the initiatives you have implemented (e.g.: website, flyers, documents...)

The State Labour Inspection Office hosts the single official national website for posted workers according to Art. 5 of the directive 2014/67/EU (available in Czech, English, German, and Polish). Apart from that, there is a flyer with basic information for foreigners on employment regulations applicable in the Czech Republic (available in multiple languages).

## 6. COOPERATION WITH ELA

### 6.1. Do you regularly collaborate with the national liaison officer?

The State Labour Inspection Office is frequently contacted by the Czech NLO regarding requests for cooperation, offers of various seminars/trainings and also invitations to participate in, e.g., inspections in another EU Member State in the transport sector. The Labour Inspection has a permanent participant in the WG ELA Inspections. The Labour Inspection also participated in several ELA on-line meetings of the WG ELA Information, especially the ones linked with the peer-review of the official website for posting of workers hosted on the official website of the State Labour Inspection Office.

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<sup>5</sup> the so called "invited person" (as per Section 6 of the Act on Inspection) is, e.g., a specialist/expert, interpreter, representative of a superior authority; the invited person is to keep all findings confidential

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**6.2. Could you provide any useful information regarding your participation in working groups, campaigns, training, etc. ?**

A few regional labour inspectors participated in joint-roadside checks of truck drivers abroad, where they could observe their counterparts from Belgium and Slovakia as well the members of the Road Police.