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ACT

of 2 February, 2006

**on labour inspection and on amendment of the Act. No. 82/2005 Coll.
on illegal work and illegal employment and on amendment of certain acts**

The National Council of the Slovak Republic has adopted the following Act:

Article I

Section 1

Subject of the Act

This Act shall

- a) regulate labour inspection that seeks to enforce the protection of employees at work and the performance of state administration in the field of labour inspection,
- b) define the scope of the state administration bodies in the field of labour inspection and their scope of supervision pursuant to a special regulation, "(hereinafter referred to as" supervision ")¹⁾
- c) establish rights and obligations of a labour inspector and obligations of a natural person and legal person.

Section 2

Scope of labour inspection

(1) Labour inspection is

- a) supervision over observance of
 1. labour-law provisions²⁾ governing labour-law relations, in particular their establishment, change and termination, wage and working conditions of employees, including the working conditions for women, adolescents, domestic employees, persons with disability and persons under the age of 15, and collective bargaining,
 2. legal provisions regulating civil service relations,^{2a)}
 3. legal provisions and other provisions for securing occupational health and safety protection³⁾ including provisions governing factors of the working environment,
 4. legal provisions governing prohibition of illegal work and illegal employment;

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5. obligations arising from collective agreements,
 6. special regulation^{3a)} in the scope of the employer's obligation to conclude an employment contract and pay contributions for supplementary pension scheme for an employee performing work classified by the state administration body in the public healthcare section into categories 3 and 4 pursuant to a special regulation,^{3b)} and for an employee, who performs the work of a dance artist or a musician performing the profession of a player on a wind instrument,
 7. special regulation^{3d)}, which provides for the posting of employees for the performance of works in the provision of services, by the employer,
- b) deducing accountability for violation of provisions referred to in letter a) and for violation of obligations arising from collective agreements,
 - c) provision of free-of-charge consultations to employers, natural persons, who are entrepreneurs⁴⁾ and are not employers, and to employees within the extent of elementary professional knowledge and advice on methods how to observe regulations stipulated in letter a) in the most effective way.

(2) Labour inspection is performed

- a) at all workplaces of employers and natural persons who are entrepreneurs and are not employers, including workplaces located on private property and dwellings of natural persons,
- b) at all premises, where a home employee performs the agreed work and where an employee performs the work under the agreement on works performed outside employment relationship.⁶⁾

(3) Employer shall be deemed for the purpose of performing labour inspections pursuant to paragraph 1 letter a) of the fourth point to be also a natural person or a legal person who illegally employs a natural person.

(4) Labour inspection at workplaces of the Ministry of the Interior of the Slovak Republic, the Police Force, the Fire and Rescue Brigade, the Ministry of Defence of the Slovak Republic, the armed forces of the Slovak Republic, the Judiciary Guards and Prison Wardens Corps and financial administration shall be performed by bodies of labour inspection.

(5) Labour inspection pursuant to this Act shall not be performed

- a) at workplaces of the Military Intelligence, the Slovak Intelligence Agency and the National Security Office,
- b) at protected premises⁷⁾ of the Ministry of Foreign Affairs of the Slovak Republic,
- c) at workplaces of legal persons and natural persons enjoying diplomatic privileges and immunity.⁸⁾

(6) Labour Inspection is not a supervision, which shall be performed by the competent authorities pursuant to special regulations.⁹⁾

Section 3

State administrative bodies in the area of labour inspection

State administration in the area of labour inspection shall be performed by state administration bodies, which are the Ministry of Labour, Social affairs and Family of the Slovak Republic, the National Labour Inspectorate and labour inspectorates, unless otherwise stipulated by this Act

(Section 2 par. 4).

Section 4

Ministry of Labour, Social Affairs and Family of the Slovak Republic

The Ministry of Labour, Social Affairs and Family of the Slovak Republic (hereinafter referred to as “Ministry”)

- a) shall secure the development and implementation of the national labour protection policy;
- b) shall draw up conceptual materials, programme materials and proposals for improvement of the situation in the area of labour protection;
- c) shall co-ordinate the activities of state administrative bodies in the area of labour inspection;
- d) shall manage and control the National Labour Inspectorate
- e) shall act as appellate body in such matters where the National Labour Inspectorate decided at the first instance;
- f) shall secure and steer research activities in the area of occupational safety and health protection;
- g) shall draw up proposals for discharge of obligations of the Slovak Republic arising from international treaties and conventions in the area of labour protection, and shall secure international co-operation in collaboration with competent central state administration bodies;
- h) shall decide over doubts as to whether labour inspection is performed at a workplace
- i) shall submit a report to the Government of the Slovak Republic on the state of labour protection and on operation of state administrative bodies in the area of labour inspection for previous calendar year within six months after its termination;
- j) shall submit a report to the European Commission on implementation of this Act and of the special regulation¹⁰⁾ including the statements of employers’ representatives and employees’ representatives every five years.

National Labour Inspectorate

Section 5

(1) The National Labour Inspectorate is a state administration body with a seat in Košice. The National Labour Inspectorate shall be a budgetary organisation.¹¹⁾

(2) The National Labour Inspectorate shall be managed by, and the activities of which shall be the responsibility of, the general director, who shall be appointed and removed by the Minister of Labour, Social Affairs and Family of the Slovak Republic.

(3) The National Labour Inspectorate shall establish an accreditation commission performing activities of a specialized advisory body. Details on establishment of accreditation commission shall be governed by the statute issued by the National Labour Inspectorate after the approval by the Ministry.

Section 6

(1) National Labour Inspectorate

- a) shall manage and control labour inspectorates and shall unify and rationalise working methods of the labour inspectors;

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- b) shall be the appellate body in matters over which the labour inspectorate decided at the first instance;
 - c) shall secure operation of an information system for labour protection as well as its programme and technical equipment;
 - d) shall issue and revoke
 1. authorisation to natural and legal persons for the performance of safety technical services,¹²⁾
 2. authorisation to natural and legal persons for the performance of training and education in the area of labour protection,
 3. authorisation to legal person for verification of meeting the requirements for safety of technical equipment,
 4. certification to authorised safety technician
 - e) shall issue decision on recognition of professional competence of a natural person who is a citizen of the European Union, for performance of activities requiring professional competence pursuant to a special regulation¹³⁾,
 - f) shall proficiently steer training and education in the area of occupational safety and health protection,
 - g) shall ensure education and professional training of the labour inspectors,
 - h) shall organise performance of expert examinations pursuant to Sec. 11, and establish an examination commission to this end,
 - i) shall issue a labour inspector licence to labour inspectors, the template of which is stated in
 - j) shall issue a labour inspector with special authorisation for labour inspection at consular posts of the Slovak Republic, maritime and river vessels flying the flag of the Slovak Republic which are located outside the territory of the Slovak Republic,
 - k) shall propose to the Ministry measures for improvement of the state of labour protection,
 - l) shall submit to the Ministry reports on the state of labour protection and on the activities of the National labour Inspectorate during previous calendar year, within three months after its termination,
 - m) shall publish information on its website regarding working conditions pursuant to a special regulation¹⁴⁾ and information on employer's obligations pursuant to a special regulation,^{14a)}
 - n) shall provide the citizens of the Slovak Republic and Member States of the European Union with information about working conditions in the Slovak Republic and in Member States of the European Union pursuant to special regulation,
 - o) shall co-operate with competent bodies of the European Union and Member States of the European Union to observe, control and assess working conditions pursuant to letter m) and provide them with relevant information concerning the working conditions¹⁴⁾ in the Slovak Republic,
 - p) shall co-operate with competent bodies of the European Union and Member States of the European Union, of the parties to the European Economic Area and with competent Swiss authorities to coordinate and secure performance of supervision over observance of the special regulation, handles requests provides them with information and secures other tasks pursuant to a special regulation,¹⁵⁾
 - q) shall process and evaluate data on occupational accidents for statistical purposes,

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- r) shall ensure development, collection, dissemination, availability and publication of information in the field of labour protection,
 - s) shall maintain a central publicly accessible records of natural persons and legal persons who have violated the prohibition of illegal employment in the preceding five years, including their business name, place of business of natural person and registered office of the legal person, identification number, date of detection of violation of the prohibition of illegal employment and date of entry into force of the decision on the imposition of a penalty,
 - t) shall maintain publicly accessible records
 - 1. of issued and revoked authorisations and certifications pursuant to letter d),
 - 2. of issued and revoked documents and licences by the Labour Inspectorate pursuant to Sec. 7 par. 3 letter d) of the first point and letter e),
 - u) shall participate in international co-operation in the field of labour protection
 - v) shall perform tasks pursuant to a special regulation.^{15aa)}

(2) The National Labour Inspectorate shall be the administrative body of the first instance in the administrative proceedings while performing tasks pursuant to par.1 letter d) and e)

(3) The National Labour Inspectorate shall establish and dissolve its workplaces outside its seat only upon the consent of the Ministry.

(4) A state that is a contracting party to the Agreement on the European Economic Area and its citizens, for the purposes of paragraph 1 letter e), m) and n) shall be treated in the same way as towards a Member State of the European Union and its citizens.

Section 7

Labour Inspectorate

(1) Labour inspectorates are state administrative bodies. Labour inspectorates are budgetary organisations¹¹⁾. The seats and the territorial districts of labour inspectorates are identical to the seats and territorial districts of regions. The Nitra Labour Inspectorate supervises the observance of legislation and other regulations to ensure occupational health and safety at workplaces of the nuclear facility in the entire territory Slovak Republic. The general director may designate a labour inspectorate in writing to perform the tasks referred to in paragraph 3 in the territorial district of another labour inspectorate within the scope of his written mandate; within the scope of the task pursuant to paragraph 3, the labour inspectorate shall not perform the work in the territorial area, where they shall be performed by a labour inspectorate designated in the written mandate.

(2) The labour inspectorate shall be managed by, and the activities of which shall be the responsibility of, the chief labour inspector, who shall be appointed and removed by the Minister of Labour, Social Affairs and Family of the Slovak Republic. The chief labour inspector may be a labour inspector with professional practice of a labour inspector of at least five years. The chief labour inspector shall be accountable to the general director for the activities of the labour inspectorate.

(3) Labour Inspectorate

- a) shall ensure the performance of labour inspection to the extent stipulated in Sec. 2 par. 1, and performance of supervision, in particular shall supervise whether they comply with the requirements of the labour protection

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1. selection, placement, arrangement, use, maintenance and control of the workplace, working environment, work equipment, protective equipment, chemical factors, physical factors and biological factors, factors influencing psychological workload and social measures, and
 2. working procedures, working time, management and organisation of labour protection,
- b) shall investigate the causes of occupational accident occurrence resulting in death or severe bodily harm, causes of major industrial accident¹⁶, safety, technical and organisational causes of occupational diseases and occupational disease hazard, shall maintain records on the above-mentioned and investigate also the causes of the other occupational injuries occurrence as needed,
 - c) shall enforce by the binding opinion the requirements for securing occupational safety and health protection upon approval and commissioning of constructions and their changes, which shall be used by employer and natural person who is entrepreneur, and is not employer when performing their activities,
 - d) shall issue and revoke
 1. a authorisation and a certificate to a natural person to perform an activity pursuant to a special regulation,^{16a)}
 2. permission to perform light work by a natural person pursuant to a special regulation,¹⁷⁾
 3. permission to exercise sport by a natural person pursuant to a special regulation,^{17aaa)}
 - e) shall revoke
 1. authorisation, certifications and licences issued to a natural person and a legal person for performance of activities pursuant to a special regulations¹³⁾
 2. empowering the employer to act pursuant to a special regulation^{17aa)} issued by a legal person,
 3. certificate of professional competence of the security technician, which shall immediately inform the legal entity which issued the certificate,
 - f) shall verify observance of the scope and conditions of authorisations, certifications and licences issued pursuant to this Act and special regulations,¹³⁾
 - g) shall submit proposals to the National Labour Inspectorate recommending the revocation of authorisation or certification issued pursuant to Sec. 6 par. 1, letter d),
 - h) shall participate on vocational training and education of labour inspectors,
 - i) shall decide over the imposition of penalties pursuant to Sec. 19 and 20 and pursuant to special regulation,^{17a)}
 - j) shall hear offences, decide on the imposition of penalties for offences and on prohibition of activities pursuant to special regulations,¹⁸⁾
 - k) shall ascertain, gather and supply information in the area of labour protection for the labour protection information system,
 - l) shall submit suggestions for improving labour protection to the National Labour Inspectorate,
 - m) shall report cases of illegal work and illegal employment, including the findings of the outcomes of the labour inspection (hereinafter referred to as the "Protocol") to the Social Insurance Company, the Central Office of Labour, Social Affairs and Family, the competent Labour Office, Social Affairs and Family, the competent tax authority in the case of a national of a country other than a Member State of the European Union, to another Contracting Party to the

Agreement on the European Economic Area or of the Swiss Confederation or of a stateless person, also to the Police Force, and shall notify the competent Labour, Social Affairs and Family Office of the imposition of a penalty for violation of working conditions for the purposes of revoking the confirmation of the possibility of filling a vacancy^{18aaa)} or for the purpose of withdrawing a work permit for the purpose of seasonal employment,^{18aab)}

- n) shall issue a confirmation upon request that the violation of the prohibition on illegal employment has not been established on the date of the request in order to prove fulfilment of conditions pursuant a special regulation^{18a)} within seven working days of the request,
- o) shall issue at the request of an employer or natural person who is an entrepreneur and is not an employer a confirmation that the event referred to in letter b) has occurred to them when investigating the causes of such event,
- p) shall issue, at the request of an employer or a natural person who is an entrepreneur and is not an employer, a copy of the document provided to the labour inspectorate to in the investigation of causes of the occurrence of the event referred to in letter b) that has occurred to them,
- q) shall entrust the external expert with the preparation of expert documents in special cases where the nature of the performance of the labour inspection requires so,
- r) shall grant exceptions pursuant to a special regulation.^{18aa)}
- s) shall decide on the imposition of an additional payment pursuant to a special regulation,^{18ac)}
- t) shall perform further tasks pursuant to a special regulation.^{18ad)}

(4) A labour inspectorate shall be entitled to file an action for the withdrawal of a trade license or the suspension of license operation, provided the employer is in grave breach of occupational health and safety regulations or of this Act in the operation of own business. The grave breach of occupational health and safety regulations and this Act for the purpose of withdrawal a trade license or suspension of a licence operation^{18ae)} shall be deemed where the employer in the operation of the licence

- a) fails to provide protective means securing occupational health and safety pursuant to legal and other occupational health and safety regulations or fails to provide for the functioning of such protective means,
- b) in the premises pursuant to a special regulation^{18b)} fails to take measures to exclude a hazard to life and hazards to life and health of employees, fails take measures necessary for the limitation of possible consequences of hazards to life and health of employees, or enables employees access without due and documented acquaintance, training and equipment pursuant to legal and other occupational health and safety regulations,
- c) fails to provide employees with the necessary protection of their lives or health with the necessary effective personal protective equipment, or fails to maintain them in a working condition,
- d) fails to observe a prohibition of labour inspection authorities, or
- e) repeatedly restricts labour inspector access into own premises and workplaces for the purpose of performance of labour inspection.

(5) Provisions of par. 4, letters a), d) and e) shall apply also on natural person who is an entrepreneur and is not an employer.

(6) For the purpose of the withdrawal of a trade license labour inspectorate shall inform

respective licensing authority on repeated violation of the prohibition of the illegal employment.^{18ba)}

(7) The labour inspectorate shall be entitled to file an action to suspend or revoke an authorization to act as a temporary employment agency or a supported employment agency,^{18bb)} provided it establishes the violation of labour law or occupation health and safety regulations.

(8) A labour inspector shall be obliged

- a) immediately review the justification of union body request for work interruption pursuant to a special regulation,^{18c)}
- b) to prohibit the personal performance of the professional duties of a security technician or an authorized security technician by a natural person who is an employer or a statutory body of an employer who is a legal person pursuant to the conditions stipulated by a special regulation,¹⁰⁾
- c) to perform an inspection of work pursuant to Sec. 2 par. 1 letter a) within 30 days of receipt of the complaint^{18ca)} and in justified cases no later than 60 days after the receipt of the complaint and if the Labour Inspection cannot be performed within this time limit, the National Labour Inspectorate may reasonably prolong it; the labour inspectorate shall be obliged to inform the person who has filed the complaint about the prolongation of the deadline, the reason for its prolongation and the outcome of the labour inspection without delay.

(9) A labour inspectorate shall decide on occupational health and safety regulations the employer shall issue and on the implementation and changes of labour standards of an employer, if no agreement was reached pursuant to a special regulation^{18d)}.

(10) The labour inspectorate shall be obliged to notify the law enforcement authorities of the facts found during the performance of the labour inspection, which indicate that the criminal offence has been committed.^{18e)}

(11) A labour inspectorate shall be an administration body of the first level in administrative procedure.

(12) A labour inspectorate shall be independent at performance of the labour inspection. A labour inspectorate shall perform the labour inspection pursuant to Sec. 2 par. 1 letter a) by labour inspectors.

Section 7a

Administration of supervision

(1) Labour inspectorates perform the supervision over designated products placed on the market and put into service,^{18f)} which the employer or a natural person who is an entrepreneur and who is not an employer used in the performance of the work and requirements for the characteristics of which are regulated by special regulations;^{18g)} inspection of characteristics of designated products through documentary control, physical inspection and, where appropriate, physical and laboratory tests is performed by supervision as well. Costs related to physical and laboratory tests shall be borne by the person who places the product on the market if these tests show that the specified product fails to meet the requirements for its characteristics as stipulated by specific regulations.

(2) Inspectorates of Labour take into account in the performance of supervision test protocols and certificates attesting conformity issued by accredited conformity assessment bodies.^{18h)}

(3) Labour inspectorates shall, to the extent necessary, also supervise the manufacturer, the authorized representative, the importer and the distributor ;⁽¹⁸ⁱ⁾ and, in the case of a designated product placed on the market, also at the exhibitor at exhibitions and trade fairs.

Section 8

Obligation to maintain confidentiality

(1) An employee of the National Labour Inspectorate and an employee of a labour inspectorate shall be obliged to maintain confidentiality over suggestions for performance of labour inspection, over their contents, over the entities submitting such suggestions and over other facts concerning labour inspection that they became aware of in the course of labour inspection performance.

(2) The obligation of the National Labour Inspectorate employee and a labour inspectorate employee to maintain confidentiality pursuant to paragraph 1 and the obligation to maintain confidentiality pursuant to special regulations¹⁹⁾ shall also be applicable when they discontinued being an employee of the National Labour Inspectorate or a labour inspectorate. These obligations shall also apply for an external expert, also after termination of their activities for a labour inspectorate.

(3) The employee of the National Labour Inspectorate, even if he has ceased to be an employee of the National Inspectorate of Labour, may be, for specific cases, exempted from the confidentiality obligation, in writing, for grave reasons, by the general director, unless otherwise stipulated by a special regulation⁷⁾ The employee of the labour inspectorate, even if he has ceased to be an inspector of labour, and the external expert, even after termination of their activity for a labour inspectorate, may be, for specific cases, exempted from the confidentiality obligation, in writing, for grave reasons, by the chief labour inspector unless otherwise stipulated by a special regulation.⁷⁾

(4) The obligation to maintain confidentiality pursuant to paragraphs 1 and 2 does not refer to generalized information, on the basis of which it is impossible to determine a natural person or a legal person to which the information refers.

Section 9

Control of the labour inspector's activities

An employee of the National Labour Inspectorate is to an extent determined in writing by the general director authorised to enter the premises and workplaces pursuant to Sec. 2 par.2 for the purposes of control of the labour inspector activity, and to require information necessary for execution of the control.

Section 10

Labour inspector

(1) A labour inspector is a civil servant executing the civil service at a labour inspectorate, in case they passed through specialized theoretical and practical professional training and acquired special qualification prerequisites by successfully passing the expert examination. The period of professional training of a civil servant applying for appointment as a labour inspector (hereinafter referred to as "applicant") shall be one year. The National Labour Inspectorate shall determine the contents of professional training.

(2) A labour inspector shall be appointed and removed by the general director on the

recommendation of the chief labour inspector. The labour inspector cannot be delegated tasks that prevent the performance of the obligations arising out of the performance of labour inspection and affect their independence and impartiality. The labour inspector has the status of a public officer in connection with the performance of labour inspection.

(3) The labour inspector shall identify themselves in the performance of labour inspection with the labour inspector's licence, which he shall not hand over; upon request shall allow a visual control thereof. The labour inspector shall be obliged to proceed in the performance of the labour inspection in such a way that the rights and legitimate interests of the subject of the labour inspection are not affected.

(4) The labour inspector shall identify themselves in the performance of the roadside inspection pursuant to a special regulation¹⁵⁾ also with the service uniform provided by the labour inspectorate. Service uniform is a garment which has specific features and expresses their adherence to the labour inspectorate. The details of the service uniform and its representation shall be stipulated in a generally binding legal regulation issued by the Ministry.

Section 11

Vocational examination

(1) The purpose of the vocational examination shall be to verify the professional knowledge of the applicant, whether they know and are able to apply the legislation and other regulations necessary for the performance of the labour inspection. Part of the vocational examination shall comprise an assessment of practical training, which shall be performed by the chief labour inspector superior to the applicant.

(2) Vocational examination shall consist of written and oral parts, which shall be performed before an examination commission. The examination commission shall comprise of the odd number of members, from which at least two are labour inspectors with the professional work practice of more than five years. The examination commission shall decide on the outcome of the vocational examination by majority of all members. The resolution of the examination commission, drawn up in writing, shall state either "Passed" or "Failed". Participation of members of the examination commission in the activities of the examination commission shall be considered as an activity in the common interest, whereby the employee shall be entitled to time off from work with wage compensation.

(3) The outcome of the vocational examination shall be notified to the applicant by the National Labour Inspectorate in writing within five calendar days of the date of vocational examination.

(4) The National Labour Inspectorate shall issue certification to the applicant upon the successful passing of the vocational examination.

(5) If an applicant did not fulfil the requirements of the vocational examination, they shall be entitled to repeat the vocational examination. The vocational examination may only be repeated once.

(6) The National Labour Inspectorate shall secure a repetition of the vocational examination on the basis of the applicant's written request. An application to the repetition of the vocational examination shall be delivered to the National Labour Inspectorate in writing within seven calendar days from the day of receipt of the notification of the result of the vocational examination.

(7) An expert examination could be repeated within four weeks at the earliest and six weeks at

the latest following the failed expert examination. Conditions for expert examination pursuant to paragraphs 1 to 4 shall be valid also for repeated expert examination.

Section 12

Authorisation of Labour Inspector

(1) Upon performance of labour inspection, a labour inspector shall be authorised

- a) to enter freely at any time the workplaces subject to labour inspection, and to the necessary extent on private property and passages,
- b) to perform control, tests, investigations and other activities with a view to ascertaining whether provisions referred to in Article 2 par. 1, letter a) and obligations arising from collective agreements are observed,
- c) to demand from an employer, natural person who is entrepreneur, and is not employer, from employees and employees' representatives for occupational health and safety protection, respective trade union body and works council or works trustee in presence of a witness or without a witness, such information and explanations concerning application of provisions referred to in Article 2 par. 1, letter a) and obligations arising from collective agreements,
- d) to demand presentation of documentation, records or other documents necessary for performance of labour inspection and demand a copy of such thereof;
- e) to take, for analysis, necessary quantities of samples of materials and substances which are used or are handled at the workplace, consequent to notifying the employer or employee authorised by him,
- f) to use the technical means for making photo-documentation, video documentation and audio recordings necessary for the performance of work inspections, provided their use is not prohibited by special regulations,⁷⁾
- g) require a proof of identity from a natural person located at the employer's workplace and an explanation of the reason for their presence.

(2) On the basis of the results of the labour inspection and according to the gravity of ascertained facts the labour inspector shall be authorised

- 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 endanger 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 a special regulation,²⁰⁾
- 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,

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- g) to instruct preservation of the workplace or parts thereof in the initial state as at the time of labour inspection performance, until completion of an investigation or to documented the state of the workplace or parts thereof,
 - h) to instruct the performance of measuring, controlling, tests and other acts necessary for performance of labour inspection,
 - i) to instruct publication of information pursuant to special regulations²¹⁾ at usual and freely accessible premises of an employer,
 - j) to submit proposal for proceedings commencement related to
 1. revocation of authorisation, certifications or licence pursuant to Article 6 par. 1, letter d) and Article 7 par. 3, letter d) and e),
 2. imposition of prohibition of activities pursuant to Sec. 7 par. 3, letter j) and par. 7, letter b),
 3. the imposition of a penalty pursuant to Sec. 7 par.3 letter j), Sec. 19, 20 and a special regulation,^{17a)}
 - k) to impose block penalties for offences pursuant a special regulation.¹⁸⁾

(3) The labour inspector shall determine an appropriate time period for the implementation of the measure pursuant to paragraph 2 letter a), d) to f), h) and i).

(4) The measure pursuant to paragraph 2 letters c) and g) may be communicated orally by the labour inspector; this oral communication shall be indicated in the protocol.

(5) At workplaces where immediate and grave hazard for the safety and health of the labour inspector might occur, labour inspection may be performed by the labour inspector only in the presence of an employee in charge.

Section 13

Obligations of Labour Inspector

(1) A labour inspector shall be obliged

- a) to notify their presence to an inspected employer or to an inspected natural person who is an entrepreneur and is not an employer prior to the commencement of a work inspection, if this does not adversely affect the performance of the labour inspection,
- b) to address the comments and suggestions made by employees' representatives for occupational health and safety submitted to them during the performance of the workplace inspection of the inspected employer,
- c) to inform competent representative of employees for occupational safety and health protection, competent trade union body and works council or works trustee about result of labour inspection performed at inspected employer in the event of ascertained deficiencies.

(2) In the event of ascertained deficiencies at inspected employer or at natural person who is an entrepreneur, and is not an employer, the labour inspector is obliged to draw up a protocol on result of labour inspection and negotiate such with employer or with employee assigned by the later, or a natural person who is an entrepreneur, and is not an employer. The labour inspector is required to take into account the statements and documents claimed or submitted by the inspected employer or inspected natural person who is an entrepreneur and not an employer during the performance of the labour inspection until the protocol is discussed.

(3) The Labour Inspector shall draw up a record of the outcome of the Labour Inspection if, in the inspection of the work performed by an inspected employer or an inspected natural person who is an entrepreneur and who is not an employer, has not detected any violation of obligations pursuant Sec.2 par.1 letter a) or violation of obligations arising from collective agreements. The labour inspector shall draw up a record of the outcome of the labour inspection, even if he has not been allowed to perform a labour inspection.

Section 14

Protocol on outcome of labour inspection

(1) The protocol contains the designation of the relevant labour inspectorate, the forename and name of the labour inspector who performed the labour inspection, the designation of employer or inspected person who is the entrepreneur and is not the employer, the place and time of the work inspection, the subject of the labour inspection, ascertained violations of regulations and obligations arising from the collective agreements the signature and the expression of the employer or their authorized employee, or of a natural person who is an entrepreneur and is not an employer, to the ascertained violations of regulations and of obligations arising from the collective agreements and of the other facts stated in the protocol, the opinion of the labour inspector for this statement, the date of draw-up and date of discussion of the protocol, the signature of the inspector and the imprint of the stamp. The protocol also contains a statement by the legal person or natural person on the facts stated in the protocol which, shall concern them in the case of an investigation of an event referred to in Sec. 7 par. 3 letter b). If a violation of the prohibition of illegal work or illegal employment has been established, the protocol shall also include the time when the violation of the prohibition of illegal work or illegal employment has been established and, if proven, the agreed wage and the duration of illegal work and illegal employment.

(2) In the protocol the labour inspector shall propose measures pursuant to Sec. 12 par. 2 letter a), shall impose the measures pursuant to Sec. 12, par. 2 letter b), c), g), h) and i) and imposes an obligation on an inspected employer or inspected natural person who is an entrepreneur and is not an employer,

- a) to take measures to remove identified violations of regulations and obligations arising from collective agreements and their causes,
- b) to deliver to the labour inspectorate within a specified time period a written report on the implementation of measures to eliminate the established violations of regulations and obligations arising from collective agreements and their causes.

(3) Labour inspector

- a) after assessing the written statement of the inspected employer or the inspected natural person who is an entrepreneur and not an employer, delivered within the time period specified by the labour inspector, shall draw up an amendment of the protocol, stating such statement and own opinion thereof; the protocol attachment shall form a part of the protocol,
- b) shall also remedy errors in writing, counting and other obvious misstatements in the protocol; shall inform an inspected employer or an inspected natural person who is an entrepreneur and is not an employer on the remedy thereof .

(4) The protocol shall be deemed to have been discussed even if the employer or their authorized employee or natural person who is an entrepreneur and is not an employer refuses to become acquainted with the protocol, does not address it in writing or sign it; this fact shall be

stated in the protocol.

(5) One copy of the labour inspectorate protocol shall be delivered to the inspected employer or to the inspected natural person who is an entrepreneur and is not an employer. One copy of the protocol from the investigation of the cause of an accident at work which caused death or serious injury to health, occupational disease or occupational disease hazard shall also be delivered by the labour inspectorate to an employee who has suffered the occupational injury which caused the occupational disease or which is endangered by occupational disease; if an employee died as a result of an accident at work, one copy of the protocol from the investigation of the cause of the work accident shall be delivered by the labour inspectorate to the close person of this employee, if they request so.

(6) A paragraph 1 shall apply adequately to the production of a record of the outcome of a labour inspection. One copy of the protocol on the outcome of the labour inspection shall be delivered to the inspected employer or inspected natural person who is an entrepreneur and is not an employer.

Section 15

Authorisation of external expert and applicant

(1) Within the scope of written authorisation issued by the labour inspectorate

- a) an external expert, following prior notification of the employer or natural person who is an entrepreneur, and is not an employer shall be authorised to enter premises and workplaces subject to labour inspection with the accompaniment of a labour inspector, and to set foot on private property and passages to the necessary extent, if such is necessary for performance of labour inspection,
- b) authorisations pursuant to Article 12 par. 1, letters b) to f), shall be applicable to an external expert,
- c) authorisations pursuant to Article 12 par. 1, shall be applicable to an applicant with the accompaniment of a labour inspector.

(2) Upon performance of labour inspection the external expert and applicant shall show written authorisation issued by a labour inspectorate.

(3) Participation of external expert in the activities of labour inspection performance shall be considered as an activity in the common interest, whereby the employee shall be entitled to time off with wage compensation.

Section 16

Obligations of Natural Persons and Legal Persons

(1) Upon performance of labour inspection, an employer shall be obliged towards the labour inspector

- a) to enable free access to the premises and workplaces and to create conditions for the undisturbed and swift performance of labour inspection,
- b) to provide information on ascertained persistent hazards, which may endanger the safety and health of employees and other natural persons,
- c) to enable the taking of a necessary quantity of samples of materials and substances for the purposes of analysis,

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- d) to enable the use of technical means for elaborating photographic documentation, video documentation and audio recordings necessary for performance of labour inspection,
 - e) to submit, upon request or no later than in time of proving the identity of natural persons present at their workplaces, documents proving a labour-law relation, similar labour relation or legal relation pursuant to special regulation to such persons.

(2) Upon request, an employer shall be obliged to provide the labour inspectorate or labour inspector with

- a) all documentation and information necessary for performance of labour inspection including original copies of documents and technical data media,
- b) name of a person performing the work on the basis of an agreement on works performed outside the employment relationship, the place of work performance, date of establishment of a labour-law relation and expected extent of work,
- c) name of home employee and place of work performance.

(3) The obligations referred to in paragraph 1 and paragraph 2 letter a) shall also be fulfilled by a natural person who is an entrepreneur and is not an employer.

(4) Obligations referred to in paragraph 1 and 2 shall have an employer and obligations referred to in paragraph 1 and paragraph 2, letter a) shall have a natural person who is an entrepreneur, and is not an employer also in relation to an external expert.

(5) Upon request, a natural person and a legal person shall be obliged to provide the labour inspectorate or labour inspector with information necessary for labour inspection performance, unless otherwise stipulated by special regulation.⁷⁾

Section 17

Processing and Provision of Personal Data

(1) National Labour Inspectorate and labour inspectorates shall process personal data necessary for the activity of state administration bodies in the field of labour inspection in the extent pursuant to paragraph 2 and identification number of social security of a natural person²³⁾ without consent of persons concerned.

(2) For the purposes of performance of labour inspection, the employer is obliged to provide the labour inspectorate with the personal data of

- a) an employee, i.e. forename, name, title, date of birth, address of permanent or temporary residence,
- b) a natural person within the scope of letter a) who are at their workplace at the time of a labour inspection or a natural person who may provide information concerning the occurrence of an accident at work, a major industrial accident,¹⁶⁾ occupational disease and occupational disease danger pursuant to a special regulation,²⁴⁾
- c) an employee, necessary to prove observance of the prescribed working conditions and conditions of employment, in particular health capacity, pregnancy, care of a child under 15 years of age, loneliness, wage (salary) and qualification.

(3) Personal data pursuant to paragraph 2, letter c) shall be proved by the employer by submitting the documents.

Section 18

Coordination and cooperation

(1) Upon performance of supervision over occupational safety and health protection, competent state administration bodies in the field of labour inspection shall coordinate their supervisory activities with competent state administration bodies in the field of public health; for this purpose they shall agree on plans for supervisory activities.

(2) Competent state administration bodies in the field of labour inspection, upon performance of supervision over occupational safety and health protection in the field of nuclear industry, shall coordinate their supervisory activities with the Nuclear Regulatory Authority of the Slovak Republic.

(3) The Statistical Office of the Slovak Republic is obliged to provide the National Labour Inspectorate and a labour inspectorate with free of charge electronic access to the register of economic entities.

(4) State administration bodies in the field of labour inspection, upon performance of their activities, shall cooperate with other bodies of state administration, with municipalities, with employees' organisations, with employers' organisations, with public-law institutions, and with other natural persons and legal persons. At a request of a labour inspector, or labour inspectorate, the Police Force shall be obliged to cooperate with and protect labour inspectors in the performance of labour inspection.

(5) The Police Force is obliged to provide the labour inspector at his request or at the request of the labour inspectorate with the co-operation and protection in the performance of labour inspection. Co-operation and protection may be required if it is reasonably foreseeable that the life and health of a labour inspector may be endangered or the performance of labour inspection hindered, or if the life or health of a labour inspector is endangered or the performance of labour inspection hindered.

Section 19

Administrative Offences

(1) The labour inspectorate shall be entitled to impose a penalty

- a) on the employer for violation of the obligations arising from this Act, from the regulations referred to in Sec. 2 par. 1 letter a) item one to three, point six and seven, or for violation of collective bargaining commitments of up to EUR 100 000 and where, as a result of that violation, an accident at work has resulted in death or grave injury, at least EUR 33 000.
- b) on a natural person who is an entrepreneur, and is not an employer for violation of obligations pursuant to this Act and of provisions referred to in Article 2 par. 1), letter a), item 3, in to the amount pursuant to letter a),
- d) on executive employees and statutory bodies pursuant to a special regulation, who by their own fault violated obligations pursuant to provisions referred to in Article 2 par. 1, letter a), obligations arising from collective agreements, ordered for such violation or who concealed facts important for performance of labour inspection, up to threefold of their average monthly earnings;

(2) A labour inspectorate shall impose a penalty

a) employer or natural person for

1. infringement of the prohibition on illegal employment from EUR 2 000 to EUR 200 000 and, in the case of illegal employment of two or more natural persons at the same time, at least EUR 5 000,
2. an activity without authorization, certificate, license or permit, if an authorization, certificate, license or permit issued by the National Labour Inspectorate, labour inspectorate, natural person or legal person pursuant to a special regulation is required for performing the activity,^{25a)} from EUR 300 to EUR 33 000,

b) employer or natural person who is an entrepreneur and is not an employer for

1. grave violation of obligations arising from the regulations referred to in Sec. 2 par. 1 letter a) from EUR 1 000 to EUR 200 000,
2. failure to comply with the obligation imposed by the measure pursuant to Sec. 12 par. 2 letter b) to i) from EUR 300 to EUR 100 000.

(3) Grave violation of the obligations arising from the regulations referred to in Sec. 2 par. 1 letter a) shall be

- a) non-observance of the conditions stipulated for working time and rest periods in the performance of works classified by public administration in the public health sector in the third or fourth category pursuant to a special regulation,^{3b)}
- b) overtime exceeding the extent of working time indicated in the work time records maintained by the employer^{25b)} by more than 10%, however at least 30 minutes in one day at work performed pursuant an agreement on temporary work of students or agreement on work activities,
- c) non-observance of the conditions stipulated for the work of pregnant women, mothers up to the end of the ninth month after giving birth nursing women, adolescent and disabled workers,
- d) non-provision of protective equipment or safety equipment to ensure occupational health and safety or failure to ensure the functioning of such protective equipment or safety equipment,
- e) failure to adopt measures in premises pursuant to a special regulation^{18b)} to eliminate the hazard to the life and health of employees , failure to take measures necessary for the limitation of possible consequences of hazards to life and health of employees, or enabling employees access without due and documented acquaintance, training and equipment pursuant to legal and other occupational health and safety regulations,
- f) failure to provide the necessary effective personal protective equipment or the non-maintenance of the personal protective equipment.

(4) A penalty pursuant to par. 1 and 2 may be imposed within two years from the day of discussion of the protocol on labour inspection result, and at the latest within three years from the day of violation of obligation.

(5) A penalty pursuant to par. 1 and 2 may not be imposed to a person who has already been charged with a legal penalty for the same violation of provisions pursuant to Article 2 par. 1, letter a) and obligations arising from collective agreements or with other property sanction by other authority pursuant to special regulations; this does not refer to the imposition of ticket penalties.

(6) Upon imposing a penalty pursuant to par. 1 and 2 the labour inspectorate shall take into account its preventive effect and upon determining the amount of penalty shall in particular take account of

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- a) gravity of ascertained violation of obligations and its causes,
 - b) number of employees of an employer and risks related to the activity of an employer,
 - c) the number of illegally employed natural persons in the case of imposing a penalty pursuant to paragraph 2 letter a) of the first point,
 - d) the fact that the established violation of obligations is the result of an ineffective system of management of labour protection with the employer or whether it is a rare occurrence of a deficiency,
 - e) repeated detection of the same deficiency.

(7) The imposition of a penalty on a senior employee is without prejudice to the employer's responsibility for the same violation of the obligation pursuant to this Act and special regulations.

(8) The proceeds of penalties shall be the revenue of the state budget.

Section 20

Disciplinary Penalties

(1) Employees of employers and persons authorized to perform legal acts on behalf of an employer or a natural person who is an entrepreneur and who is not an employer and who within the stipulated time period have not fulfilled the obligations pursuant to Sec. 16 have not immediately notified the occurrence of an accident at work causing death or serious injury, a serious industrial accident pursuant to a special regulation²⁴⁾ to the relevant labour inspectorate or who hinder the performance of a labour inspection, may be imposed a penalty of between EUR 100 and EUR 1 000, even repeatedly provided the obligation has not been fulfilled even within a new period of time. A disciplinary penalty may be imposed by labour inspectorate within one year from the day the obligation was not discharged of.

(2) For a natural person located at the employer's workplace, which is subject to a labour inspection, the labour inspectorate may impose a penalty of between EUR 65 and EUR 650.

(3) The proceeds of penalties shall be the revenue of the state budget.

Common and transitional provisions

Section 21

(1) Expenses in connection with implementation of measures ordained by labour inspectorate shall be borne by the employer or natural person who is an entrepreneur, and is not an employer. No compensation shall be provided for samples of materials and substances taken, or for copies of documents necessary for labour inspectorate in performing labour inspection.

(2) Documents important to the performance of the labour inspection are delivered in person to the employer or to a natural person who is an entrepreneur and is not an employer. Delivery in person is governed by general rules on administrative procedures.²⁶⁾

(3) For the proceedings pursuant to Sec. 4 letter e), Sec. 6 par. 1 letter b), d) and e), Sec. 7 par. 3 letter d), e), i) and s), par. 8 letter b) and 9, Sec. 12 par. 2 letter d) to f), Sec. 19 and 20 are subject to general regulations on administrative procedure,²⁶⁾ unless otherwise provided by this Act. General regulations on administrative proceedings do not refer to issuance of authorisation, certification and licence pursuant to this Act.

(4) Where the urgency of the situation requires so, a prohibition or regulation may be made pursuant to Sec.12 par.2 letter d) to f) to be communicated orally; the written decision on the prohibition shall be delivered without delay. An appeal against a decision on prohibition could be passed until 3 days from the day of the delivery of the written form of this decision. An appeal shall not have a dilatory effect. An appellate body shall decide about the appeal without delay.

(5) The performance of labour inspections pursuant to this Act is without prejudice to the supervisory powers of other bodies pursuant to special regulations.²⁷⁾

Section 22

(1) Conditions pursuant to Article 7 par. 2 shall be considered fulfilled in relation to a labour inspector appointed prior to July 1, 2006.

(2) If generally binding legal provisions apply the term 'state expert supervision' in the field of occupational safety and health protection performed pursuant to the up to date regulations, such shall be deemed as labour inspection

(3) To the proceedings commenced prior to July 1, 2006 shall apply up to date regulations.

Section 22a

Temporary Provision Effective of 1, March 2010

Proceedings commenced before 1 March 2010 that have not been legally terminated shall be governed by regulations effective until 28 February 2010.

Section 22b

Temporary Provision on Changes Effective as of 1, January 2012

Proceedings initiated before 1 January 2012 that have not been legally concluded shall be completed in accordance with the regulations effective until 31 December 2011.

Section 23

By this Act, the legal acts of European Communities and European Union referred to in Annex 2 are transposed.

Section 24

Repealing Provisions

Act No. 95/2000 Coll. on labour inspection and on amendments of certain acts, as amended by Act No. 231/2000 Coll., Act No. Act No. 121/2004 Coll. 215/2004 Coll., Act No. 541/2004 Coll., Act No. 82/2005 Coll. and Act No. 479/2005 Coll.

Article II

Act No. 82/2005 Coll. on illegal work and illegal employment and on amendment of certain acts shall be amended, as follows:

1. The following Sec. 2a shall be inserted after Sec. 2, which reads as follows:

"Section 2a

(1) Illegal employment is not a work performed for a natural person who is an entrepreneur, and is not an employer¹⁾ by their direct relative, sibling or spouse who has pension insurance, who is recipient of a pension pursuant to special regulations^{8a)}, or is a pupil or student under the age of 26.

(2) Illegal employment is not a work performed for a natural person who is an entrepreneur, and is not an employer¹⁾ by their direct relative, sibling or spouse who has pension insurance, who is recipient of a pension pursuant to special regulations^{8a)}, or is a pupil or student under the age of 26.

Note related to reference 8a reads as follows:

“8a)Act No. 461/2003 Coll., as amended.

Act No. 328/2002 Coll. Act No. 328/2002 Coll. on Social Security of Police Officers and Soldiers, and on amendment of certain act, as amended.”


2. To the note related to reference 13 the quotation “Act No. 95/2000 Coll. on labour inspection and on amendments to certain laws as amended ”is replaced by a quotation “Act No. 125/2006 Coll. on labour inspection and on amendment of the Act. No. 82/2005 Coll. on illegal work and illegal employment and on amendment of certain acts“.

Article III

This Act enters into force on 1 July, 2006

Ivan Gašparovič undersigned
Pavol Hrušovský undersigned
Mikuláš Dzurinda undersigned

SAMPLE OF THE LABOUR INSPECTOR ID (LICENCE)

 **NÁRODNÝ INŠPEKTORÁT PRÁCE**

PREUKAZ INŠPEKTORA PRÁCE

Evid. číslo _____

Meno a priezvisko _____

Vlastnoručný podpis _____

V Košiciach _____
Podpis generálneho riaditeľa _____

Podľa zákona NR SR č. 125/2006 Z. z. o inšpekcii práce a o zmene a doplnení zákona č. 82/2005 Z. z. o nelegálnej práci a nelegálnom zamestnávaní a o zmene a doplnení niektorých zákonov (ďalej len „zákon o inšpekcii práce“) **Inšpektor práce** sa pri výkone inšpekcie práce preukazuje týmto **preukazom**. Preukaz platí pre celé územie Slovenskej republiky.

Oprávnenia inšpektora práce

Inšpektor práce je pri výkone inšpekcie práce oprávnený najmä:

- vstupovať voľne a kedykoľvek do priestorov a na pracoviská podliehajúce inšpekcii práce a v nevyhnutnom rozsahu na súkromné pozemky a komunikácie,
- vykonávať dozor, vydávať príslušné rozhodnutia, požadovať preukázanie totožnosti fyzickej osoby nachádzajúcej sa na pracovisku a podať návrh na začatie konania o uložení pokuty a ukladať blokové pokuty.

Inšpekcia práce sa vykonáva:

- na všetkých pracoviskách zamestnávateľov a fyzických osôb, ktoré sú podnikateľmi a nie sú zamestnávateľmi, vrátane pracovísk nachádzajúcich sa na súkromných pozemkoch a v obydliach fyzických osôb,
- vo všetkých priestoroch, v ktorých domácky zamestnanec vykonáva dohodnutú prácu a v ktorých zamestnanec vykonáva dohodnutú prácu podľa dohody o prácach vykonávaných mimo pracovného pomeru.

List of legally binding acts of the European Union

- 1 Directive 96/71 / EC of the European Parliament and of the Council of 16 December 1996 on the Posting of Workers in the Framework of the Provision of Services (Official Journal of the European Union, Chapter 5 / Vol. 2; OJ L 18, 21. 1. 1997).
- 2 Council Directive 89/391/ EEC of 12 June 1989 on the Introduction of Measures to Encourage Improvements in Occupational Health and Safety (Official Journal of the European Union, Chapter 5/Vol. 1; OJ L 183, 29. 6. 1989), as amended by Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27. 6. 2007).
- 3 Directive 2009/52 EC of the European Parliament and of the Council of 18 June 2009 stipulating minimum standards on sanctions and measures against employers of illegally staying third-country nationals in the territory of the Member States (OJ L 168, 30.6.2009).
 - 1) Section 30 of Act No. 264/1999 Coll. on technical requirements for products and on conformity assessment and on amendments of certain acts, as amended by Act No. 436/2001 Coll., Sec. 17 par. 1 of Act No. 254/2011 Coll. on transportable pressure equipment and on amendments of certain acts.
 - 2) For example, Labour Code, Act No. 552/2003 Coll. on the performance of work in the public interest as amended, Act No. 553/2003 Coll. on the remuneration of certain employees in the performance of work in the public interest and on the amendments and supplements of certain acts as amended.
 - 2a) Act No. 400/2009 Coll. on state service and on amendments of certain acts.
 - 3) Section 39 of the Labour Code.
 - 3a) Sec. 5 par. 2, Sec. 12 par. 2, Sec. 13 par. 3 and Sec. 14 of Act No. 650/2004 Coll. on supplementary old-age pension savings and on amendments and supplements of certain acts as amended.
 - 3b) Section 31 of Act No. 355/2007 Coll. on the protection, promotion and development of public health and on amendments of certain acts.
 - 3d) Section 4 of Act No. 351/2015 Coll. on cross-border co-operation in the posting of workers in the performance of works and on the amendment of certain acts.
 - 4) Sec. 2 par. 2 of the Commercial Code.
 - 6) Sec. 52, Sec. 223 to 228 of the Labour Code.
 - 7) Act No. 215/2004 Coll. on the protection of classified information and on amendments of certain acts, as amended by the finding of the Constitutional Court of the Slovak Republic No. 638/2005 Coll.
 - 8) Decree of the Minister of Foreign Affairs No. 157/1964 Coll. on the Vienna Convention on Diplomatic Relations.
Decree of the Minister of Foreign Affairs No. 32/1969 Coll. on the Vienna Convention on Consular Relations.
- 9) For example, the Act of the Slovak National Council No. 51/1988 Coll. on mining activity, explosives and on state mining administration, as amended, Act of the National Council of the Slovak Republic No. 164/1996 Coll. on tracks and on the amendment of Act No. 455/1991 Coll. on trade licensing (Trade Act), as amended, as amended; Act No. 143/1998 Coll. on civil aviation (Aviation Act) and on the amendment and supplements to certain acts as amended, Act No. 338/2000 Coll. on inland navigation and on the amendment and supplements of certain acts, as amended by Act No.

580/2003 Coll., Act No. 314/2001 Coll. on protection against fires as amended, Act No. 541/2004 on the peaceful use of nuclear energy (the Atomic Act) and on the amendment and supplement to certain acts, Act No. 126/2006 Coll. on public health and on amendments of certain acts.

10) For example, Act No. 124/2006 Coll. on safety and health at work and on amendments of certain acts as amended, Government Regulation of the Slovak Republic No. 392/2006 Coll. on minimum safety and health requirements for the use of work equipment, Regulation of the Government of the Slovak Republic No. 395/2006 Coll. on minimum requirements for provision and use of personal protective equipment, Regulation of the Government of the Slovak Republic No. 396/2006 Coll. on minimum safety and health requirements for the construction site.

11) Act No. 523/2004 Coll. on the financial rules of the public administration and on amendments of certain acts, as amended.

12) Sec. 22 of Act No. 124/2006 Coll.

13) For example, Act No. 124/2006 Coll., Decree of the Ministry of Labour, Social Affairs and Family of the Slovak Republic No. 718/2002 Coll. on provision of occupational health and safety and the safety of technical equipment.

14) Sec. 5 par. 2 to 10 of the Labour Code. 14a) Sec. 5 par. 10 of the Labour Code.

Sec. 4 par. 1 to 3 of Act No. 351/2015 Coll.

15) Act No. 462/2007 Coll. on the organization of working time in transport and on amendment of Act No. 125/2006 Coll. on labour inspection and on amendment of the Act. No. 82/2005 Coll. on illegal work and illegal employment and on amendment of certain acts as amended by Act. No. 309/2007 Coll.

15a) Sec. 3 letter l) of Act No. 124/2006 Coll. as amended by Act No. 309/2007 Coll.

15aa) Sec. 5a par. 3 of Act No. 82/2005 Coll. on illegal work and illegal employment and on amendments of certain acts, as amended by Act No. 223/2011 Coll.

Act No. 67/2010 Coll. on the conditions for placing of chemical substances and mixtures on the market and on the amendment of certain acts (Chemical Act).

Section 10 of Act No. 319/2013 Coll. on the competence of state administration bodies for the disclosure of biocidal products to the market and their utilisation and on amendments of certain acts (the Biocides Act).

Act No. 351/2015 Coll.

16) Act No. 128/2015 Coll. on the prevention of major industrial accidents and on the amendment and supplement to certain acts.

16a) Sec. 16 par. 1 letter a) the first point of Act No. 124/2006 Coll. as amended by Act No. 154/2013 Coll.

17) Sec. 11 par. 4 and 5 of the Labour Code.

17a) For example, Section 37 of Act No. 462/2007 Coll., Section 21, par. 3 of Act No. 54/2019 Coll. on personal data protection and on amendments and supplements to certain acts.

17aa) Sec. 15 of Act No. 124/2006 Coll. as amended.

17aaa) Sec. 34 par. 6 of Act No. 440/2015 Coll. on Sport and on amendments of certain acts.

18) The Act of the Slovak National Council No. 372/1990 Coll. on Civil Offences as amended.

Section 7 of Act No. 82/2005 Coll. as amended by Act No. 223/2011 Coll.

Section 38 of Act No. 462/2007 Coll. as amended.

18a) For example, Act No. 523/2004 Coll. as amended, Act No. 528/2008 Coll. on Aid and Support from European Community Funds as amended.

18aa) Sec. 34 par. 1 letter f) of Act No. 462/2007 Coll.

18aaa) Sec. 21b par.8, second sentence, of Act No. 5/2004 Coll. on Employment Services and on amendments of certain acts, as amended by Act No. 82/2017 Coll.

18aab) Sec. 23 par.2 letter b) second point of Act No. 5/2004 Coll. as amended by Act No. 82/2017 Coll. 18ac) Sec. 7a par.1 letter b) of Act No. 82/2005 Coll. As amended by Act No. 223/2011 Coll.

18ad) Sec. 5a and 7c of Act No. 82/2005 Coll. As amended by Act No. 223/2011 Coll. Sec. 5 to 7 of Act No. 293/2007 Coll. on Recognition of Professional Qualifications. Sec 21, par. 1 of Act No. 54/2019 Coll., Act No. 351/2015 Coll.

18ae) Sec. 58 par. 2 letter a) of Act No. 455/1991 Coll. on Trades Licensing (Trade Licensing Act), as amended.

18b) Sec. 6 par.1 letter h) of Act No. 124/2006 Coll. As amended by Act No. 309/2007 Coll. ^{18ba)}

Sec. 3 par. 3 of Act No. 82/2005 Coll. As amended by Act No. 52/2010 Coll.

18bb) Sec. 31 and 58 of Act No. 5/2004 Coll. as amended. 18c) Sec. 149 of the Labour Code.

18ca) Sec. 150 par. 2 of the Labour Code.

18d) Sec. 39 par. 2 and Sec. 133 par. 3 of the Labour Code. 18e) Section 3 of the Code of Criminal Procedure.

18f) Sec. 2 par.1 letters g) and h) of Act No. 264/1999 Coll. as amended.

18g) For example, the Government Regulation of the Slovak Republic No. 117/2001 Coll. stipulating the details of the technical requirements and procedures for assessing the conformity of equipment and protective systems intended for use in potentially explosive atmospheres, as amended by the Decree of the Government of the Slovak Republic No. 296/2002 Coll., Regulation of the Government of the Slovak Republic No. 571/2001 Coll., stipulating the details of technical requirements and conformity assessment procedures for elevators, as amended, Regulation of the Government of the Slovak Republic No. 576/2002 Coll., stipulating the details of technical requirements and procedures for conformity assessment of pressure equipment and amending Regulation of the Government of the Slovak Republic No. 400/1999 Coll. stipulating the technical requirements for other specified products as amended by the Regulation of the Government of the Slovak Republic No. 329/2003 Coll., Decree of the Government of the Slovak Republic No. 308/2004 Coll., stipulating the details of technical requirements and conformity assessment procedures for electrical equipment used in a certain range of voltage as amended by the Regulation of the Government of the Slovak Republic No. 449/2007 Coll., Government Regulation of the Slovak Republic No. 35/2008 Coll., stipulating the details of the technical requirements and procedures for the assessment of conformity of personal protective equipment, Regulation of the Government of the Slovak Republic No. 436/2008 Coll., stipulating the details of the technical requirements and the procedures for assessing conformity of machinery.

18h) For example, 505/2009 Coll. on the Accreditation of Conformity Assessment Bodies and on the amendment of certain acts, Chapter II of Regulation (EC) No. Commission Regulation No. 765/2008 of 9 July 2008 stipulating the requirements for accreditation and market surveillance relating to the marketing of products and repealing Regulation Regulation (EC) No. 339/1993 (OJ L 218, 13. 8. 2008).

18i) For example, Sec. 2 par. 1 letter b) to e) of Act No. 264/1999 Coll. as amended, Art. 2, points 3 to 6 of Regulation (EC) No. 765/2008.

19) For example, Sec. 17 of the Commercial Code, Act No. 215/2004 Coll. 20) Section 34, par. 2 of Act no. 462/2007 Coll.

21) For example, Article 19 par. 6 of Act No. 124/2006 Coll. 21a) Sec. 116 of the Civil Code.

22) For example, the Commercial Code, the Civil Code.

23) Section 235 of Act No. 461/2003 Coll. on social insurance as amended by Act No. 43/2004 Coll. 24) Sec. 17 of Act No. 124/2006 Coll.

25) For example, the Act of the Slovak National Council No. 369/1990 Coll. on the municipal establishment as amended, Act No. 302/2001 Coll. on self-government of higher territorial units (Act on Self-Governing Regions), as amended.

25a) Act No. 124/2006 Coll. as amended. 25b) Sec. 224 par.2 letter e) of the Labour Code.

26) Act No. 71/1967 Coll. on administrative procedure (Administrative Procedure), as amended.

27) For example, the Act of the Slovak National Council No. 51/1988 Coll. As amended, Act No. 314/2001 Coll. as amended, Act No. 5/2004 Coll. As amended, Act No. 126/2006 Coll.