

List of Working Environment Hazards and Work for Which Employment of Minors is Forbidden¹

Regulation no. 94 of 11 May 2009 of the Government of the Republic

This Regulation is established on the basis of subsection 7 (3) of the Employment Contracts Act.

§ 1. Physical hazards

Employers shall not enter into employment contracts and permit minors to work in conditions that endanger the health of minors due to, above all, the following physical hazards active in the working environment:

- 1) harmful radiation;
- 2) harmful vibration;
- 3) noise level over 80 dB;
- 4) high-pressure conditions such as work in a caisson, hyperbaric chamber or as a diver;
- 5) constant low air temperature (light physical work with room temperature below +19 °C; average physical work with room temperature below +16 °C);
- 6) constant high air temperature (light physical work with room temperature above +26 °C; average physical work with room temperature above +24 °C).

§ 2. Chemical hazards

Employers shall not enter into employment contracts and permit minors to work in conditions that endanger the health of minors due to, above all, the following chemical hazards active in the working environment:

- 1) hazardous substances or preparations containing them that have been marked with the following hazard symbols and risk phrases pursuant to the Chemicals Act: hazard symbol T and risk phrases R23, R24, R25, R39, R45, R46, R48, R60, R61 or the combined phrases thereof; hazard symbol T+ and risk phrases R26, R27, R28, R39 or the combined phrases thereof; hazard symbol C and risk phrases R34 or R35; hazard symbol E and risk phrases R2 or R3; hazard symbol Xn and risk phrases R39, R40, R42, R43, R45, R46, R48, R60, R61 or the combined phrases thereof; hazard symbol Xi and risk phrases R12, R42, R43 or the combined phrases thereof;
- 2) lead or a compound thereof;
- 3) asbestos.

§ 3. Biological hazards

Employers shall not enter into employment contracts and permit minors to work in conditions that endanger the health of minors due to, above all, biological hazards of hazard groups 3 or 4 active

in the working environment established on the basis of subsection 8 (3) of the Occupational Health and Safety Act.

§ 4. Production processes

Employers shall not enter into employment contracts and permit minors to work in conditions that endanger the health of minors due to, above all, the following production processes:

- 1) production of auramine;
- 2) processes where workers may be exposed to polycyclic aromatic hydrocarbons contained in coal soot, coal tar or coal pitch;
- 3) soldering, welding or other thermal processing of a material containing copper or nickel during which the dust, smoke or aerosol of these metals is created;
- 4) strongly acidic processes of producing isopropyl alcohol;
- 5) processes where workers may be exposed to dust created by processing valuable broadleaved timber such as beech or oak;
- 6) other processes involving a hazard of being exposed to a carcinogen, mutagen or a substance toxic for reproduction.

§ 5. Other work

Employers shall not enter into employment contracts and permit minors to work in conditions that endanger the health of minors:

- 1) work with equipment that is used to produce, maintain or use compressed gas, liquefied gas or dissolved gas;
- 2) work with a receptacle, bottle or other container containing a substance or preparation specified in § 2;
- 3) handling explosive or pyrotechnic substances;
- 4) work with wild or poisonous animals;
- 5) work related to increased mental stress, for example work related to providing psychiatric health services, work in prisons, houses of detention, post mortem units or locations where animals or birds are killed or exterminated;
- 6) work related to a danger of collapse, for example demolition work, work in a pit;
- 7) work related to a danger of falling from height;
- 8) manual handling of loads pursuant to Regulations of the Government of the Republic established on the basis of subsection 9 (4) of the Occupational Health and Safety Act;
- 9) work with high-voltage electrical equipment;

10) repair or maintenance of lifts;

11) work where the pace is controlled by machinery and remuneration is paid according to the work results;

12) work with a mechanical cutter, a circular saw or a band-saw, a metal-milling machine, welding equipment or compressed air equipment;

13) work with a machine that has a winch or another similar power installation;

14) underground work.

§ 6. Exceptions for working in course of practical training

Exceptions from the provisions of §§ 1-5 may be made when entering into an employment contract and permitting a minor to work if the minor is working in course of practical training that is being carried out based on a vocational training study programme and on the condition that work shall be performed under the supervision of an instructor of practical training or a working environment specialist and necessary measures have been implemented in order to ensure the health and safety of minors.

§ 7. Entry into force of Regulation

The Regulation shall enter into force on 1 July 2009.

¹ Council Directive 94/33/EC on the protection of young people at work (OJEC L 216, 20.08.1994, pages 12-20).