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## REAL LIFE SITUATIONS

Project Title

**Ergonomic workplace design for workers with disabilities and their long-term employment**

Project Acronym: **ERGOART**

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# 1 The International Classification of Functioning, Disability, and Health (ICF)

The International Classification of Functioning, Disability, and Health (ICF) is used in the process of assessing disability status, involving the evaluation and coding of physical and mental functions, as well as the degree of impairment and functioning as defined.

## 1.1 ICF and people with disabilities

Activity limitations are difficulties an individual may have in executing activities.

Table 1. Activities and Participation: information matrix

Domains	Qualifiers	
	Performance	Capacity
d1 Learning and applying knowledge		
d2 General tasks and demands		
d3 Communication		
d4 Mobility		
d5 Self-care		
d6 Domestic life		
d7 Interpersonal interactions and relationships		
d8 Major life areas		
d9 Community, social and civic life		

- xxx.0 NO problem (none, absent, negligible,... ) 0-4 %
- xxx.1 MILD problem (slight, low,...) 5-24 %
- xxx.2 MODERATE problem (medium, fair,...) 25-49 %
- xxx.3 SEVERE problem (high, extreme, ...) 50-95 %
- xxx.4 COMPLETE problem (total,...) 96-100 %
- xxx.8 not specified
- xxx.9 not applicable

## 2 Activities and participation to create 30 real life activities

### 2.1 Chapter 1: Learning and applying knowledge

Purposeful sensory experiences (d110-d129)

d110 Watching

d115 Listening

d120 Other purposeful sensing

d129 Purposeful sensory experiences, other specified and unspecified

Basic learning (d130-d159)



d130 Copying  
d135 Rehearsing  
d140 Learning to read  
d145 Learning to write  
d150 Learning to calculate  
d155 Acquiring skills  
d159 Basic learning, other specified and unspecified

Applying knowledge (d160-d179)

d160 Focusing attention  
d163 Thinking  
d166 Reading  
d170 Writing  
d172 Calculating  
d175 Solving problems  
d177 Making decisions  
d179 Applying knowledge, other specified and unspecified  
d198 Learning and applying knowledge, other specified  
d199 Learning and applying knowledge, unspecified

## 2.2 Chapter 2: General tasks and demands

d210 Undertaking a single task  
d220 Undertaking multiple tasks  
d230 Carrying out daily routine  
d240 Handling stress and other psychological demands  
d298 General tasks and demands, other specified  
d299 General tasks and demands, unspecified

## 2.3 Chapter 3: Communication

Communicating - receiving (d310-d329)

d310 Communicating with - receiving - spoken messages  
d315 Communicating with - receiving - nonverbal messages  
d320 Communicating with - receiving - formal sign language messages  
d325 Communicating with - receiving - written messages  
d329 Communicating - receiving, other specified and unspecified Two-Level Classification

Communicating - producing (d330-d349)

d330 Speaking  
d335 Producing nonverbal messages  
d340 Producing messages in formal sign language  
d345 Writing messages  
d349 Communication - producing, other specified and unspecified

Conversation and use of communication devices and techniques (d350-



d369)  
d350 Conversation  
d355 Discussion  
d360 Using communication devices and techniques  
d369 Conversation and use of communication devices and techniques, other specified and unspecified  
d398 Communication, other specified  
d399 Communication, unspecified

## 2.4 Chapter 4: Mobility

Changing and maintaining body position (d410-d429)

d410 Changing basic body position  
d415 Maintaining a body position  
d420 Transferring oneself  
d429 Changing and maintaining body position, other specified and unspecified

Carrying, moving and handling objects (d430-d449)

d430 Lifting and carrying objects  
d435 Moving objects with lower extremities  
d440 Fine hand use  
d445 Hand and arm use  
d449 Carrying, moving and handling objects, other specified and unspecified

Walking and moving (d450-d469)

d450 Walking  
d455 Moving around  
d460 Moving around in different locations  
d465 Moving around using equipment  
d469 Walking and moving, other specified and unspecified

Moving around using transportation (d470-d489)

d470 Using transportation  
d475 Driving  
d480 Riding animals for transportation  
d489 Moving around using transportation, other specified and unspecified  
d498 Mobility, other specified  
d499 Mobility, unspecified ICF Two Level Classification

## 2.5 Chapter 5: Self-care

d510 Washing oneself  
d520 Caring for body parts  
d530 Toileting  
d540 Dressing  
d550 Eating



d560 Drinking  
d570 Looking after one's health  
d598 Self-care, other specified  
d599 Self-care, unspecified

## 2.6 Chapter 6: Domestic life

Acquisition of necessities (d610-d629)  
d610 Acquiring a place to live  
d620 Acquisition of goods and services  
d629 Acquisition of necessities, other specified and unspecified

Household tasks (d630-d649)  
d630 Preparing meals  
d640 Doing housework  
d649 Household tasks, other specified and unspecified

Caring for household objects and assisting others (d650-d669)  
d650 Caring for household objects  
d660 Assisting others  
d669 Caring for household objects and assisting others, other specified and unspecified  
d698 Domestic life, other specified  
d699 Domestic life, unspecified

## 2.7 Chapter 7: Interpersonal interactions and relationships

General interpersonal interactions (d710-d729)  
d710 Basic interpersonal interactions  
d720 Complex interpersonal interactions  
d729 General interpersonal interactions, other specified and unspecified

Particular interpersonal relationships (d730-d779)  
d730 Relating with strangers  
d740 Formal relationships  
d750 Informal social relationships  
d760 Family relationships  
d770 Intimate relationships  
d779 Particular interpersonal relationships, other specified and unspecified  
d798 Interpersonal interactions and relationships, other specified  
d799 Interpersonal interactions and relationships, unspecified Two-Level Classification

## 2.8 Chapter 8: Major life areas

Education (d810-d839)



d810 Informal education  
d815 Preschool education  
d820 School education  
d825 Vocational training  
d830 Higher education  
d839 Education, other specified and unspecified

Work and employment (d840-d859)  
d840 Apprenticeship (work preparation)  
d845 Acquiring, keeping and terminating a job  
d850 Remunerative employment  
d855 Non-remunerative employment  
d859 Work and employment, other specified and unspecified

Economic life (d860-d879)  
d860 Basic economic transactions  
d865 Complex economic transactions  
d870 Economic self-sufficiency  
d879 Economic life, other specified and unspecified  
d898 Major life areas, other specified  
d899 Major life areas, unspecified

## 2.9 Chapter 9: Community, social and civic life

d910 Community life  
d920 Recreation and leisure  
d930 Religion and spirituality  
d940 Human rights  
d950 Political life and citizenship  
d998 Community, social and civic life, other specified

## 3 Criteria for general work disability

The International Classification of Diseases (ICD) is utilized in the assessment of physical and mental conditions, providing a diagnosis for diseases, disorders or health conditions. According to ICD the following criteria for general work disability are:

### I Certain infectious and parasitic diseases (A00–B99)

- manual handling of loads, body posture, mobility
- work where the person sets their own pace and tempo to achieve full working capacity
- control and management of complex processes, driving for professional purposes; work only in one usually morning shift
- higher risk of injuries
- work on ladders, scaffolding, uneven terrain



- increased risk of infections

## II Neoplasms (C00–D48)

- consequences of treatment or fatigue syndrome – time relief
- in case of significant facial disfigurement – relief from work with customers or youth
- work in favourable microclimatic conditions
- work in an environment where air pollution does not exceed permissible values
- no exposure to irritating substances
- work in day shifts
- manual handling of loads up to 5 kg
- manual handling of loads up to 10 kg
- work with hands above shoulder height
- able to work where bending over 30 degrees is only occasional
- no exposure to biological agents, with no increased risk of infections
- where monocular vision mechanisms suffice for spatial perception, with normal visual acuity of the remaining eye
- where there is no increased risk of injury, without operating motor vehicles for official or professional purposes
- no work at depths or heights
- no work requiring depth perception
- relief depends on the severity of urinary retention issues
- alternating work standing and sitting

## III Diseases of the blood and blood-forming organs (D50–D89)

- manual handling of loads up to 10 kg
- able to perform work that alternates between standing and sitting, without prolonged walking
- able to work where optimal spinal movement angles are only occasionally exceeded
- no squatting/kneeling
- no pulling/pushing
- work at depths/heights
- time relief
- work in favourable microclimatic conditions
- with haematocrit below 30, only seated work
- limitations due to verified visual impairments
- no exposure to biological agents
- no significant exposure to mechanical hazards
- for severe forms of the illness, only physically light work

## IV Endocrine, nutritional, and metabolic diseases (E00–E90)

- After hormonal disorder is managed, work relief is generally not necessary.
- Work only in day shifts
- Possibly work only in the morning shift
- Work performed in an environment and with tools where a sudden loss of consciousness will not cause injury or harm to others.





#### V Mental and behavioural disorders (F00–F99)

- work without varying operations, less mentally demanding work
- less responsible work
- work that requires only low adaptability
- work only in day shifts
- time relief
- well-structured and routine work
- less mentally demanding work
- should set his/her own pace and tempo at work to achieve full work efficiency

#### VI Diseases of the nervous system (G00–G99)

- light physical work
- in favourable microclimatic conditions
- light physical work where significant hand dexterity is not required
- work that alternates between standing and sitting
- work that involves walking only on flat terrain for short distances
- no work at depths/heights
- work in day shifts
- no driving of motor vehicles for official or professional purposes
- in early stages, mentally simple work
- work that requires only a low level of adaptability
- should set his/her own pace and tempo at work to achieve full work efficiency
- less mentally demanding work
- time relief
- work using tools in an environment where a sudden loss of consciousness will not cause injury or harm to others
- no exposure to general or local vibrations
- movement of affected limbs and spine within ergonomic spinal angles
- no prolonged walking or standing (in case of lower limb impairment)
- work that requires only minimal hand dexterity
- no exposure to neurotoxic substances
- exclusively seated work in cases of paraparesis/plegia
- work that does not require hand dexterity or strong hand strength (in case of upper limb impairment)

#### VII Diseases of the eye and adnexa (H00–H59)

- work in favourable microclimatic conditions
- no work in environments with exposure to substances that irritate mucous membranes
- time relief from screen work
- in case of poor vision, specify limitations on visual acuity
  - limitation of visual requirements based on: impact of remaining visual acuity with correction
  - width of remaining visual field and eye pressure levels under therapy
- appropriate protection from radiation or removal from radiation areas
- light physical work
- limit frequent bending and jerky head movements



- limit visual requirements based on remaining visual acuity
- work in predominantly daylight-illuminated spaces
- limit visual requirements based on remaining visual acuity and visual field
- limit jerky head movements
- limit work in environments with higher risk of eye injuries
- inability to perform tasks requiring depth perception
- in cases of accommodation impairment, inability to perform depth-related work
- limit work in environments based on colour vision
- limit work in environments based on night vision
- limit work in environments based on glare

#### VIII Diseases of the ear and mastoid process (H60–H59)

- work in favourable microclimatic conditions
- work without exposure to noise above the prescribed limit and warning levels
- work in a dry working environment
- work without rapid elevation changes
- no work at depths/heights (based on balance organ testing and hearing loss results)
- no exposure to ototoxic substances
- work without rapid changes in body position

#### IX Diseases of the circulatory system (I00–I99)

#### X Diseases of the respiratory system (J00–J99)

#### XI Diseases of the digestive system (K00–K93)

#### XII Diseases of the skin and subcutaneous tissue (L00–L99)

- work in favourable microclimatic conditions
- work without significant risk of mechanical skin injuries
- work without contact with substances that irritate the skin
- work without exposure to substances to which there is proven hypersensitivity
- no work with water or in damp conditions
- work in a dry working environment
- no work with substances that reduce the biological defence capacity of the skin
- light physical and mental work
- no exposure to UV rays
- no exposure to non-ionizing and ionizing radiation
- less mentally stressful work

#### XIII Diseases of the musculoskeletal system and connective tissue (M00–M99)

- light physical work
- manual handling of loads up to 10 kg
- work that requires minimal finger dexterity and gross hand strength
- no work in the early part of the morning shift
- work in favourable microclimatic conditions
- work partially standing, partially sitting (depending on limb impairment)
- work partially standing or sitting, mostly sitting
- work that occasionally involves awkward spinal positions
- no squatting or kneeling
- no work at depths or heights



- should set his/her own pace and tempo at work to achieve full work efficiency
- manual handling of loads from 5 to 10 kg
- no prolonged walking or standing
- no exposure to local or general vibrations
- work without toxic substances
- time relief
- work with individually adjusted standards
- work performed predominantly sitting
- work that involves walking only on flat surfaces
- no constant squatting or kneeling
- no repetitive movements of the shoulder, elbow, or wrist
- no repetitive pronation and supination movements of the forearm
- no use of strength with hand and fingers
- manual handling of loads up to 3 kg
- no movements with hands above shoulder height
- no repetitive thumb movements with force
- no constant movements above shoulder height
- no prolonged pressure of work tools on the palm and no local vibrations
- no prolonged walking
- no walking on uneven terrain
- no climbing ladders
- work that occasionally involves awkward spinal positions
- individual relief based on functional impairment
- time relief

#### XIV Diseases of the genitourinary system (N00–N99)

- light physical work
- work in favourable microclimatic conditions
- work in the field only in favourable heat conditions
- mainly standing work with the option to sit during work
- work in an environment where constant access to restrooms is possible
- no exposure to nephrotoxic substances
- work only in day shifts
- no fieldwork
- time relief in hours per week
- manual handling of loads
- manual handling of loads from 5 to 15 kg
- no riding bicycles or motorbikes

#### IX Diseases of the circulatory system (I00–I99)

#### X Diseases of the respiratory system (J00–J99)

#### XI Diseases of the digestive system (K00–K93)

#### XV Pregnancy, childbirth, and the puerperium (O00–O99)

#### XVII Congenital malformations, deformations, and chromosomal abnormalities (Q00–Q99)


#### XVIII Symptoms, signs, and abnormal clinical and laboratory findings, not elsewhere classified (R00–R99)



XIX A Injuries, poisonings, and certain other consequences of external causes (S00–T98)\*  
XXI Factors influencing health status and contact with health services (Z00–Z99)  
XXII Codes for special purposes (U00–U99), Care of family member, Unknown

## 4 Real life situations in partner countries

Table 2: Interviewees with their work reliefs arranged by groups of the International Classification of Diseases

			
ICD	Label		General limitations for work disability according to the ICD
XIII Diseases of the musculoskeletal system and connective tissue (M00–M99)	<b>S1</b>	physical limitations, disability due to shoulder pain	<ul style="list-style-type: none"> <li>• physically light work</li> <li>• work with an individually adjusted standard</li> <li>• no repetitive movements in the shoulder, elbow, wrist</li> <li>• no repetitive movements of pronation and supination of the forearm</li> <li>• no use of force when working with the hand and fingers</li> <li>• manual handling of loads up to 3 kg</li> <li>• no movements with the arms above shoulder height</li> <li>• no repetitive movements with the thumb using force</li> </ul>
XIII Diseases of the musculoskeletal system and connective tissue (M00–M99)	<b>S2</b>	knee pain	<ul style="list-style-type: none"> <li>• physically light work</li> <li>• manual handling of loads up to 10 kg</li> <li>• work partially standing, partially sitting (depending on the condition of the limbs)</li> <li>• no squatting or kneeling</li> <li>• no work at heights or depths</li> <li>• manual handling of loads from 5 kg to 10 kg</li> <li>• no prolonged walking or standing</li> <li>• no exposure to local or general vibrations</li> <li>• work where no toxic substances are present</li> <li>• time relief</li> <li>• work with an individually adjusted standard</li> </ul>



			<ul style="list-style-type: none"> <li>• work that is predominantly sitting</li> <li>• work that involves walking only on flat surfaces</li> <li>• no climbing ladders</li> </ul>
V Mental and behavioural disorders (F00–F99)	S3	Minimizing social contacts, wears headphones while working - noise disturbs, too much light.	<ul style="list-style-type: none"> <li>• work without varying tasks, psychologically less demanding work</li> <li>• less responsible work</li> <li>• work that requires only low adaptability</li> <li>• work only in day shifts</li> <li>• time relief</li> <li>• well-structured and routine work</li> <li>• less mentally demanding work</li> <li>• should set his/her own pace and tempo at work to achieve full work efficiency.</li> </ul>
XIII Diseases of the musculoskeletal system and connective tissue (M00–M99)	S4	spine problems, lifting limitations, carpal tunnel	<ul style="list-style-type: none"> <li>• physically light work</li> <li>• manual handling of loads up to 10 kg</li> <li>• work requiring minimal finger dexterity and gross hand strength</li> <li>• work in favourable microclimatic conditions</li> <li>• work partially standing, partially sitting (depending on the condition of the limbs)</li> <li>• work partially standing or sitting, predominantly sitting</li> <li>• work that involves occasional forced postures of the spine</li> <li>• no work at heights or depths</li> <li>• the worker should determine the pace and rhythm of work to achieve full work efficiency</li> <li>• manual handling of loads from 5 to 10 kg</li> <li>• no prolonged walking or standing</li> <li>• no exposure to local or general vibrations</li> <li>• time relief</li> <li>• work with an individually adjusted standard</li> <li>• work that involves walking only on flat surfaces</li> <li>• no repetitive movements in the shoulder, elbow, wrist</li> <li>• no repetitive movements of pronation and supination of the forearm</li> </ul>



			<ul style="list-style-type: none"> <li>• no use of force when working with the hand and fingers</li> <li>• manual handling of loads up to 3 kg</li> <li>• no repetitive movements with the thumb using force</li> <li>• no continuous movements above shoulder height</li> <li>• no prolonged pressure of work tools on the palm and no local vibrations</li> <li>• no prolonged walking</li> <li>• work that involves occasional forced postures of the spine</li> <li>• individual relief based on functional impairment</li> <li>• time relief</li> </ul>
VIII Diseases of the ear and mastoid process (H60–H59)	S5	deaf since the age of 7 months	<ul style="list-style-type: none"> <li>• work in favourable microclimatic conditions</li> <li>• work without exposure to noise above the prescribed limit value and warning values, work in a dry working environment</li> <li>• work without rapid changes in altitude</li> <li>• no work at depth/height (according to the findings of the balance organ testing and hearing loss)</li> <li>• no exposure to ototoxic substances</li> <li>• work without rapid changes in body position</li> </ul>
XIII Diseases of the musculoskeletal system and connective tissue (M00–M99)	S6	physical limitations, spinal issues	<ul style="list-style-type: none"> <li>• physically light work</li> <li>• manual handling of loads up to 10 kg</li> <li>• work requiring minor finger dexterity and gross hand strength</li> <li>• work in favourable microclimatic conditions</li> <li>• work partly standing, partly sitting (depending on the condition of the limbs)</li> <li>• work partly standing or sitting, predominantly sitting</li> <li>• work that is occasionally done in a forced spinal position</li> <li>• no work at heights or depths</li> <li>• the worker should determine the pace and tempo of work to achieve full work efficiency</li> </ul>



			<ul style="list-style-type: none"><li>• manual handling of loads from 5 to 10 kg</li><li>• no prolonged walking or standing</li><li>• no exposure to local/general vibrations</li><li>• time relief</li><li>• work with individually adjusted standards</li><li>• work that involves walking only on flat surfaces</li></ul>
VII Diseases of the eye and adnexa (H00–H59)	S7	blindness, 3% vision, sensory impairment, Stargardt's disease	<ul style="list-style-type: none"><li>• work in favourable microclimatic conditions</li><li>• no work in environments where exposure to substances that irritate mucous membranes is present</li><li>• time relief from screen work</li><li>• light physical work</li><li>• limitation of frequent bending and jerky head movements</li><li>• limitation of visual requirements based on remaining visual acuity</li><li>• work in predominantly daylight-illuminated spaces</li><li>• limitation of visual requirements based on remaining visual acuity and visual field</li><li>• limitation of jerky head movements</li><li>• limitation of work in environments with higher risk of eye injuries</li><li>• inability to perform tasks requiring depth perception</li><li>• limitation of work in environments based on colour vision</li><li>• limitation of work in environments based on night vision</li></ul>
VII Diseases of the eye and adnexa (H00–H59)	S8	right eye 98% vision loss	<ul style="list-style-type: none"><li>• work in favourable microclimatic conditions</li><li>• no work in environments where exposure to substances that irritate mucous membranes is present</li><li>• limitation of visual requirements based on:<ul style="list-style-type: none"><li>• impact of remaining visual acuity with correction</li><li>• width of remaining visual field and eye pressure levels under therapy</li></ul></li><li>• light physical work</li></ul>




			<ul style="list-style-type: none"> <li>• limitation of frequent bending and jerky head movements</li> <li>• limitation of visual requirements based on remaining visual acuity</li> <li>• work in predominantly daylight-illuminated spaces</li> <li>• limitation of visual requirements based on remaining visual acuity and visual field</li> <li>• limitation of jerky head movements</li> <li>• limitation of work in environments with higher risk of eye injuries</li> <li>• inability to perform tasks requiring depth perception</li> <li>• in cases of accommodation impairment, inability to perform depth-related work</li> </ul>
IX Diseases of the circulatory system (I00–I99)	S9	after a heart attack	<ul style="list-style-type: none"> <li>• physically light work</li> <li>• work in favourable microclimatic conditions</li> <li>• work partially standing or sitting, predominantly sitting</li> <li>• the worker should determine the pace and rhythm of work to achieve full work efficiency</li> <li>• manual handling of loads from 5 to 10 kg</li> <li>• no prolonged walking or standing</li> <li>• time relief</li> <li>• work with an individually adjusted standard</li> <li>• work that involves walking only on flat surfaces</li> </ul>
VIII Diseases of the ear and mastoid process (H60–H59)	S10	deaf, without physical limitations.	<ul style="list-style-type: none"> <li>• work in favourable microclimatic conditions</li> <li>• work without exposure to noise above the prescribed limit value and warning values</li> <li>• work in a dry working environment</li> <li>• work without rapid changes in altitude</li> <li>• No work at heights or depths (based on the results of balance organ testing and hearing loss)</li> <li>• no exposure to ototoxic substances</li> <li>• work without rapid changes in body position</li> </ul>





Label/Identifier	Type of Limitation
S1	Physical limitations, disability due to shoulder pain
S2	Knee pain
S3	Minimal social contacts, wears headphones at work - disturbed by noise, too much light
S4	Spinal issues, lifting limitations, carpal tunnel
S5	Deaf since the age of 7 months
S6	Physical limitations, spinal issues
S7	Blindness, 3% vision, sensory impairment, Stargardt disease
S8	98% vision loss in the right eye
S9	After a heart attack
S10	Deaf, without physical limitations

			
ICD	Label	Disability description	General limitations for work disability according to the ICD
VII Diseases of the eye and adnexa (H00–H59)	P1	blindness	<ul style="list-style-type: none"> <li>● work in favourable microclimatic conditions</li> <li>● no work in environments with exposure to substances that irritate mucous membranes</li> <li>● time relief from screen work</li> <li>● in case of poor vision, specify limitations on visual acuity               <ul style="list-style-type: none"> <li>○ limitation of visual requirements based on: impact of remaining visual acuity with correction</li> <li>○ width of remaining visual field and eye pressure levels under therapy</li> </ul> </li> <li>● appropriate protection from radiation or removal from radiation areas</li> <li>● light physical work</li> <li>● limit frequent bending and jerky head movements</li> <li>● limit visual requirements based on remaining visual acuity</li> <li>● work in predominantly daylight-illuminated spaces</li> <li>● limit visual requirements based on remaining visual acuity and visual field</li> <li>● limit jerky head movements</li> <li>● limit work in environments with higher risk of eye injuries</li> </ul>



			<ul style="list-style-type: none"> <li>● inability to perform tasks requiring depth perception</li> <li>● in cases of accommodation impairment, inability to perform depth-related work</li> <li>● limit work in environments based on colour vision</li> <li>● limit work in environments based on night vision</li> <li>● limit work in environments based on glare</li> </ul>
VII Diseases of the eye and adnexa (H00–H59)	P2	blindness	<ul style="list-style-type: none"> <li>● work in favourable microclimatic conditions</li> <li>● no work in environments with exposure to substances that irritate mucous membranes</li> <li>● time relief from screen work</li> <li>● in case of poor vision, specify limitations on visual acuity               <ul style="list-style-type: none"> <li>○ limitation of visual requirements based on: impact of remaining visual acuity with correction</li> <li>○ width of remaining visual field and eye pressure levels under therapy</li> </ul> </li> <li>● appropriate protection from radiation or removal from radiation areas</li> <li>● light physical work</li> <li>● limit frequent bending and jerky head movements</li> <li>● limit visual requirements based on remaining visual acuity</li> <li>● work in predominantly daylight-illuminated spaces</li> <li>● limit visual requirements based on remaining visual acuity and visual field</li> <li>● limit jerky head movements</li> <li>● limit work in environments with higher risk of eye injuries</li> <li>● inability to perform tasks requiring depth perception</li> <li>● in cases of accommodation impairment, inability to perform depth-related work</li> <li>● limit work in environments based on colour vision</li> <li>● limit work in environments based on night vision</li> <li>● limit work in environments based on glare</li> </ul>
XVII Congenital malformations, deformations, and	P3	unformed left hand	<ul style="list-style-type: none"> <li>● physically light work</li> <li>● work adaptations</li> <li>● avoidance of repetitive movements</li> <li>● manual handling of loads up to 3 kg</li> </ul>



chromosomal abnormalities (Q00–Q99)			<ul style="list-style-type: none"> <li>● limited fine motor skills</li> <li>● ergonomic considerations</li> <li>● individually adjusted standards</li> </ul>
IV Endocrine, nutritional, and metabolic diseases (E00–E90)	P4	diabetes	<ul style="list-style-type: none"> <li>● after hormonal disorder is managed, work relief is generally not necessary.</li> <li>● possibly work only in the morning shift</li> <li>● work performed in an environment and with tools where a sudden loss of consciousness will not cause injury or harm to others.</li> </ul>
VII Diseases of the eye and adnexa (H00–H59)	P5	significant vision loss	<ul style="list-style-type: none"> <li>● work in favourable microclimatic conditions</li> <li>● no work in environments with exposure to substances that irritate mucous membranes</li> <li>● time relief from screen work</li> <li>● in case of poor vision, specify limitations on visual acuity <ul style="list-style-type: none"> <li>○ limitation of visual requirements based on: impact of remaining visual acuity with correction</li> <li>○ width of remaining visual field and eye pressure levels under therapy</li> </ul> </li> <li>● appropriate protection from radiation or removal from radiation areas</li> <li>● light physical work</li> <li>● limit frequent bending and jerky head movements</li> <li>● limit visual requirements based on remaining visual acuity</li> <li>● work in predominantly daylight-illuminated spaces</li> <li>● limit visual requirements based on remaining visual acuity and visual field</li> <li>● limit jerky head movements</li> <li>● limit work in environments with higher risk of eye injuries</li> <li>● inability to perform tasks requiring depth perception</li> <li>● in cases of accommodation impairment, inability to perform depth-related work</li> <li>● limit work in environments based on colour vision</li> <li>● limit work in environments based on night vision</li> <li>● limit work in environments based on glare</li> </ul>
VII Diseases of the eye and adnexa (H00–H59)	P6	blindless	<ul style="list-style-type: none"> <li>● work in favourable microclimatic conditions</li> <li>● no work in environments with exposure to substances that irritate mucous membranes</li> <li>● time relief from screen work</li> </ul>



			<ul style="list-style-type: none"> <li>● in case of poor vision, specify limitations on visual acuity <ul style="list-style-type: none"> <li>○ limitation of visual requirements based on: impact of remaining visual acuity with correction</li> <li>○ width of remaining visual field and eye pressure levels under therapy</li> </ul> </li> <li>● appropriate protection from radiation or removal from radiation areas</li> <li>● light physical work</li> <li>● limit frequent bending and jerky head movements</li> <li>● limit visual requirements based on remaining visual acuity</li> <li>● work in predominantly daylight-illuminated spaces</li> <li>● limit visual requirements based on remaining visual acuity and visual field</li> <li>● limit jerky head movements</li> <li>● limit work in environments with higher risk of eye injuries</li> <li>● inability to perform tasks requiring depth perception</li> <li>● in cases of accommodation impairment, inability to perform depth-related work</li> <li>● limit work in environments based on colour vision</li> <li>● limit work in environments based on night vision</li> <li>● limit work in environments based on glare</li> </ul>
VIII Diseases of the ear and mastoid process (H60–H59)	P7	bilateral hearing loss	<ul style="list-style-type: none"> <li>● work in favourable microclimatic conditions</li> <li>● work without exposure to noise above the prescribed limit and warning levels</li> <li>● work in a dry working environment</li> <li>● work without rapid elevation changes</li> <li>● no work at depths/heights</li> <li>● no exposure to ototoxic substances</li> <li>● work without rapid changes in body position</li> </ul>
VI Diseases of the nervous system (G00–G99)	P8	left-side hemiparesis	<ul style="list-style-type: none"> <li>● light physical work</li> <li>● in favourable microclimatic conditions</li> <li>● light physical work where significant hand dexterity is not required</li> <li>● work that alternates between standing and sitting</li> <li>● work that involves walking only on flat terrain for short distances</li> </ul>



			<ul style="list-style-type: none"> <li>● no work at depths/heights</li> <li>● work in day shifts</li> <li>● no driving of motor vehicles for official or professional purposes</li> <li>● in early stages, mentally simple work</li> <li>● work that requires only a low level of adaptability</li> <li>● should set his/her own pace and tempo at work to achieve full work efficiency</li> <li>● less mentally demanding work</li> <li>● time relief</li> <li>● work using tools in an environment where a sudden loss of consciousness will not cause injury or harm to others</li> <li>● no exposure to general or local vibrations</li> <li>● movement of affected limbs and spine within ergonomic spinal angles</li> <li>● no prolonged walking or standing (in case of lower limb impairment)</li> <li>● work that requires only minimal hand dexterity</li> <li>● no exposure to neurotoxic substances</li> <li>● exclusively seated work in cases of paraparesis/plegia</li> <li>● work that does not require hand dexterity or strong hand strength (in case of upper limb impairment)</li> </ul>
<p>XIII Diseases of the musculoskeletal system and connective tissue (M00–M99)</p>	<p>P9</p>	<p>degeneration of the spine and knees</p>	<ul style="list-style-type: none"> <li>● light physical work</li> <li>● manual handling of loads up to 10 kg</li> <li>● work that requires minimal finger dexterity and gross hand strength</li> <li>● no work in the early part of the morning shift</li> <li>● work in favourable microclimatic conditions</li> <li>● work partially standing, partially sitting (depending on limb impairment)</li> <li>● work partially standing or sitting, mostly sitting</li> <li>● work that occasionally involves awkward spinal positions</li> <li>● no squatting or kneeling</li> <li>● no work at depths or heights</li> <li>● should set his/her own pace and tempo at work to achieve full work efficiency</li> <li>● manual handling of loads from 5 to 10 kg</li> <li>● no prolonged walking or standing</li> <li>● no exposure to local or general vibrations</li> <li>● work without toxic substances</li> </ul>




			<ul style="list-style-type: none"> <li>● time relief</li> <li>● work with individually adjusted standards</li> <li>● work performed predominantly sitting</li> <li>● work that involves walking only on flat surfaces</li> <li>● no constant squatting or kneeling</li> <li>● no repetitive movements of the shoulder, elbow, or wrist</li> <li>● no repetitive pronation and supination movements of the forearm</li> <li>● no use of strength with hand and fingers</li> <li>● manual handling of loads up to 3 kg</li> <li>● no movements with hands above shoulder height</li> <li>● no repetitive thumb movements with force</li> <li>● no constant movements above shoulder height</li> <li>● no prolonged pressure of work tools on the palm and no local vibrations</li> <li>● no prolonged walking</li> <li>● no walking on uneven terrain</li> <li>● no climbing ladders</li> <li>● work that occasionally involves awkward spinal positions</li> <li>● individual relief based on functional impairment</li> <li>● time relief</li> </ul>
XVII Congenital malformations, deformations, and chromosomal abnormalities (Q00–Q99)	P10	lack of left hand	<ul style="list-style-type: none"> <li>● physically light work</li> <li>● manual handling of loads up to 3 kg</li> <li>● limited fine motor skills</li> <li>● ergonomic considerations</li> <li>● individually adjusted standards</li> <li>● avoidance of repetitive movements</li> <li>● work adaptations</li> </ul>
XVII Congenital malformations, deformations, and chromosomal abnormalities (Q00–Q99)	P11	lack of right leg	<ul style="list-style-type: none"> <li>● physically light work</li> <li>● manual handling of loads up to 10 kg</li> <li>● work partially standing, partially sitting</li> <li>● no prolonged walking or standing</li> <li>● no work at heights or depths</li> <li>● use of assistive devices as needed</li> <li>● individually adjusted standards</li> <li>● work on flat surfaces</li> <li>● time relief as needed</li> </ul>

Label/Identifier	Type of Limitation
P1	blindness



P2	blindness
P3	unformed left hand
P4	diabetes
P5	significant vision loss
P6	blindless
P7	bilateral hearing loss
P8	left-side hemiparesis
P9	pain in the spine and knees, limitations in lifting heavy objects
P10	lack of left hand
P11	lack of right leg

			
ICD	Label		General limitations for work disability according to the ICD
VII Diseases of the eye and adnexa (H00–H59)	E1	binocular blindness	<ul style="list-style-type: none"> <li>● work in favourable microclimatic conditions</li> <li>● no work in environments with exposure to substances that irritate mucous membranes</li> <li>● time relief from screen work</li> <li>● in case of poor vision, specify limitations on visual acuity               <ul style="list-style-type: none"> <li>○ limitation of visual requirements based on: impact of remaining visual acuity with correction</li> <li>○ width of remaining visual field and eye pressure levels under therapy</li> </ul> </li> <li>● appropriate protection from radiation or removal from radiation areas</li> <li>● light physical work</li> <li>● limit frequent bending and jerky head movements</li> <li>● limit visual requirements based on remaining visual acuity</li> <li>● work in predominantly daylight-illuminated spaces</li> <li>● limit visual requirements based on remaining visual acuity and visual field</li> <li>● limit jerky head movements</li> </ul>



			<ul style="list-style-type: none"><li>● limit work in environments with higher risk of eye injuries</li><li>● inability to perform tasks requiring depth perception</li><li>● in cases of accommodation impairment, inability to perform depth-related work</li><li>● limit work in environments based on colour vision</li><li>● limit work in environments based on night vision</li><li>● limit work in environments based on glare</li></ul>
VI Diseases of the nervous system (G00-G99)	E2	spinal muscular atrophy	<ul style="list-style-type: none"><li>● light physical work</li><li>● in favourable microclimatic conditions</li><li>● no work at depths/heights</li><li>● work in day shifts</li><li>● no driving of motor vehicles for official or professional purposes</li><li>● work that requires only a low level of adaptability</li><li>● should set his/her own pace and tempo at work to achieve full work efficiency</li><li>● time relief</li><li>● no exposure to general or local vibrations</li><li>● movement of affected limbs and spine within ergonomic spinal angles</li><li>● work that requires only minimal hand dexterity</li><li>● no exposure to neurotoxic substances</li><li>● exclusively seated work</li><li>● work that does not require strong hand strength</li></ul>
XIII Diseases of the musculoskeletal system and connective tissue (M00-M99)	E3	rheumatoid arthritis	<ul style="list-style-type: none"><li>● work performed predominantly sitting</li><li>● work that involves walking only on flat surfaces</li><li>● no constant squatting or kneeling</li><li>● no repetitive movements of the shoulder, elbow, or wrist</li><li>● no repetitive pronation and supination movements of the forearm</li></ul>





			<ul style="list-style-type: none"><li>● no use of strength with hand and fingers</li><li>● manual handling of loads up to 2 kg</li><li>● no movements with hands above shoulder height</li><li>● no repetitive thumb movements with force</li><li>● no prolonged pressure of work tools on the palm and no local vibrations</li><li>● no prolonged walking</li><li>● no climbing ladders</li><li>● work that occasionally involves awkward spinal positions</li><li>● time relief</li></ul>
VIII Diseases of the ear and mastoid process (H60–H59)	E4		<ul style="list-style-type: none"><li>● work in favourable microclimatic conditions</li><li>● work without exposure to noise above the prescribed limit and warning levels</li><li>● work in a dry working environment</li><li>● work without rapid elevation changes</li><li>● no work at depths/heights</li><li>● no exposure to ototoxic substances</li><li>● work without rapid changes in body position</li></ul>
XIII Diseases of the musculoskeletal system and connective tissue (M00–M99)	E5	severe mobility disability	<ul style="list-style-type: none"><li>● work with individually adjusted standards</li><li>● work performed predominantly sitting</li><li>● work that involves walking only on flat surfaces</li><li>● no constant squatting or kneeling</li><li>● no repetitive movements of the shoulder, elbow, or wrist</li><li>● no repetitive pronation and supination movements of the forearm</li><li>● no use of strength with hand and fingers</li><li>● manual handling of loads up to 3 kg</li><li>● no movements with hands above shoulder height</li><li>● no repetitive thumb movements with force</li><li>● no constant movements above shoulder height</li></ul>



			<ul style="list-style-type: none"><li>● no prolonged pressure of work tools on the palm and no local vibrations</li><li>● no prolonged walking</li><li>● no walking on uneven terrain</li><li>● no climbing ladders</li><li>● work that occasionally involves awkward spinal positions</li><li>● individual relief based on functional impairment</li><li>● time relief</li></ul>
XIX A Injuries, poisonings, and certain other consequences of external causes (S00–T98)	E6	Spinal Cord Injury after accident	<ul style="list-style-type: none"><li>● light physical work</li><li>● manual handling of loads up to 10 kg</li><li>● work that requires minimal finger dexterity and gross hand strength</li><li>● no work in the early part of the morning shift</li><li>● work in favourable microclimatic conditions</li><li>● work partially standing, partially sitting (depending on limb impairment)</li><li>● work partially standing or sitting, mostly sitting</li><li>● work that occasionally involves awkward spinal positions</li><li>● no squatting or kneeling</li><li>● no work at depths or heights</li><li>● should set his/her own pace and tempo at work to achieve full work efficiency</li><li>● manual handling of loads from 5 to 10 kg</li><li>● no prolonged walking or standing</li><li>● no exposure to local or general vibrations</li><li>● work without toxic substances</li><li>● time relief</li><li>● work with individually adjusted standards</li><li>● work performed predominantly sitting</li><li>● work that involves walking only on flat surfaces</li><li>● no constant squatting or kneeling</li><li>● no repetitive movements of the shoulder, elbow, or wrist</li><li>● no repetitive pronation and supination movements of the forearm</li></ul>



			<ul style="list-style-type: none"><li>● no use of strength with hand and fingers</li><li>● manual handling of loads up to 3 kg</li><li>● no movements with hands above shoulder height</li><li>● no repetitive thumb movements with force</li><li>● no constant movements above shoulder height</li><li>● no prolonged pressure of work tools on the palm and no local vibrations</li><li>● no prolonged walking</li><li>● no walking on uneven terrain</li><li>● no climbing ladders</li><li>● work that occasionally involves awkward spinal positions</li><li>● individual relief based on functional impairment</li><li>● time relief</li></ul>
XVII Congenital malformations of the musculoskeletal system (Q77 – Q79)	E7	skeletal dysplasia	<ul style="list-style-type: none"><li>● light physical work</li><li>● manual handling of loads up to 10 kg</li><li>● work that requires minimal finger dexterity and gross hand strength</li><li>● no work in the early part of the morning shift</li><li>● work in favourable microclimatic conditions</li><li>● work partially standing, partially sitting (depending on limb impairment)</li><li>● work partially standing or sitting, mostly sitting</li><li>● work that occasionally involves awkward spinal positions</li><li>● no squatting or kneeling</li><li>● no work at depths or heights</li><li>● should set his/her own pace and tempo at work to achieve full work efficiency</li><li>● manual handling of loads from 5 to 10 kg</li><li>● no prolonged walking or standing</li><li>● no exposure to local or general vibrations</li><li>● work without toxic substances</li></ul>



			<ul style="list-style-type: none"> <li>● time relief</li> <li>● work with individually adjusted standards</li> <li>● work performed predominantly sitting</li> <li>● work that involves walking only on flat surfaces</li> <li>● no constant squatting or kneeling</li> <li>● no repetitive movements of the shoulder, elbow, or wrist</li> <li>● no repetitive pronation and supination movements of the forearm</li> <li>● no use of strength with hand and fingers</li> <li>● manual handling of loads up to 3 kg</li> <li>● no movements with hands above shoulder height</li> <li>● no repetitive thumb movements with force</li> <li>● no constant movements above shoulder height</li> <li>● no prolonged pressure of work tools on the palm and no local vibrations</li> <li>● no prolonged walking</li> <li>● no walking on uneven terrain</li> <li>● no climbing ladders</li> <li>● work that occasionally involves awkward spinal positions</li> <li>● individual relief based on functional impairment</li> <li>● time relief</li> </ul>
VIII Diseases of the ear and mastoid process (H60–H59)	E8	hearing impairment	<ul style="list-style-type: none"> <li>● work in favourable microclimatic conditions</li> <li>● work without exposure to noise above the prescribed limit and warning levels</li> <li>● work in a dry working environment</li> <li>● work without rapid elevation changes</li> <li>● no work at depths/heights</li> <li>● no exposure to ototoxic substances</li> <li>● work without rapid changes in body position</li> </ul>
VIII Diseases of the ear and	E9	hearing loss in one ear,	<ul style="list-style-type: none"> <li>● work in favourable microclimatic conditions</li> </ul>



mastoid process (H60–H59)		balance problems	<ul style="list-style-type: none"><li>● work without exposure to noise above the prescribed limit and warning levels</li><li>● work in a dry working environment</li><li>● work without rapid elevation changes</li><li>● no work at depths/heights</li><li>● no exposure to ototoxic substances</li><li>● work without rapid changes in body position</li></ul>
VI Diseases of the nervous system (G00-G99)	E10	cerebral palsy	<ul style="list-style-type: none"><li>● light physical work</li><li>● in favourable microclimatic conditions</li><li>● light physical work where significant hand dexterity is not required</li><li>● work that alternates between standing and sitting</li><li>● work that involves walking only on flat terrain for short distances</li><li>● no work at depths/heights</li><li>● work in day shifts</li><li>● no driving of motor vehicles for official or professional purposes</li><li>● in early stages, mentally simple work</li><li>● work that requires only a low level of adaptability</li><li>● should set his/her own pace and tempo at work to achieve full work efficiency</li><li>● less mentally demanding work</li><li>● time relief</li><li>● work using tools in an environment where a sudden loss of consciousness will not cause injury or harm to others</li><li>● no exposure to general or local vibrations</li><li>● movement of affected limbs and spine within ergonomic spinal angles</li><li>● no prolonged walking or standing (in case of lower limb impairment)</li><li>● work that requires only minimal hand dexterity</li><li>● no exposure to neurotoxic substances</li><li>● exclusively seated work in cases of paraparesis/plegia</li></ul>



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			<ul style="list-style-type: none"><li>• work that does not require hand dexterity or strong hand strength (in case of upper limb impairment)</li></ul>
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