



The Project is funded by  
the European Union



The Project is implemented by  
the International Labour Organization

**EU-ILO PROJECT  
ENHANCING THE LABOUR ADMINISTRATION CAPACITY  
TO IMPROVE WORKING CONDITIONS AND TACKLE UNDECLARED WORK**

**Analysis of the degree of concordance between  
the national legislation and some selected EU directives  
on OSH and labour relations**

**EU Council Directive No. 89/654/EEC, of 30 November 1989,  
concerning the minimum safety and health requirements  
for the workplace**

**APRIL 2018**

**[www.ilo.org/UkraineEUProject](http://www.ilo.org/UkraineEUProject)**

## FOREWORD

The present analysis was developed within the scope of the technical cooperation project “Enhancing the labour administration capacity to improve working conditions and tackle undeclared work”, funded by the European Union (EU) and implemented by the International Labour Organization (ILO). Its activities are described in the diagram below.

This is the joint support of the EU and ILO to Ukraine in the implementation of the EU-Ukraine Association Agreement and application of the international standards on occupational safety and health (OSH) and labour inspection.

The project is aimed at contributing to the improvement of the working conditions and to the reduction of the scope of undeclared work in Ukraine, by means of improving the national legislation and enhancing the capacities of the national labour inspection system.

One of its components is the provision of expert support and recommendations regarding the implementation of the following 5 EU directives on OSH and 1 EU directive on labour relations:

- EU Council OSH Framework Directive **No. 89/391/EEC**, of 12 June 1989, on the introduction of measures to encourage improvements in the safety and health of workers at work (Framework Directive);
- EU Council Directive **No. 89/654/EEC**, of 30 November 1989, concerning the minimum safety and health requirements for the workplace;
- Directive **No. 2009/104/EC**, of the European Parliament and of the Council, of 16 September 2009, concerning the minimum safety and health requirements for the use of work equipment by workers at work;
- Council Directive **No. 89/656/EEC**, of 30 November 1989, on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace;
- Directive **No. 2003/88/EC** of the European Parliament and of the Council, of 4 November 2003, concerning certain aspects of the organization of working time;
- Council Directive **No. 91/533/EEC**, of 14 October 1991, on an employer's obligation to inform employees of the conditions applicable to the contract or employment relationship.

Within this component, the first step was to train the national experts on each of the aforesaid EU directives to deepen their knowledge on their provisions. As a result 100 representatives of the Parliament, ministries, State services, and of the social partners took part in 6 training sessions.

Afterwards, the Ministry of Social Policy and the State Labour Service set up 6 workgroups, for the development of 6 tables of concordance between the national legislation and each of the EU directives mentioned above.

Those tables were then analyzed and commented by the ILO, and some recommendations on further steps were provided.

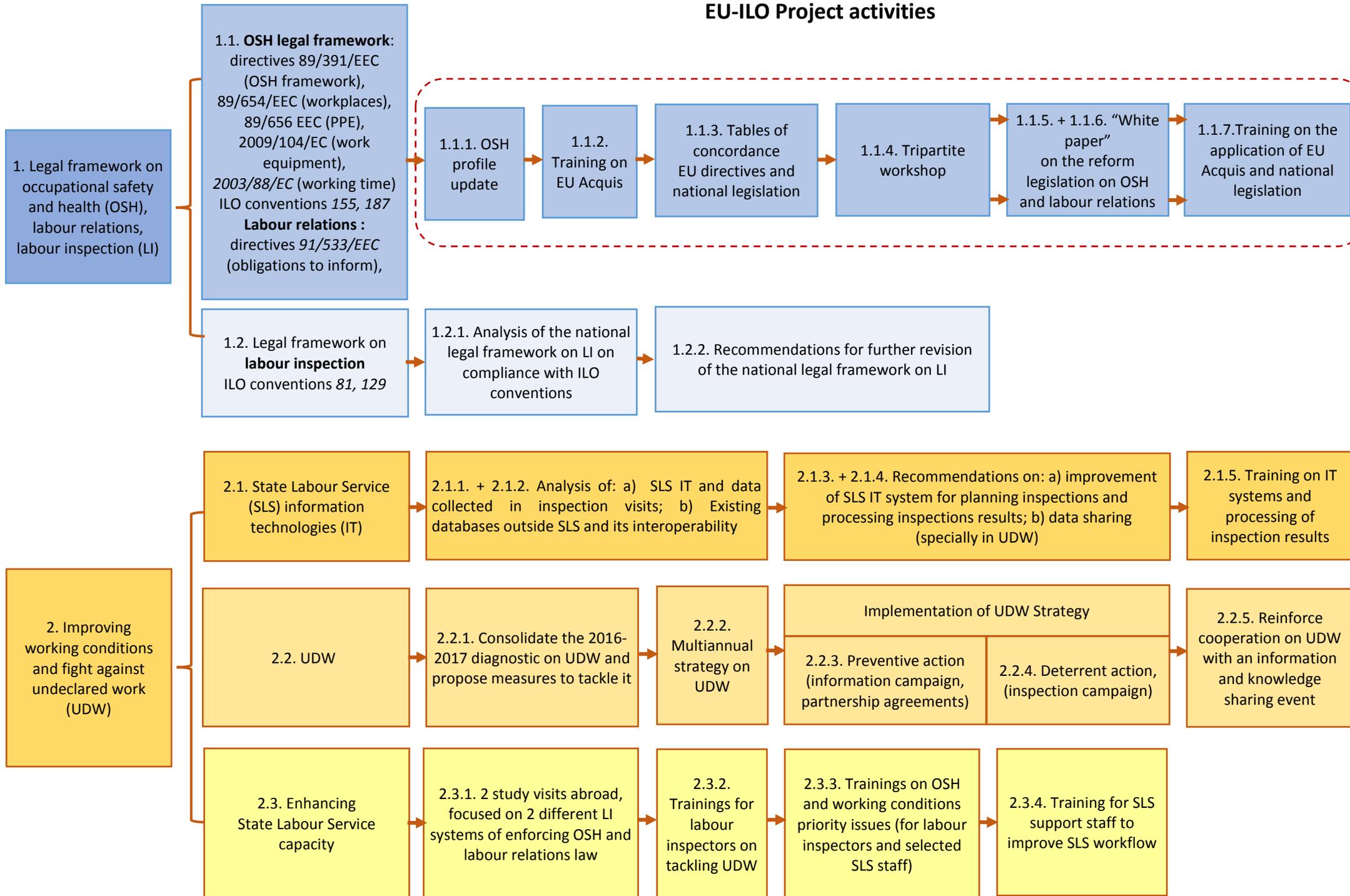
As a result of these joint efforts, 6 consolidated tables of concordance, containing the results of the legal analyses and the ILO comments were produced: each of them is devoted to one of 6 EU directives and contains 4 main sections:

- I. Statistics on the level of legal approach
- II. Summary of the concordance analysis
- III. Table of concordance
- IV. List of revised legislation

The analysis results, conclusions and the tables themselves are to be discussed at a tripartite workshop. The suggestions and recommendations to be proposed by the participants will be taken into account, during the preparation of the “White Book” on the reform of the OSH and labour relations legal framework, which is to be produced within the EU-ILO Project in 2018.

This brochure, in turn, is focused on the analysis of the degree of concordance between the national legislation and Directive **No. 89/654/EEC** concerning the minimum safety and health requirements for the workplace.

## EU-ILO Project activities



## **CONTENT**

- I. Statistics On The Level Of Legal Approach**
- II. Summary Of The Concordance Analysis**
- III. Table Of Concordance**
- IV. List Of Revised Legislation**

**STATS ON THE LEVEL OF LEGAL APPROACH**

**EU Council Directive No. 89/654/EEC, of 30 November 1989, concerning the minimum safety and health requirements for the workplace**

*(As amended by Directive No. 2007/30/EC of the European Parliament and of the Council of 20 June 2007)*

DIRECTIVE ARTICLE		LEVEL OF COMPLIANCE								RECOMMENDATIONS FOR FURTHER ACTION							
N.º	TITLE	FULL		PARTIALLY		NON PROVIDED FOR		CONTRADICTORY		MAINTAIN		COMPLEMENT		REMOVE		PROVIDE FOR	
		N.º	%	N.º	%	N.º	%	N.º	%	N.º	%	N.º	%	N.º	%	N.º	%
1	Subject	0	0,0%	0	0,0%	7	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	7	100,0%
2	Definition	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%
3	Workplaces used for the first time	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%
4	Workplaces already in use	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%
5	Modifications to workplaces	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%
6	General requirements	0	0,0%	3	75,0%	1	25,0%	0	0,0%	0	0,0%	3	75,0%	0	0,0%	1	25,0%
7	Information of workers	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%
8	Consultation of workers and workers' participation	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%
9	Amendments to the Annexes	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%
<b>TOTAL OF DIRECTIVE PROVISIONS</b>		<b>0</b>	<b>0,0%</b>	<b>4</b>	<b>22,2%</b>	<b>14</b>	<b>77,8%</b>	<b>0</b>	<b>0,0%</b>	<b>0</b>	<b>0,0%</b>	<b>4</b>	<b>22,2%</b>	<b>0</b>	<b>0,0%</b>	<b>14</b>	<b>77,8%</b>
<b>ANNEX I PROVISIONS</b>																	
1	Preliminary note	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%
2	Stability and solidity	1	100,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%
3	Electrical installations	1	50,0%	0	0,0%	1	50,0%	0	0,0%	1	50,0%	0	0,0%	0	0,0%	1	50,0%
4	Emergency routes and exits	6	54,5%	4	36,4%	1	9,1%	0	0,0%	6	54,5%	4	36,4%	0	0,0%	1	9,1%
5	Fire detection and fire fighting	0	0,0%	3	75,0%	1	25,0%	0	0,0%	0	0,0%	3	75,0%	0	0,0%	1	25,0%
6	Ventilation of enclosed workplaces	3	60,0%	0	0,0%	2	40,0%	0	0,0%	3	60,0%	0	0,0%	0	0,0%	2	40,0%
7	Room temperature	3	100,0%	0	0,0%	0	0,0%	0	0,0%	3	100,0%	0	0,0%	0	0,0%	0	0,0%
8	Natural and artificial room lighting	1	33,3%	0	0,0%	2	66,7%	0	0,0%	1	33,3%	0	0,0%	0	0,0%	2	66,7%
9	Floors, walls, ceilings and roofs of rooms	3	60,0%	0	0,0%	2	40,0%	0	0,0%	3	60,0%	0	0,0%	0	0,0%	2	40,0%
10	Windows and skylights	1	50,0%	0	0,0%	1	50,0%	0	0,0%	1	50,0%	0	0,0%	0	0,0%	1	50,0%
11	Doors and gates	7	46,7%	7	46,7%	1	6,7%	0	0,0%	7	46,7%	7	46,7%	0	0,0%	1	6,7%
12	Traffic routes — danger areas	0	0,0%	2	40,0%	3	60,0%	0	0,0%	0	0,0%	2	40,0%	0	0,0%	3	60,0%
13	Specific measures for escalators and travellers	2	66,7%	0	0,0%	1	33,3%	0	0,0%	2	66,7%	0	0,0%	0	0,0%	1	33,3%
14	Loading bays and ramps	0	0,0%	0	0,0%	4	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	4	100,0%
15	Room dimensions and air space in rooms — freedom of movement at the workstation	1	33,3%	0	0,0%	2	66,7%	0	0,0%	1	33,3%	0	0,0%	0	0,0%	2	66,7%
16	Rest rooms	1	16,7%	1	16,7%	4	66,7%	0	0,0%	1	16,7%	1	16,7%	0	0,0%	4	66,7%
17	Pregnant women and nursing mothers	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%
18	Sanitary equipment	11	73,3%	0	0,0%	4	26,7%	0	0,0%	11	73,3%	0	0,0%	0	0,0%	4	26,7%
19	First aid rooms	2	40,0%	1	20,0%	2	40,0%	0	0,0%	2	40,0%	1	20,0%	0	0,0%	2	40,0%
20	Handicapped workers	0	0,0%	0	0,0%	2	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	2	100,0%
21	Outdoor workplaces (special provisions)	2	25,0%	3	37,5%	3	37,5%	0	0,0%	2	25,0%	3	37,5%	0	0,0%	3	37,5%
<b>TOTAL OF ANNEX I PROVISIONS</b>		<b>45</b>	<b>43,3%</b>	<b>21</b>	<b>20,2%</b>	<b>38</b>	<b>36,5%</b>	<b>0</b>	<b>0,0%</b>	<b>45</b>	<b>43,3%</b>	<b>21</b>	<b>20,2%</b>	<b>0</b>	<b>0,0%</b>	<b>38</b>	<b>36,5%</b>
<b>ANNEX II PROVISIONS</b>																	
1	Preliminary note	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%
2	Stability and solidity	1	100,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%
3	Electrical installations	1	50,0%	0	0,0%	1	50,0%	0	0,0%	1	50,0%	0	0,0%	0	0,0%	1	50,0%
4	Emergency routes and exits	6	54,5%	4	36,4%	1	9,1%	0	0,0%	6	54,5%	4	36,4%	0	0,0%	1	9,1%
5	Fire detection and fire fighting	0	0,0%	3	75,0%	1	25,0%	0	0,0%	0	0,0%	3	75,0%	0	0,0%	1	25,0%
6	Ventilation of enclosed workplaces	2	66,7%	0	0,0%	1	33,3%	0	0,0%	2	66,7%	0	0,0%	0	0,0%	1	33,3%
7	Room temperature	2	100,0%	0	0,0%	0	0,0%	0	0,0%	2	100,0%	0	0,0%	0	0,0%	0	0,0%
8	Natural and artificial room lighting	1	50,0%	0	0,0%	1	50,0%	0	0,0%	1	50,0%	0	0,0%	0	0,0%	1	50,0%

**STATS ON THE LEVEL OF LEGAL APPROACH**

EU Council Directive No. 89/654/EEC, of 30 November 1989, concerning the minimum safety and health requirements for the workplace

*(As amended by Directive No. 2007/30/EC of the European Parliament and of the Council of 20 June 2007)*

DIRECTIVE ARTICLE		LEVEL OF COMPLIANCE								RECOMMENDATIONS FOR FURTHER ACTION							
N.º	TITLE	FULL		PARTIALLY		NON PROVIDED FOR		CONTRADICTIONARY		MAINTAIN		COMPLEMENT		REMOVE		PROVIDE FOR	
		N.º	%	N.º	%	N.º	%	N.º	%	N.º	%	N.º	%	N.º	%	N.º	%
9	Doors and gates	2	100,0%	0	0,0%	0	0,0%	0	0,0%	2	100,0%	0	0,0%	0	0,0%	0	0,0%
10	Danger areas	0	0,0%	2	66,7%	1	33,3%	0	0,0%	0	0,0%	2	50,0%	0	0,0%	2	50,0%
11	Rest rooms and rest areas	0	0,0%	1	25,0%	3	75,0%	0	0,0%	0	0,0%	1	25,0%	0	0,0%	3	75,0%
12	Pregnant women and nursing mothers	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%
13	Sanitary equipment	6	60,0%	0	0,0%	4	40,0%	0	0,0%	6	60,0%	0	0,0%	0	0,0%	4	40,0%
14	First aid equipment	1	50,0%	0	0,0%	1	50,0%	0	0,0%	1	50,0%	0	0,0%	0	0,0%	1	50,0%
15	Handicapped workers	0	0,0%	0	0,0%	2	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	2	100,0%
16	Movement of pedestrians and vehicles	0	0,0%	0	0,0%	1	100,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	100,0%
17	Outdoor workplaces (special provisions)	1	25,0%	1	25,0%	2	50,0%	0	0,0%	1	25,0%	1	25,0%	0	0,0%	2	50,0%
<b>TOTAL OF ANNEX II PROVISIONS</b>		<b>23</b>	<b>41,8%</b>	<b>11</b>	<b>20,0%</b>	<b>21</b>	<b>38,2%</b>	<b>0</b>	<b>0,0%</b>	<b>23</b>	<b>41,1%</b>	<b>11</b>	<b>19,6%</b>	<b>0</b>	<b>0,0%</b>	<b>22</b>	<b>39,3%</b>
<b>TOTAL DIRECTIVE PROVISIONS</b>		<b>68</b>	<b>38,4%</b>	<b>36</b>	<b>20,3%</b>	<b>73</b>	<b>41,2%</b>	<b>0</b>	<b>0,0%</b>	<b>68</b>	<b>38,2%</b>	<b>36</b>	<b>20,2%</b>	<b>0</b>	<b>0,0%</b>	<b>74</b>	<b>41,6%</b>

**SUMMARY OF THE CONCORDANCE ANALYSIS**  
**EU Council Directive No. 89/654/EEC, of 30 November 1989, concerning the minimum safety and health requirements for the workplace**  
*(As amended by Directive No. 2007/30/EC of the European Parliament and of the Council of 20 June 2007)*

ARTICLE	TITLE	PARA, SUB-PARA, LINE	PROVISION	LEVEL OF COMPLIANCE				ADEQUATE SCOPE AND/OR JURIDICAL POWER OF LEGAL ACT	RECOMMENDATIONS FOR FURTHER ACTION				
				FULL	PARTIALLY	NON PROVIDED FOR	CONTRADICTORY		MAINTAIN	COMPLEMENT	REMOVE	PROVIDE FOR	SCALE-UP LEGAL ACT
1	Subject	1	This Directive lays down the minimum requirements for safety and health at the workplace.			x						x	
1	Subject	2 (1) (a)	This Directive shall not apply to means of transport used outside the undertaking and/or the establishment, or workplaces inside means of transport;			x						x	
1	Subject	2 (1) (b)	This Directive shall not apply to temporary or mobile work sites;			x						x	
1	Subject	2 (1) (c)	This Directive shall not apply to extractive industries;			x						x	
1	Subject	2 (1) (d)	This Directive shall not apply to fishing boats;			x						x	
1	Subject	2 (1) (e)	This Directive shall not apply to fields, woods and other land forming part of an agricultural or forestry undertaking but situated away from the undertaking's buildings.			x						x	
1	Subject	3	The provisions of Directive 89/391/EEC are fully applicable to the whole scope referred to in paragraph 1, without prejudice to more stringent and/or specific provisions contained in this Directive.			x						x	
2	Definition	(1)	Workplace: shall mean the place intended to house workstations on the premises of the undertaking and/or establishment and any other place within the area of the undertaking and/or establishment to which the worker has access in the course of his employment.		x			YES		x			
3	Employers' obligations - Workplaces used for the first time	(1)	Workplaces used for the first time after 31 December 1992 must satisfy the minimum safety and health requirements laid down in Annex I (SEE THE REQUIREMENTS BELOW).			x						x	
3 - ANNEX I - 1	Preliminary note	(1)	The obligations laid down in this Annex apply whenever required by the features of the workplace, the activity, the circumstances or a hazard.			x		YES				x	
3 - ANNEX I - 2	Stability and solidity	(1)	Buildings which house workplaces must have a structure and solidity appropriate to the nature of their use.	x				YES	x				
3 - ANNEX I - 3	Electrical installations	(1)	Electrical installations must be designed and constructed so as not to present a fire or explosion hazard; persons must be adequately protected against the risk of accidents caused by direct or indirect contact.	x				yes	x				
3 - ANNEX I - 3	Electrical installations	(2)	The design, construction and choice of material and protection devices must be appropriate to the voltage, external conditions and the competence of persons with access to parts of the installation.			x		yes				x	
3 - ANNEX I - 4	Emergency routes and exits	4,1	Emergency routes and exits must remain clear and lead as directly as possible to the open air or to a safe area.	x				YES	x				
3 - ANNEX I - 4	Emergency routes and exits	4,2	In the event of danger, it must be possible for workers to evacuate all workstations quickly and as safely as possible.			x		YES				x	
3 - ANNEX I - 4	Emergency routes and exits	4,3	The number, distribution and dimensions of the emergency routes and exits depend on the use, equipment and dimensions of the workplaces and the maximum number of persons that may be present.	x				YES	x				
3 - ANNEX I - 4	Emergency routes and exits	4.4 (1)	Emergency doors must open outwards.	x				YES	x				
3 - ANNEX I - 4	Emergency routes and exits	4.4 (2)	Sliding or revolving doors are not permitted if they are specifically intended as emergency exits.	x				YES	x				
3 - ANNEX I - 4	Emergency routes and exits	4.4 (3)	Emergency doors should not be so locked or fastened that they cannot be easily and immediately opened by any person who may require to use them in an emergency.		x			YES		x			
3 - ANNEX I - 4	Emergency routes and exits	4.5 (1)	Specific emergency routes and exits must be indicated by signs in accordance with the national regulations transposing Directive 77/576/EEC into law.		x			YES		x			
3 - ANNEX I - 4	Emergency routes and exits	4.5 (2)	Such signs must be placed at appropriate points and be made to last.	x				YES	x				
3 - ANNEX I - 4	Emergency routes and exits	4.6 (1)	Emergency doors must not be locked.		x			YES		x			
3 - ANNEX I - 4	Emergency routes and exits	4.6 (2)	The emergency routes and exits, and the traffic routes and doors giving access to them, must be free from obstruction so that they can be used at any time without hindrance.		x			YES		x			
3 - ANNEX I - 4	Emergency routes and exits	4,7	Emergency routes and exits requiring illumination must be provided with emergency lighting of adequate intensity in case the lighting fails.	x				YES	x				
3 - ANNEX I - 5	Fire detection and fire fighting	5,1	Depending on the dimensions and use of the buildings, the equipment they contain, the physical and chemical properties of the substances present and the maximum potential number of people present, workplaces must be equipped with appropriate fire-fighting equipment and, as necessary, with fire detectors and alarm systems.		x			YES		x			

ARTICLE	TITLE	PARA, SUB-PARA, LINE	PROVISION	LEVEL OF COMPLIANCE				ADEQUATE SCOPE AND/OR JURIDICAL POWER OF LEGAL ACT	RECOMMENDATIONS FOR FURTHER ACTION					
				FULL	PARTIALLY	NON PROVIDED FOR	CONTRADICTORY		MAINTAIN	COMPLEMENT	REMOVE	PROVIDE FOR	SCALE-UP LEGAL ACT	
3 - ANNEX I - 5	Fire detection and fire fighting	5.2 (1)	Non-automatic fire-fighting equipment must be easily accessible and simple to use.		x			YES		x				
3 - ANNEX I - 5	Пожешні датчики та засоби пожежога-сіння	5.2 (2)	The equipment must be indicated by signs in accordance with the national regulations transposing Directive 77/576/EEC into law.			x		YES				x		
3 - ANNEX I - 5	Fire detection and fire fighting	5.2 (3)	Such signs must be placed at appropriate points and be made to last.		x			YES		x				
3 - ANNEX I - 6	Ventilation of enclosed workplaces	6.1 (1)	Steps shall be taken to see to it that there is sufficient fresh air in enclosed workplaces, having regard to the working methods used and the physical demands placed on the workers.	x				YES	x					
3 - ANNEX I - 6	Ventilation of enclosed workplaces	6.1 (2)	If a forced ventilation system is used, it shall be maintained in working order.			x		YES				x		
3 - ANNEX I - 6	Ventilation of enclosed workplaces	6.1 (3)	Any breakdown must be indicated by a control system where this is necessary for workers' health.	x				YES	x					
3 - ANNEX I - 6	Ventilation of enclosed workplaces	6.2 (1)	If air-conditioning or mechanical ventilation installations are used, they must operate in such a way that workers are not exposed to draughts which cause discomfort.	x				YES	x					
3 - ANNEX I - 6	Ventilation of enclosed workplaces	6.2 (2)	Any deposit or dirt likely to create an immediate danger to the health of workers by polluting the atmosphere must be removed without delay.			x		YES				x		
3 - ANNEX I - 7	Room temperature	7,1	During working hours, the temperature in rooms containing workstations must be adequate for human beings, having regard to the working methods being used and the physical demands placed on the workers.	x				YES	x					
3 - ANNEX I - 7	Room temperature	7,2	The temperature in rest areas, rooms for duty staff, sanitary facilities, canteens and first aid rooms must be appropriate to the particular purpose of such areas.	x				YES	x					
3 - ANNEX I - 7	Room temperature	7,3	Windows, skylights and glass partitions should allow excessive effects of sunlight in workplaces to be avoided, having regard to the nature of the work and of the workplace.	x				YES	x					
3 - ANNEX I - 8	Natural and artificial room lighting	8,1	Workplaces must as far as possible receive sufficient natural light and be equipped with artificial lighting adequate for the protection of workers' safety and health.			x		YES				x		
3 - ANNEX I - 8	Natural and artificial room lighting	8,2	Lighting installations in rooms containing workstations and in passageways must be placed in such a way that there is no risk of accident to workers as a result of the type of lighting fitted.			x						x		
3 - ANNEX I - 8	Natural and artificial room lighting	8,3	Workplaces in which workers are especially exposed to risks in the event of failure of artificial lighting must be provided with emergency lighting of adequate intensity.	x				YES	x					
3 - ANNEX I - 9	Floors, walls, ceilings and roofs of rooms	9.1 (1)	The floors of rooms must have no dangerous bumps, holes or slopes and must be fixed, stable and not slippery.	x				YES	x					
3 - ANNEX I - 9	Floors, walls, ceilings and roofs of rooms	9.1 (2)	Workplaces containing workstations must be adequately thermally insulated, bearing in mind the type of undertaking involved and the physical activity of the workers.			x						x		
3 - ANNEX I - 9	Floors, walls, ceilings and roofs of rooms	9,2	The surfaces of floors, walls and ceilings in rooms must be such that they can be cleaned or refurbished to an appropriate standard of hygiene.	x				YES	x					
3 - ANNEX I - 9	Floors, walls, ceilings and roofs of rooms	9,3	Transparent or translucent walls, in particular all-glass partitions, in rooms or in the vicinity of workstations and traffic routes must be clearly indicated and made of safety material or be shielded from such places or traffic routes to prevent workers from coming into contact with walls or being injured should the walls shatter.	x				YES	x					
3 - ANNEX I - 9	Floors, walls, ceilings and roofs of rooms	9,4	Access to roofs made of materials of insufficient strength must not be permitted unless equipment is provided to ensure that the work can be carried out in a safe manner.			x						x		
3 - ANNEX I - 10	Windows and skylights	10,1	It must be possible for workers to open, close, adjust or secure windows, skylights and ventilators in a safe manner. When open, they must not be positioned so as to constitute a hazard to workers.	x				YES	x					
3 - ANNEX I - 10	Windows and skylights	10,2	Windows and skylights must be designed in conjunction with equipment or otherwise fitted with devices allowing them to be cleaned without risk to the workers carrying out this work or to workers present in and around the building.			x		YES				x		
3 - ANNEX I - 11	Doors and gates	11,1	The position, number and dimensions of doors and gates, and the materials used in their construction, are determined by the nature and use of the rooms or areas.	x				YES	x					
3 - ANNEX I - 11	Doors and gates	11,2	Transparent doors must be appropriately marked at a conspicuous level.	x				YES	x					
3 - ANNEX I - 11	Doors and gates	11,3	Swing doors and gates must be transparent or have see-through panels.	x				YES	x					
3 - ANNEX I - 11	Doors and gates	11,4	If transparent or translucent surfaces in doors and gates are not made of safety material and if there is a danger that workers may be injured if a door or gate should shatter, the surfaces must be protected against breakage.	x				YES	x					
3 - ANNEX I - 11	Doors and gates	11,5	Sliding doors must be fitted with a safety device to prevent them from being derailed and falling over.		x			YES		x				

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3 - ANNEX I - 11	Doors and gates	11,6	Doors and gates opening upwards must be fitted with a mechanism to secure them against falling back.		x			YES		x			
3 - ANNEX I - 11	Doors and gates	11.7 (1)	Doors along escape routes must be appropriately marked.		x			YES		x			
3 - ANNEX I - 11	Doors and gates	11.7 (2)	It must be possible to open them from the inside at any time without special assistance.		x			YES		x			
3 - ANNEX I - 11	Doors and gates	11.7 (3)	It must be possible to open the doors when the workplaces are occupied.			x		YES				x	
3 - ANNEX I - 11	Doors and gates	11.8.	Doors for pedestrians must be provided in the immediate vicinity of any gates intended essentially for vehicle traffic, unless it is safe for pedestrians to pass through; such doors must be clearly marked and left permanently unobstructed.		x			YES		x			
3 - ANNEX I - 11	Doors and gates	11.9 (1)	Mechanical doors and gates must function in such a way that there is no risk of accident to workers.	x				YES	x				
3 - ANNEX I - 11	Doors and gates	11.9 (2)	They must be fitted with easily identifiable and accessible emergency shut-down devices and, unless they open automatically in the event of a power failure, it must also be possible to open them manually.	x				YES	x				
3 - ANNEX I - 11	Traffic routes — danger areas	12,1	Traffic routes, including stairs, fixed ladders and loading bays and ramps, must be located and dimensioned to ensure easy, safe and appropriate access for pedestrians or vehicles in such a way as not to endanger workers employed in the vicinity of these traffic routes.		x			YES		x			
3 - ANNEX I - 11	Traffic routes — danger areas	12.2 (1)	Routes used for pedestrian traffic and/or goods traffic must be dimensioned in accordance with the number of potential users and the type of undertaking.	x				YES	x				
3 - ANNEX I - 11	Traffic routes — danger areas	12.2 (2)	If means of transport are used on traffic routes, a sufficient safety clearance must be provided for pedestrians.		x			YES		x			
3 - ANNEX I - 12	Traffic routes — danger areas	12,3	Sufficient clearance must be allowed between vehicle traffic routes and doors, gates, passages for pedestrians, corridors and staircases.			x		YES				x	
3 - ANNEX I - 12	Traffic routes — danger areas	12,4	Where the use and equipment of rooms so requires for the protection of workers, traffic routes must be clearly identified.			x		YES				x	
3 - ANNEX I - 12	Traffic routes — danger areas	12.5 (1)	If the workplaces contain danger areas in which, owing to the nature of the work, there is a risk of the worker or objects falling, the places must be equipped, as far as possible, with devices preventing unauthorized workers from entering those areas.		x			YES		x			
3 - ANNEX I - 12	Traffic routes — danger areas	12.5 (2)	Appropriate measures must be taken to protect workers authorized to enter danger areas.			x		YES				x	
3 - ANNEX I - 12	Traffic routes — danger areas	12.5 (3)	Danger areas must be clearly indicated.		x			YES		x			
3 - ANNEX I - 13	Specific measures for escalators and travelators	13 (1)	Escalators and travelators must function safely.			x		YES				x	
3 - ANNEX I - 13	Specific measures for escalators and travelators	13 (2)	They must be equipped with any necessary safety devices.	x				YES	x				
3 - ANNEX I - 13	Specific measures for escalators and travelators	13 (3)	They must be fitted with easily identifiable and accessible emergency shut-down devices.	x				YES	x				
3 - ANNEX I - 14	Loading bays and ramps	14,1	Loading bays and ramps must be suitable for the dimensions of the loads to be transported.			x		YES				x	
3 - ANNEX I - 14	Loading bays and ramps	14.2 (1)	Loading bays must have at least one exit point.			x		YES				x	
3 - ANNEX I - 14	Loading bays and ramps	14.2 (2)	Where technically feasible, bays over a certain length must have an exit point at each end.			x		YES				x	
3 - ANNEX I - 14	Loading bays and ramps	14,3	Loading ramps must as far as possible be safe enough to prevent workers from falling off.			x		YES				x	
3 - ANNEX I - 15	Room dimensions and air space in rooms — freedom of movement at the workstation	15,1	Workrooms must have sufficient surface area, height and air space to allow workers to perform their work without risk to their safety, health or well-being.			x						x	
3 - ANNEX I - 15	Room dimensions and air space in rooms — freedom of movement at the workstation	15.2 (1)	The dimensions of the free unoccupied area at the workstation must be calculated to allow workers sufficient freedom of movement to perform their work.	x				YES	x				

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3 - ANNEX I - 15	Room dimensions and air space in rooms — freedom of movement at the workstation	15.2 (2)	If this is not possible for reasons specific to the workstation, the worker must be provided with sufficient freedom of movement near his workstation.			x						x	
3 - ANNEX I - 16	Rest rooms	16.1 (1)	Where the safety or health of workers, in particular because of the type of activity carried out or the presence of more than a certain number of employees, so require, workers must be provided with an easily accessible rest room.			x						x	
3 - ANNEX I - 16	Rest rooms	16.1 (2)	This provision does not apply if the workers are employed in offices or similar workrooms providing equivalent relaxation during breaks.			x						x	
3 - ANNEX I - 16	Rest rooms	16,2	Rest rooms must be large enough and equipped with an adequate number of tables and seats with backs for the number of workers.		x			YES		x			
3 - ANNEX I - 16	Rest rooms	16,3	In rest rooms appropriate measures must be introduced for the protection of non-smokers against discomfort caused by tobacco smoke.			x		YES				x	
3 - ANNEX I - 16	Rest rooms	16.4 (1)	If working hours are regularly and frequently interrupted and there is no rest room, other rooms must be provided in which workers can stay during such interruptions, wherever this is required for the safety or health of workers.	x				YES	x				
3 - ANNEX I - 16	Rest rooms	16.4 (2)	Appropriate measures should be taken for the protection of non-smokers against discomfort caused by tobacco smoke.			x						x	
3 - ANNEX I - 17	Pregnant women and nursing mothers	17 (1)	Pregnant women and nursing mothers must be able to lie down to rest in appropriate conditions.			x						x	
3 - ANNEX I - 18	Sanitary equipment - Changing rooms and lockers	18.1.1 (1)	Appropriate changing rooms must be provided for workers if they have to wear special work clothes and where, for reasons of health or propriety, they cannot be expected to change in another room.	x				YES	x				
3 - ANNEX I - 18	Sanitary equipment - Changing rooms and lockers	18.1.1 (2)	Changing rooms must be easily accessible, be of sufficient capacity and be provided with seating.	x				YES	x				
3 - ANNEX I - 18	Sanitary equipment - Changing rooms and lockers	18.1.2 (1)	Changing rooms must be sufficiently large and have facilities to enable each worker to lock away his clothes during working hours.			x		YES				x	
3 - ANNEX I - 18	Sanitary equipment - Changing rooms and lockers	18.1.2 (2)	If circumstances so require (e.g. dangerous substances, humidity, dirt), lockers for work clothes must be separate from those for ordinary clothes.	x				YES	x				
3 - ANNEX I - 18	Sanitary equipment - Changing rooms and lockers	18.1.3	Provision must be made for separate changing rooms or separate use of changing rooms for men and women.	x				YES	x				
3 - ANNEX I - 18	Sanitary equipment - Changing rooms and lockers	18.1.4	If changing rooms are not required under 18.1.1, each worker must be provided with a place to store his clothes.	x				YES	x				
3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.1 (1)	Adequate and suitable showers must be provided for workers if required by the nature of the work or for health reasons.	x				YES	x				
3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.1 (2)	Provision must be made for separate shower rooms or separate use of shower rooms for men and women.	x				YES	x				
3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.2 (1)	The shower rooms must be sufficiently large to permit each worker to wash without hindrance in conditions of an appropriate standard of hygiene.	x				YES	x				
3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.2 (2)	The showers must be equipped with hot and cold running water.	x				YES	x				
3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.3 (1)	Where showers are not required under 18.2.1 (1), adequate and suitable washbasins with running water (hot water if necessary) must be provided in the vicinity of the workstations and the changing rooms.	x				YES	x				

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3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.3 (2)	Such washbasins must be separate for, or used separately by, men and women when so required for reasons of propriety.			x						x	
3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.4	Where the rooms housing the showers or washbasins are separate from the changing rooms, there must be easy communication between the two.	x				YES	x				
3 - ANNEX I - 18	Sanitary equipment - Lavatories and washbasins	18.3 (1)	Separate facilities must be provided in the vicinity of workstations, rest rooms, changing rooms and rooms housing showers or washbasins, with an adequate number of lavatories and washbasins.			x						x	
3 - ANNEX I - 18	Sanitary equipment - Lavatories and washbasins	18.3 (2)	Provision must be made for separate lavatories or separate use of lavatories for men and women.			x		YES				x	
3 - ANNEX I - 19	First aid rooms	19,1	One or more first aid rooms must be provided where the size of the premises, type of activity being carried out and frequency of accidents so dictate.			x						x	
3 - ANNEX I - 19	First aid rooms	19.2 (1)	First aid rooms must be fitted with essential first aid installations and equipment and be easily accessible to stretchers.			x		YES				x	
3 - ANNEX I - 19	First aid rooms	19.2 (2)	They must be signposted in accordance with the national regulations transposing Directive 77/576/EEC into law.		x			YES		x			
3 - ANNEX I - 19	First aid rooms	19.3 (1)	In addition, first aid equipment must be available in all places where working conditions require it.	x				YES	x				
3 - ANNEX I - 19	First aid rooms	19.3 (2)	This equipment must be suitably marked and easily accessible.	x				YES	x				
3 - ANNEX I - 20	Handicapped workers	20 (1)	Workplaces must be organized to take account of handicapped workers, if necessary.			x						x	
3 - ANNEX I - 20	Handicapped workers	20 (2)	This provision applies in particular to the doors, passageways, staircases, showers, washbasins, lavatories and workstations used or occupied directly by handicapped persons.			x						x	
3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.1 (1)	Workstations, traffic routes and other areas or installations outdoors which are used or occupied by the workers in the course of their activity must be organized in such a way that pedestrians and vehicles can circulate safely.		x			YES		x			
3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.1 (2)	Sections 12 (Traffic routes — danger areas), 13 (Specific measures for escalators and travelators) and 14 (Loading bays and ramps) also apply to main traffic routes on the site of the undertaking (traffic routes leading to fixed workstations), to traffic routes used for the regular maintenance and supervision of the undertaking's installations and to loading bays.		x			YES		x			
3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.1 (3)	Section 12 (Traffic routes — danger areas) is also applicable to outdoor workplaces.			x						x	
3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21,2	Workplaces outdoors must be adequately lit by artificial lighting if daylight is not adequate.	x				YES	x				
3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.3 (1) (a)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers are protected against inclement weather conditions and if necessary against falling objects;		x			YES		x			
3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.3 (1) (b)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers are not exposed to harmful noise levels nor to harmful outdoor influences such as gases, vapours or dust;			x		YES				x	
3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.3 (1) (c)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers are able to leave their workstations swiftly in the event of danger or are able to be rapidly assisted;	x				YES	x				
3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.3 (1) (d)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers cannot slip or fall.			x						x	
4	Employers' obligations - Workplaces already in use	(1)	Workplaces already in use before 1 January 1993 must satisfy the minimum safety and health requirements laid down in Annex II at the latest 3 years after that date (SEE THE REQUIREMENTS BELOW).			x						x	
4 - ANNEX II - 1	Preliminary note	(1)	The obligations laid down in this Annex apply wherever required by the features of the workplace, the activity, the circumstances or a hazard.			x		YES				x	
4 - ANNEX II - 2	Stability and solidity	(1)	Buildings which house workplaces must have a structure and solidity appropriate to the nature of their use.	x				YES	x				
4 - ANNEX II - 3	Electrical installations	(1)	Electrical installations must be designed and constructed so as not to present a fire or explosion hazard; persons must be adequately protected against the risk of accidents caused by direct or indirect contact.	x				yes	x				
4 - ANNEX II - 3	Electrical installations	(2)	Electrical installations and protection devices must be appropriate to the voltage, external conditions and the competence of persons with access to parts of the installation.			x		YES				x	

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4 - ANNEX II - 4	Emergency routes and exits	4,1	Emergency routes and exits must remain clear and lead as directly as possible to the open air or to a safe area.	x				YES	x					
4 - ANNEX II - 4	Emergency routes and exits	4,2	In the event of danger, it must be possible for workers to evacuate all workstations quickly and as safely as possible.			x		YES				x		
4 - ANNEX II - 4	Emergency routes and exits	4,3	There must be an adequate number of escape routes and emergency exits.	x				YES	x					
4 - ANNEX II - 4	Emergency routes and exits	4.4 (1)	Emergency doors must open outwards.	x				YES	x					
4 - ANNEX II - 4	Emergency routes and exits	4.4 (2)	Sliding or revolving doors are not permitted if they are specifically intended as emergency exits.	x				YES	x					
4 - ANNEX II - 4	Emergency routes and exits	4.4 (3)	Emergency doors should not be so locked or fastened that they cannot be easily and immediately opened by any person who may require to use them in an emergency.		x			YES		x				
4 - ANNEX II - 4	Emergency routes and exits	4.5 (1)	Specific emergency routes and exits must be indicated by signs in accordance with the national regulations transposing Directive 77/576/EEC into law.		x			YES		x				
4 - ANNEX II - 4	Emergency routes and exits	4.5 (2)	Such signs must be placed at appropriate points and be made to last.	x				YES	x					
4 - ANNEX II - 4	Emergency routes and exits	4.6 (1)	Emergency doors must not be locked.		x			YES		x				
4 - ANNEX II - 4	Emergency routes and exits	4.6 (2)	The emergency routes and exits, and the traffic routes and doors giving access to them, must be free from obstruction so that they can be used at any time without hindrance.		x			YES		x				
4 - ANNEX II - 4	Emergency routes and exits	4,7	Emergency routes and exits requiring illumination must be provided with emergency lighting of adequate intensity in case the lighting fails.	x				YES	x					
4 - ANNEX II - 5	Fire detection and fire fighting	5,1	Depending on the dimensions and use of the buildings, the equipment they contain, the physical and chemical properties of the substances present and the maximum potential number of people present, workplaces must be equipped with appropriate fire-fighting equipment and, as necessary, with fire detectors and alarm systems.		x			YES		x				
4 - ANNEX II - 5	Fire detection and fire fighting	5.2 (1)	Non-automatic fire-fighting equipment must be easily accessible and simple to use.		x			YES		x				
4 - ANNEX II - 5	Fire detection and fire fighting	5.2 (2)	The equipment must be indicated by signs in accordance with the national regulations transposing Directive 92/58/EEC.			x		YES				x		
4 - ANNEX II - 5	Fire detection and fire fighting	5.2 (3)	Such signs must be placed at appropriate points and be made to last.		x			YES		x				
4 - ANNEX II - 6	Ventilation of enclosed workplaces	(1)	Steps shall be taken to see to it that there is sufficient fresh air in enclosed workplaces, having regard to the working methods used and the physical demands placed on the workers.	x				YES	x					
4 - ANNEX II - 6	Ventilation of enclosed workplaces	(2)	If a forced ventilation system is used, it shall be maintained in working order.			x		YES				x		
4 - ANNEX II - 6	Ventilation of enclosed workplaces	(3)	Any breakdown must be indicated by a control system where this is necessary for workers' health.	x				YES	x					
4 - ANNEX II - 7	Room temperature	7,1	During working hours, the temperature in rooms containing workstations must be adequate for human beings, having regard to the working methods being used and the physical demands placed on the workers.	x				YES	x					
4 - ANNEX II - 7	Room temperature	7,2	The temperature in rest areas, rooms for duty staff, sanitary facilities, canteens and first aid rooms must be appropriate to the particular purpose of such areas.	x				YES	x					
4 - ANNEX II - 8	Natural and artificial room lighting	8,1	Workplaces must as far as possible receive sufficient natural light and be equipped with artificial lighting adequate for workers' safety and health.			x		YES				x		
4 - ANNEX II - 8	Natural and artificial room lighting	8,2	Workplaces in which workers are especially exposed to risks in the event of failure of artificial lighting must be provided with emergency lighting of adequate intensity.	x				YES	x					
4 - ANNEX II - 9	Doors and gates	9,1	Transparent doors must be appropriately marked at a conspicuous level.	x				YES	x					
4 - ANNEX II - 9	Doors and gates	9,2	Swing doors and gates must be transparent or have see-through panels.	x				YES	x					
4 - ANNEX II - 10	Danger areas	(1)	If the workplaces contain danger areas in which, owing to the nature of the work, there is a risk of the worker or objects falling, the places must be equipped, as far as possible, with devices preventing unauthorized workers from entering those areas.		x			YES		x				
4 - ANNEX II - 10	Danger areas	(2)	Appropriate measures must be taken to protect workers authorized to enter danger areas.			x						x		

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4 - ANNEX II - 10	Danger areas	(3)	Danger areas must be clearly indicated.		x			YES		x				
4 - ANNEX II - 11	Rest rooms and rest areas	11.1 (1)	Where the safety or health of workers, in particular because of the type of activity carried out or the presence of more than a certain number of employees, so require, workers must be provided with an easily accessible rest room or appropriate rest area.			x						x		
4 - ANNEX II - 11	Rest rooms and rest areas	11.1 (2)	This provision does not apply if the workers are employed in offices or similar workrooms providing equivalent relaxation during breaks.			x						x		
4 - ANNEX II - 11	Rest rooms and rest areas	11,2	Rest rooms and rest areas must be equipped with tables and seats with backs.		x			YES		x				
4 - ANNEX II - 11	Rest rooms and rest areas	11,3	In rest rooms and rest areas appropriate measures must be introduced for the protection of non-smokers against discomfort caused by tobacco smoke.			x		YES				x		
4 - ANNEX II - 12	Pregnant women and nursing mothers	(1)	Pregnant women and nursing mothers must be able to lie down to rest in appropriate conditions.			x						x		
4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.1.1 (1)	Appropriate changing rooms must be provided for workers if they have to wear special work clothes and where, for reasons of health or propriety, they cannot be expected to change in another room.	x				YES	x					
4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.1.1 (2)	Changing rooms must be easily accessible and of sufficient capacity.	x				YES	x					
4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.1.2 (1)	Changing rooms must have facilities to enable each worker to lock away his clothes during working hours.			x		YES				x		
4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.1.2 (2)	If circumstances so require (e.g. dangerous substances, humidity, dirt), lockers for work clothes must be separate from those for ordinary clothes.	x				YES	x					
4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.1.3	Provision must be made for separate changing rooms or separate use of changing rooms for men and women.	x				YES	x					
4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.2.1 (1)	Workplaces must be fitted out in such a way that workers have in the vicinity showers, if required by the nature of their work;	x				YES	x					
4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.2.1 (2)	Workplaces must be fitted out in such a way that workers have in the vicinity special facilities equipped with an adequate number of lavatories and washbasins.			x		YES				x		
4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.2.2	The showers and washbasins must be equipped with running water (hot water if necessary).			x		YES				x		
4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.2.3 (1)	Provision must be made for separate showers or separate use of showers for men and women.	x				YES	x					
4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.2.3 (2)	Provision must be made for separate lavatories or separate use of lavatories for men and women.			x		YES				x		
4 - ANNEX II - 14	First aid equipment	(1)	Workplaces must be fitted with first aid equipment.			x		YES				x		
4 - ANNEX II - 14	First aid equipment	(2)	The equipment must be suitably marked and easily accessible	x				YES	x					
4 - ANNEX II - 15	Handicapped workers	(1)	Workplaces must be organized to take account of handicapped workers, if necessary.			x						x		
4 - ANNEX II - 15	Handicapped workers	(2)	This provision applies in particular to the doors, passageways, staircases, showers, washbasins, lavatories and workstations used or occupied directly by handicapped persons.			x						x		
4 - ANNEX II - 16	Movement of pedestrians and vehicles	(1)	Outdoor and indoor workplaces must be organized in such a way that pedestrians and vehicles can circulate in a safe manner.			x		YES				x		
4 - ANNEX II - 17	Outdoor workplaces (special provisions)	17(1) (a)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers are protected against inclement weather conditions and if necessary against falling objects;		x			YES		x				

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4 - ANNEX II - 17	Outdoor workplaces (special provisions)	17(1) (b)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers are not exposed to harmful noise levels nor to harmful outdoor influences such as gases, vapours or dust;			x		YES				x	
4 - ANNEX II - 17	Outdoor workplaces (special provisions)	17(1) (c)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers are able to leave their workstations swiftly in the event of danger or are able to be rapidly assisted;	x				YES	x				
4 - ANNEX II - 17	Outdoor workplaces (special provisions)	17(1) (d)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers cannot slip or fall.			x						x	
5	Employers' obligations - Modifications to workplaces	(1)	When workplaces undergo modifications, extensions and/or conversions after the entering into force of the national provisions that transpose this directive, the employer shall take the measures necessary to ensure that those modifications, extensions and/or conversions are in compliance with the corresponding minimum requirements laid down in Annex I.			x						x	
6	Employers' obligations - General requirements	1 (2)	To safeguard the safety and health of workers, the employer shall see to it that traffic routes to emergency exits and the exits themselves are kept clear at all times;		x			YES		x			
6	Employers' obligations - General requirements	1 (3)	To safeguard the safety and health of workers, the employer shall see to it that technical maintenance of the workplace and of the equipment and devices, and in particular those referred to in Annexes I and II, is carried out and any faults found which are liable to affect the safety and health of workers are rectified as quickly as possible;		x			YES		x			
6	Employers' obligations - General requirements	1 (4)	To safeguard the safety and health of workers, the employer shall see to it that the workplace and the equipment and devices, and in particular those referred to in Annex I, point 6, and Annex II, point 6 (i.e., ventilation and air-conditioning equipments) are regularly cleaned to an adequate level of hygiene;		x			YES		x			
6	Employers' obligations - General requirements	1 (5)	To safeguard the safety and health of workers, the employer shall see to it that safety equipment and devices intended to prevent or eliminate hazards, and in particular those referred to in Annexes I and II, are regularly maintained and checked.			x		YES				x	
7	Employers' obligations - Information of workers	(1)	Without prejudice to Article 10 of Directive 89/391/EEC, workers and/or their representatives shall be informed of all measures to be taken concerning safety and health at the workplace.			x						x	
8	Employers' obligations - Consultation of workers and workers' participation	(1)	Consultation and participation of workers and/or of their representatives shall take place in accordance with Article 11 of Directive 89/391/EEC on the matters covered by this Directive, including the Annexes thereto.			x						x	
9	Miscellaneous provisions - Amendments to the Annexes	(1) to (4)	Strictly technical amendments to the Annexes (as a result of: 1) the adoption of Directives on technical harmonization and standardization of the design, manufacture or construction of parts of workplaces; 2) technical progress; 3) changes in international regulations or specifications; or 4) changes in knowledge with regard to workplaces) shall be adopted in accordance with the procedure laid down in Article 17 of Directive 89/391/EEC.			x						x	

**TABLE OF CONCORDANCE**  
**EU Council Directive No. 89/654/EEC, of 30 November 1989, concerning the minimum safety and health requirements for the workplace**  
*(As amended by Directive No. 2007/30/EC of the European Parliament and of the Council of 20 June 2007)*

Line	EU DIRECTIVE LEGAL PROVISIONS				CORRESPONDING OR EQUIVALENT UKRAINIAN LEGAL PROVISIONS					LEVEL OF COMPLIANCE				RECOMMENDATIONS FOR FURTHER ACTION					ILO COMMENTS			
	ART.	TITLE	PARA, SUB-PARA, LINE	PROVISION	CODE OF THE LEGISLATIVE ACT	ARTICLE	TITLE	PARA, SUB-PARA, LINE	TEXT	FULL	PARTIALLY	NON PROVIDED FOR	CONTRADICTORY	ADEQUATE JURIDICAL POWER OF LEGAL ACT	MAINTAIN	COMPLEMENT	REMOVE	PROVIDE FOR		SCALE-UP LEGAL ACT	COMMENTS	RECOMMENDATIONS
1	1	Subject	1	This Directive lays down the minimum requirements for safety and health at the workplace.							x						x				NON-PROVIDED FOR: There is no specific legislation focused solely on the minimum OSH requirements of the workplaces and, thus, there is no such subject provision.	
2	1	Subject	2 (1) (a)	This Directive shall not apply to means of transport used outside the undertaking and/or the establishment, or workplaces inside means of transport;							x						x				NON-PROVIDED FOR: There is no specific legislation focused solely on the minimum OSH requirements of the workplaces, therefore, there is no provision excluding specific workplaces from its scope, in particular, regarding the means of transport used outside or the workplaces inside means of transport.	
3	1	Subject	2 (1) (b)	This Directive shall not apply to temporary or mobile work sites;							x						x				NON-PROVIDED FOR: There is no specific legislation focused solely on the minimum OSH requirements of the workplaces, therefore, there is no provision excluding specific workplaces from its scope, in particular, regarding temporary or mobile work sites.	
4	1	Subject	2 (1) (c)	This Directive shall not apply to extractive industries;							x						x				NON-PROVIDED FOR: There is no specific legislation focused solely on the minimum OSH requirements of the workplaces, therefore, there is no provision excluding specific workplaces from its scope, in particular, regarding the extractive industries.	
5	1	Subject	2 (1) (d)	This Directive shall not apply to fishing boats;							x						x				NON-PROVIDED FOR: There is no specific legislation focused solely on the minimum OSH requirements of the workplaces, therefore, there is no provision excluding specific workplaces from its scope, in particular, regarding fishing boats.	
6	1	Subject	2 (1) (e)	This Directive shall not apply to fields, woods and other land forming part of an agricultural or forestry undertaking but situated away from the undertaking's buildings.							x						x				NON-PROVIDED FOR: There is no specific legislation focused solely on the minimum OSH requirements of the workplaces, therefore, there is no provision excluding specific workplaces from its scope, in particular, regarding fields, woods and other land forming part of an agricultural or forestry undertaking but situated away from the undertaking's buildings.	
7	1	Subject	3	The provisions of Directive 89/391/EEC are fully applicable to the whole scope referred to in paragraph 1, without prejudice to more stringent and/or specific provisions contained in this Directive.							x						x				NON-PROVIDED FOR: It should be foreseen that the EU framework directive 89/391/EEC applies in full to the workplaces, without prejudice to more stringent and/or specific provisions contained in this Directive.	
8	2	Definition	(1)	Workplace: shall mean the place intended to house workstations on the premises of the undertaking and/or establishment and any other place within the area of the undertaking and/or establishment to which the worker has access in the course of his employment.	4.1	I	Area of application	1.4.	workplace – a place of permanent or temporary stay of an employee in the course of their work activities.		x			YES		x						ONLY PARTIALLY PROVIDED FOR: The definition should include: «intended to house workstations on the premises of the undertaking and/or establishment» and «any other place within the area of the undertaking and/or establishment to which the worker has access in the course of his employment».

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	ARTICLE	TITLE	PARA, SUB-PARA, LINE	PROVISION	NUMBER OF LEGISLATIVE DOCUMENT	ARTICLE	TITLE	PARA, SUB-PARA, LINE	TEXT	FULL	PARTIALLY	NON PROVIDED FOR	CONTRADICTORY		MAINTAIN	COMPLEMENT	REMOVE	PROVIDE FOR	SCALE-UP LEGAL ACT				
9	3	Employers' obligations - Workplaces used for the first time	(1)	Workplaces used for the first time after 31 December 1992 must satisfy the minimum safety and health requirements laid down in Annex I (SEE THE REQUIREMENTS BELOW).																			NON-PROVIDED FOR: The national legislation do not provide for different requirements, depending on already existing or new workplaces. Within the law that will transpose this directive, there shall be a provision stipulating the specific requirements that should be met by the workplaces that will be used for the first time after it enters into force.
10	3 - ANNEX I - 1	Preliminary note	(1)	The obligations laid down in this Annex apply whenever required by the features of the workplace, the activity, the circumstances or a hazard.	1.1	155	Ban on commissioning of enterprises that do not meet labour safety requirements	Para. 1	No enterprise, shop, unit, production line, may be accepted and commissioned unless they create safe and non-hazardous work conditions.														NON-PROVIDED FOR: This national provisions are too generic and miss the point. This Annex I provision just states that the obligations foreseen in the annex only apply if required by the features of the workplace, the activity, the circumstances or a hazard.
11	3 - ANNEX I - 1	Preliminary note	(1)	The obligations laid down in this Annex apply whenever required by the features of the workplace, the activity, the circumstances or a hazard.	1.2	6	Employees' rights to labour safety at work	Para. 1	The work conditions at the workplace, the safety of technological processes, machinery, devices, equipment and other means of production, the condition of collective and individual protection gear, used by employees, as well as sanitary conditions, must meet the requirements of the legislation.														NON-PROVIDED FOR: This national provisions are too generic and miss the point. The Annex provision just states that the obligations foreseen in the annex only apply if required by the features of the workplace, the activity, the circumstances or a hazard.
12	3 - ANNEX I - 1	Preliminary note	(1)	The obligations laid down in this Annex apply whenever required by the features of the workplace, the activity, the circumstances or a hazard.	4.1	II.	Requirements to organisation and ensuring labour safety at workplaces	2.1.	An enterprise must create healthy and safe working conditions for every employee.														NON-PROVIDED FOR: This national provision are too generic and miss the point. The Annex provision just states that the obligations foreseen in the annex only apply if required by the features of the workplace, the activity, the circumstances or a hazard.
13	3 - ANNEX I - 2	Stability and solidity	(1)	Buildings which house workplaces must have a structure and solidity appropriate to the nature of their use.	3.3	11	The principal requirements to structures are	1), 3)	1) ensuring mechanical resistance and stability. The load on a structure in the course of its erection and operation may not cause its destruction as a whole or its individual parts, and deformation greater than that permissible under construction codes; 3) ensuring: operation safety. In the course of operation of structures, any risk of accidents must be excluded;														NON-PROVIDED FOR: The national provision indicated is focused on the use of the structures, rather than on its structural characteristics.
14	3 - ANNEX I - 2	Stability and solidity	(1)	Buildings which house workplaces must have a structure and solidity appropriate to the nature of their use.	4.1	III.	Requirements to organisation of work areas	1.1.	The design and durability of buildings and structures intended for the placement of work areas must be consistent with their purpose, in particular, ensuring: good working condition of the equipment and protection gear at the work areas; favourable conditions for elimination of any detected irregularities that can adversely affect employees' safety and health;	x													FULLY PROVIDED FOR
15	3 - ANNEX I - 2	Stability and solidity	(1)	Buildings which house workplaces must have a structure and solidity appropriate to the nature of their use.	4.5	1	General provisions	1.6.	All buildings (structures), regardless of their purpose, form of ownership, age, solidity, technical features, shall be subject to regular inspection aimed at assessment of their technical condition and certification, as well as application of reasonable measures to ensure reliability and safety in the course of further operation (preservation).														DELETE THIS LINES: The provisions of the national regulations are not in force, as the Join Order No. 32/288, of 27.11.1997, was repealed by the Order of Ministry of Regional Development, Construction and Public Utilities № 193/507, of 11.07.2014. Moreover, this national provision refers to the obligation of such structures being subjected to regular inspections.
16	3 - ANNEX I - 2	Stability and solidity	(1)	Buildings which house workplaces must have a structure and solidity appropriate to the nature of their use.	4.6	1	General guidelines	1.1.	This provision is aimed at preservation of industrial buildings and structures by way of proper care of those, their timely and high-quality repairs, as well as prevention of emergency situations.														DELETE THIS LINES: The provisions of the national regulations are not in force, as the Join Order No. 32/288, of 27.11.1997, was repealed by the Order of Ministry of Regional Development, Construction and Public Utilities № 193/507, of 11.07.2014. Moreover, this national provision refers to the preservation of industrial buildings and structures (through proper care, timely repair and prevention of emergency situations).
17	3++ - ANNEX I - 3	Electrical installations	(1)	Electrical installations must be designed and constructed so as not to present a fire or explosion hazard; persons must be adequately protected against the risk of accidents caused by direct or indirect contact.	4.7	1.	General provisions	1.1.2.	The requirements of these Rules shall be adhered to in the course of operation of electrical installations, electric power stations, electrical part of the TAV, ZDTU, district boiler-houses maintained by consumers, in the course of their installation, adjustment, testing, repair and construction works.														NON-PROVIDED FOR: The indicated provision refers to the rules, instead of specifying the rule foreseen in the directive's provision.

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18	3 - ANNEX I - 3	Electrical installations	(1)	Electrical installations must be designed and constructed so as not to present a fire or explosion hazard; persons must be adequately protected against the risk of accidents caused by direct or indirect contact.	4.7	1.	General provisions	1.1.3.	These Rules define the principal requirements for the protection of employees in the course of operation of electrical installations. Measures for additional safety improvement, envisaged to be applied directly at the work site, may not be in conflict with the Rules or diminish their effect.			x													NON-PROVIDED FOR: The indicated provision refers to the rules, instead of specifying the rule foreseen in the directive's provision.
19	3 - ANNEX I - 3	Electrical installations	(1)	Electrical installations must be designed and constructed so as not to present a fire or explosion hazard; persons must be adequately protected against the risk of accidents caused by direct or indirect contact.	4.1	III.	Requirements to organisation of work areas	1.1.	The design and installation of electrical equipment must meet the requirements of fire safety, explosion safety and protection of people from accidents resulting from contact with it. In the course of selection of electrical instruments of labour and protective gear, as well as the power supply voltage, the influence of external conditions and the professional qualifications of personnel who will have access to the parts of the equipment, must be taken in to account.	x															FULLY PROVIDED FOR
20	3 - ANNEX I - 3	Electrical installations	(2)	The design, construction and choice of material and protection devices must be appropriate to the voltage, external conditions and the competence of persons with access to parts of the installation.	4.2	Chapter 1.1	Background	1.1.1	These Rules shall be mandatory for application in the course of designing a new project for construction, reconstruction, technical re-equipment or capital repair of electrical installations. New provisions of the Rules shall not be mandatory for application in the existing electric power installations set up in accordance with the Rules effective at the time of creation of the electrical installations.																NON-PROVIDED FOR: The national provision indicated, do not provide any specific rule that foresees that «The design, construction and choice of material and protection devices must be appropriate to the voltage, external conditions and the competence of persons with access to parts of the installation».
21	3 - ANNEX I - 4	Emergency routes and exits	4,1	Emergency routes and exits must remain clear and lead as directly as possible to the open air or to a safe area.	4.1	III.	Requirements to organisation of work areas	1.2.	Evacuation routes, emergency exits and ways of approach to them must be free of any items, provide the shortest way to the outer space or to a safe area, and have proper designations (signal colours, direction signs, inscriptions, safety signs, etc.) in accordance with the Technical Regulation of safety signs and health of employees	x															FULLY PROVIDED FOR
22	3 - ANNEX I - 4	Emergency routes and exits	4,2	In the event of danger, it must be possible for workers to evacuate all workstations quickly and as safely as possible.	4.1	III.	Requirements to organisation of work areas	1.2.	Workers are ensured possibilities to leave all workplaces promptly and in full safety.																NON-PROVIDED FOR: This directive provision refers to the prompt and safety evacuation of all «workstations», whereas the national provision refers to the evacuation of the «workplaces».
23	3 - ANNEX I - 4	Emergency routes and exits	4,3	The number, distribution and dimensions of the emergency routes and exits depend on the use, equipment and dimensions of the workplaces and the maximum number of persons that may be present.	4.1	III.	Requirements to organisation of work areas	1.2.	The number, location and size of evacuation routes and emergency exits shall be determined in accordance with the purpose, arrangement and size of the work areas, as well as the maximum number of persons who may stay there according to CRR 2.09.04-87 «Administrative and Amenity Buildings» (hereinafter referred to as «CRR 2.09.04-87») and CRR 2.09.02-85 «Industrial Buildings» (CRR 2.09.02-85).	x															FULLY PROVIDED FOR
24	3 - ANNEX I - 4	Emergency routes and exits	4.4 (1)	Emergency doors must open outwards.	4.1	III.	Requirements to organisation of work areas	1.2.	Doors of emergency exits must open outward and locked in a way that, in case of necessity, any person could easily and promptly open them without using any additional means	x															FULLY PROVIDED FOR
25	3 - ANNEX I - 4	Emergency routes and exits	4.4 (2)	Sliding or revolving doors are not permitted if they are specifically intended as emergency exits.	4.3	III.	General fire safety requirements in maintenance of areas, buildings, premises, structures, escapes routes and exits	2.37.	It shall not be permissible to: arrange, along the evacuation routes, any thresholds, protrusions, turnstiles, sliding, lifting, rotating doors, and other devices that prevent the unrestricted evacuation of persons;	x															FULLY PROVIDED FOR
26	3 - ANNEX I - 4	Emergency routes and exits	4.4 (3)	Emergency doors should not be so locked or fastened that they cannot be easily and immediately opened by any person who may require to use them in an emergency.	4.1	III.	Requirements to organisation of work areas	1.2.	Doors of emergency exits must open outward and locked in a way that, in case of necessity, any person could easily and promptly open them without using any additional means.																PARTIALLY PROVIDED FOR: The expression «locked» foreseen in the indicated national provision should be substituted by other expressions (e.g., «closed», «fasten» or «secure»).
27	3 - ANNEX I - 4	Emergency routes and exits	4.5 (1)	Specific emergency routes and exits must be indicated by signs in accordance with the national regulations transposing Directive 77/576/EEC into law.	4.1	III.	Requirements to organisation of work areas	1.2.	Evacuation routes, emergency exits and ways of approach to them must be free of any items, provide the shortest way to the outer space or to a safe area, and have proper designations (signal colours, direction signs, inscriptions, safety signs, etc.) in accordance with the Technical Regulation of safety signs and health of employees, as approved by the Resolution of the Cabinet of Ministers of Ukraine dated November 25, 2009 № 1262																PARTIALLY PROVIDED FOR: This national provision should refer to the legislation that transposes the European Council Directive No. 92/58/EEC, of 24 June 1992, on the minimum requirements for the provision of safety and/or health signs at work (Official Journal of the European Communities, L 245, pp. 23-42).

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28	3 - ANNEX I - 4	Emergency routes and exits	4.5 (2)	Such signs must be placed at appropriate points and be made to last.	3.4		Requirements to safety labels	24.	Safety signs must be resistant to exposure, well visible and, if necessary, inscribed with the use of luminescent paints, reflective materials, artificial lighting in order to ensure their visibility.	x					YES	x										FULLY PROVIDED FOR				
29	3 - ANNEX I - 4	Emergency routes and exits	4.6 (1)	Emergency doors must not be locked.	4.1	III.	Requirements to organisation of work areas	1.2.	Doors of emergency exits must open outward and locked in a way that, in case of necessity, any person could easily and promptly open them without using any additional means.		x				YES		x									PARTIALLY PROVIDED FOR: The expression «locked» foreseen in the indicated national provision should be substituted by other expressions (e.g., «closed», «fasten» or «secure»).				
30	3 - ANNEX I - 4	Emergency routes and exits	4.6 (1)	Emergency doors must not be locked.	4.1	III.	Requirements to organisation of work areas	2.6	Doors located along evacuation routes must be marked in accordance with the Technical Regulations and be equipped with the ability to open them from the inside at any time without any special auxiliary means. In the presence of workers in the work areas, those doors may not be locked.		x				YES		x									PARTIALLY PROVIDED FOR: The emergency doors must not be locked at all times, whether in the presence, or not, of workers in the work areas.				
31	3 - ANNEX I - 4	Emergency routes and exits	4.6 (2)	The emergency routes and exits, and the traffic routes and doors giving access to them, must be free from obstruction so that they can be used at any time without hindrance.	4.1	III.	Requirements to organisation of work areas	1.2.	Evacuation routes, emergency exits and ways of approach to them must be free of any items, provide the shortest way to the outer space or to a safe area, and have proper designations (signal colours, direction signs, inscriptions, safety signs, etc.) in accordance with the Technical Regulation of safety signs and health of employees			x			YES		x									PARTIALLY PROVIDED FOR: It should also include traffic routes and doors giving access to them.				
32	3 - ANNEX I - 4	Emergency routes and exits	4,7	Emergency routes and exits requiring illumination must be provided with emergency lighting of adequate intensity in case the lighting fails.	4.1	III.	Requirements to organisation of work areas	1.2.	Evacuation routes and emergency exits must be equipped with evacuation lighting in accordance with the requirements of construction norms and regulations for electrical installations. Evacuation lighting must be switched on with the onset of dusk if employees stay at the premises.	x					YES	x										FULLY PROVIDED FOR				
33	3 - ANNEX I - 5	Fire detection and fire fighting	5,1	Depending on the dimensions and use of the buildings, the equipment they contain, the physical and chemical properties of the substances present and the maximum potential number of people present, workplaces must be equipped with appropriate fire-fighting equipment and, as necessary, with fire detectors and alarm systems.	4.3	section V Requirements to maintenance of fire safety technical equipment		clause 3.6	The territory of enterprises, buildings, structures, premises, technological installations must be equipped with emergency fire-fighting appliances: fire extinguishers, sandboxes, barrels of water, fire-fighting blankets of non-combustible and heat-insulating material, fire buckets, shovels, fire tools used for localization and elimination of fires in their initial stage. This requirement also applies to buildings, structures and premises equipped with any type of fire extinguishing systems, fire alarms or internal fire faucets. Prior to commissioning, any assets (buildings, structures, premises, technological installations) must be equipped with emergency fire extinguishing equipment in accordance with the Typical Standards for the use of fire extinguishers, as approved by Order of the Ministry of Emergencies and in Matters of Protection of the Population from the Consequences of the Chernobyl Disaster, № 151, of April 2, 2004, and registered with the Ministry of Justice of Ukraine on April 29, 2004, № 554/9153.			X				YES		X										«1. Standards regulations for the application of fire extinguishers, as approved by Order of the Ministry of Emergencies and in Matters of Protection of the Population from the Consequences of the Chernobyl Disaster, № 151, of April 2, 2004, and registered with the Ministry of Justice of Ukraine on April 29, 2004, № 554/9153, were cancelled. 2. No requirements are set to define the required number of fire extinguishers and fire alarms depending on the size and nature of the use of buildings, available equipment, physical and chemical properties of the substances present and the maximum permissible number of persons present».	Append as follows: 1. In defining the necessary number of fire extinguishers, to be guided by the DSTU 4297:2004 «Fire equipment. Technical maintenance of fire extinguishers. General technical requirements»; 2. The necessary fire signalisation is determined depending on the size and use of the buildings, equipment present, physical and chemical properties and the total permissible number of people present.	PARTIALLY PROVIDED FOR: It should be complemented as recommended in the contiguous recommendations cell.





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46	3 - ANNEX I - 7	Room temperature	7,3	Windows, skylights and glass partitions should allow excessive effects of sunlight in workplaces to be avoided, having regard to the nature of the work and of the workplace.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.5, para. 2	All windows and glass partitions must ensure protection of the work areas from excessive sunlight.	X					YES	X								FULLY PROVIDED FOR
47	3 - ANNEX I - 8	Natural and artificial room lighting	8,1	Workplaces must as far as possible receive sufficient natural light and be equipped with artificial lighting adequate for the protection of workers' safety and health.	4.2	section 2	NATURAL LIGHTING	clause 2, sub-clause 2.1, 1 речення	Rooms where people are permanently present must have predominantly natural lighting.			X			YES			X						NON-PROVIDED FOR: the directive provision says that workplaces must be equipped with artificial light adequate for the protection of workers' safety and health and, as far possible, receive sufficient natural light. This is quite different than the national provision.
48	3 - ANNEX I - 8	Natural and artificial room lighting	8,2	Lighting installations in rooms containing workstations and in passageways must be placed in such a way that there is no risk of accident to workers as a result of the type of lighting fitted.								X						X					NON-PROVIDED FOR	
49	3 - ANNEX I - 8	Natural and artificial room lighting	8,3	Workplaces in which workers are especially exposed to risks in the event of failure of artificial lighting must be provided with emergency lighting of adequate intensity.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.3, para. 1	Work areas, where switching off of the artificial lighting may endanger employees, shall be equipped with sufficient emergency lighting.	X					YES	X								FULLY PROVIDED FOR
50	3 - ANNEX I - 9	Floors, walls, ceilings and roofs of rooms	9.1 (1)	The floors of rooms must have no dangerous bumps, holes or slopes and must be fixed, stable and not slippery.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.4	The floors of the premises may not have any irregularities, openings or dangerous slopes; they must be strong, immovable and non-slippery.	X					YES	X								FULLY PROVIDED FOR
51	3 - ANNEX I - 9	Floors, walls, ceilings and roofs of rooms	9.1 (2)	Workplaces containing workstations must be adequately thermally insulated, bearing in mind the type of undertaking involved and the physical activity of the workers.								X						X					NON-PROVIDED FOR	
52	3 - ANNEX I - 9	Floors, walls, ceilings and roofs of rooms	9,2	The surfaces of floors, walls and ceilings in rooms must be such that they can be cleaned or refurbished to an appropriate standard of hygiene.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.4, para. 1	The surface of the floor, ceilings and walls must provide the possibility of its cleaning and renovation in accordance with the requirements of hygiene.	X					YES	X								FULLY PROVIDED FOR
53	3 - ANNEX I - 9	Floors, walls, ceilings and roofs of rooms	9,3	Transparent or translucent walls, in particular all-glass partitions, in rooms or in the vicinity of workstations and traffic routes must be clearly indicated and made of safety material or be shielded from such places or traffic routes to prevent workers from coming into contact with walls or being injured should the walls shatter.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.4, para. 2	Transparent or translucent walls, in particular glass partitions, indoors or where workplaces and passageways are located, must have well-visible signs or inscriptions at the eye level; be made of safe material or be detached from the workplaces and passageways in such a way as to prevent employees' contact with them and possible injury by fragments.	X					YES	X								FULLY PROVIDED FOR
54	3 - ANNEX I - 9	Floors, walls, ceilings and roofs of rooms	9,4	Access to roofs made of materials of insufficient strength must not be permitted unless equipment is provided to ensure that the work can be carried out in a safe manner.								X						X					NON-PROVIDED FOR	
55	3 - ANNEX I - 10	Windows and skylights	10,1	It must be possible for workers to open, close, adjust or secure windows, skylights and ventilators in a safe manner. When open, they must not be positioned so as to constitute a hazard to workers.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.5	Windows, in particular skylight windows, and ventilation openings must make it possible for workers to safely open, close and adjust those. They must be designed in so as not to endanger the employees, while open.	X					YES	X								FULLY PROVIDED FOR

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56	3 - ANNEX I - 10	Windows and skylights	10,2	Windows and skylights must be designed in conjunction with equipment or otherwise fitted with devices allowing them to be cleaned without risk to the workers carrying out this work or to workers present in and around the building.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.5, para. 1	Windows, in particular skylight windows, and ventilation openings must make it possible for workers to safely open, close and adjust those. They must be designed in so as not to endanger the employees, while open.			x				YES			x						append with «must be designed complete with equipment»	NON-PROVIDED FOR. The idea of this directive provision is to ensure that the design of such windows and skylights already incorporate safety requirements for its safety cleaning, or that are fitted with the appropriated devices to avoid the exposure to risks of the cleaning workers, as well as the people present or in the vicinity of the buildings.
57	3 - ANNEX I - 11	Doors and gates	11,1	The position, number and dimensions of doors and gates, and the materials used in their construction, are determined by the nature and use of the rooms or areas.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.6	The location, number, size of doors and gates, and materials from which they are made, shall be determined by the nature of the purpose of premises or work areas.	x						YES	x								FULLY PROVIDED FOR	
58	3 - ANNEX I - 11	Doors and gates	11,2	Transparent doors must be appropriately marked at a conspicuous level.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.6, para. 1	Transparent doors must have signs or inscriptions at the level of human eyes..	x						YES	x								FULLY PROVIDED FOR	
59	3 - ANNEX I - 11	Doors and gates	11,3	Swing doors and gates must be transparent or have see-through panels.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.6, para. 2	Rotating doors and gates must be transparent or have transparent windows.	x						YES	x								FULLY PROVIDED FOR	
60	3 - ANNEX I - 11	Doors and gates	11,4	If transparent or translucent surfaces in doors and gates are not made of safety material and if there is a danger that workers may be injured if a door or gate should shatter, the surfaces must be protected against breakage.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.6, para. 3	If the transparent or translucent parts of the door or gate are made of a material that is not of sufficient strength and there is a risk of injury being inflicted to workers by fragments, those parts must be protected to prevent injury to persons by contact with those.	x						YES	x								FULLY PROVIDED FOR	
61	3 - ANNEX I - 11	Doors and gates	11,5	Sliding doors must be fitted with a safety device to prevent them from being derailed and falling over.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.6, para. 4	Sliding doors must be protected against breakage or falling.		x					YES		x							PARTIALLY PROVIDED FOR: It should also include «to prevent them from derailing».	
62	3 - ANNEX I - 11	Doors and gates	11,6	Doors and gates opening upwards must be fitted with a mechanism to secure them against falling back.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.6, para. 5	Doors or gates opening upwards must be protected from falling.		x					YES		x							PARTIALLY PROVIDED FOR: The idea of this provision is to ensure, upstream, the safety of such doors. As such, instead of having to be protected against their fall back, they should be prevently fitted with a mechanism to secure them against falling back.	
63	3 - ANNEX I - 11	Doors and gates	11.7 (1)	Doors along escape routes must be appropriately marked.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.6, para. 6, 1 part of sentence	Doors located along the evacuation routes must be marked in accordance with the Technical Regulations		x					YES		x							PARTIALLY PROVIDED FOR: As the national provision indicated foresees that such doors should be marked « in accordance with the Technical Regulations», the national provision should be amended in order to foresee that such «regulations» are the national regulations that transposed the European Council Directive No. 92/58/EEC, of 24 June 1992, on the minimum requirements for the provision of safety and/or health signs at work (Official Journal of the European Communities, L 245, pp. 23-42).	
64	3 - ANNEX I - 11	Doors and gates	11.7 (2)	It must be possible to open them from the inside at any time without special assistance.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.6, para. 6, 2 part of sentence	equipped, by their design, with the possibility to be opened from the inside at any time without any special auxiliary means		x					YES		x							PARTIALLY PROVIDED FOR: This national provision needs to be amended. It states that this doors should be open «without any special auxiliary means», whereas the directive provision states «without special assistance», which is considerable different. In fact, «without special assistance» also signifies (besides without the help of auxiliary equipment) without the help of other persons/workers, whereas the same does not necessarily applies to «without any special auxiliary means»	
65	3 - ANNEX I - 11	Doors and gates	11.7 (3)	It must be possible to open the doors when the workplaces are occupied.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.6, para. 6	In the presence of workers in the work areas, these doors must not be locked.			x				YES			x						NON-PROVIDED FOR: The national legislation provision is not equivalent to the directive provision.	

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66	3 - ANNEX I - 11	Doors and gates	11.8.	Doors for pedestrians must be provided in the immediate vicinity of any gates intended essentially for vehicle traffic, unless it is safe for pedestrians to pass through; such doors must be clearly marked and left permanently unobstructed.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.6, para. 7	Permanently accessible and properly marked access doors must be available for the passage of employees, in the immediate proximity of the gate intended for the passage of vehicles, except where passage is dangerous for the employees.		x														PARTIALLY PROVIDED FOR: The national provision as to be complemented, because: 1. The end expression»except where passage is dangerous for the employees», should be replaced by «unless it is safe for pedestrians to pass through»; 2. It should also include the provision that «such doors must be clearly marked and left permanently unobstructed».
67	3 - ANNEX I - 11	Doors and gates	11.9 (1)	Mechanical doors and gates must function in such a way that there is no risk of accident to workers.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.6, para. 8,1 part	Doors and gates with a drive must: move so as not to endanger employees;	x															FULLY PROVIDED FOR
68	3 - ANNEX I - 11	Doors and gates	11.9 (2)	They must be fitted with easily identifiable and accessible emergency shut-down devices and, unless they open automatically in the event of a power failure, it must also be possible to open them manually.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.6, para. 8,2 part	be equipped with easily visible and easily accessible emergency switches; they must be possible to be opened manually if they do not open automatically in case of power supply failure;	x															FULLY PROVIDED FOR
69	3 - ANNEX I - 11	Traffic routes — danger areas	12,1	Traffic routes, including stairs, fixed ladders and loading bays and ramps, must be located and dimensioned to ensure easy, safe and appropriate access for pedestrians or vehicles in such a way as not to endanger workers employed in the vicinity of these traffic routes.	4.1	III.	Requirements to organisation of work areas	2.7.	The routes of movement, including stairs, permanent passageways, ramps for loading and unloading operations, must be marked with appropriate signs, have the required traffic markings and guides, be so positioned and have such dimensions that passage through them is easy and safe and at the same time no threat is posed to employees working nearby.		x														PARTIALLY PROVIDED FOR: The national provision should be complemented, in order to extent its application to: 1. Fixed ladders; and 2. Vehicles (and not only to pedestrians).
70	3 - ANNEX I - 11	Traffic routes — danger areas	12.2 (1)	Routes used for pedestrian traffic and/or goods traffic must be dimensioned in accordance with the number of potential users and the type of undertaking.	4.1	III.	Requirements to organisation of work areas	2.7.	The dimensions of the transport routes intended for the movement of persons and/or loads must be determined by the number of possible users and the nature of the production.	x															FULLY PROVIDED FOR
71	3 - ANNEX I - 11	Traffic routes — danger areas	12.2 (2)	If means of transport are used on traffic routes, a sufficient safety clearance must be provided for pedestrians.	4.1	III.	Requirements to organisation of work areas	2.7.	If the enterprise uses vehicles, employees must be provided with the possibility to walk along walk lanes, at a safe distance.		x														PARTIALLY PROVIDED FOR: The national provision should replace the expression «enterprise» by the expression «employer».
72	3 - ANNEX I - 12	Traffic routes — danger areas	12,3	Sufficient clearance must be allowed between vehicle traffic routes and doors, gates, passages for pedestrians, corridors and staircases.	4.1	III.	Requirements to organisation of work areas	2.7.	If the enterprise uses vehicles, employees must be provided with the possibility to walk along walk lanes, at a safe distance.			x													NON-PROVIDED FOR: The national legislation provision's safe distance applies to the distance between traffic routes and «walk lanes», whereas this directive provision applies to the safe distance between traffic routes and «doors, gates, passages for pedestrians, corridors and staircases».
73	3 - ANNEX I - 12	Traffic routes — danger areas	12,3	Sufficient clearance must be allowed between vehicle traffic routes and doors, gates, passages for pedestrians, corridors and staircases.	4.4	7	Ensuring evacuation of persons	7.2.	Evacuation Exits			x													NON-PROVIDED FOR: The national legislation refers to «evacuation exists», whereas this directive provision applies to the safe distance between traffic routes and «doors, gates, passages for pedestrians, corridors and staircases», which are not necessary «evacuation exists».
74	3 - ANNEX I - 12	Traffic routes — danger areas	12,4	Where the use and equipment of rooms so requires for the protection of workers, traffic routes must be clearly identified.	4.1	III.	Requirements to organisation of work areas	2.7.	If the nature of the work and equipment at the premises necessitate the protection of workers from vehicles, any restrictions related to that fact must be indicated.			x													NON-PROVIDED FOR: Contrary to the national provision indicated, the directive provision does not concerns exclusively vehicles but, generically, work equipment (vehicles are just one type). Moreover, the directive provision, contrary to the national one, also also specifies that, whenever necessary to protect the workers, traffic routes must be clearly identified.

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75	3 - ANNEX I - 12	Traffic routes — danger areas	12.5 (1)	If the workplaces contain danger areas in which, owing to the nature of the work, there is a risk of the worker or objects falling, the places must be equipped, as far as possible, with devices preventing unauthorized workers from entering those areas.	4.1	III.	Requirements to organisation of work areas	2.7.	If work areas have places that are hazardous due to the nature of work, where there exist dangers of workers falling down or items falling on them, those places must be equipped with appliances to prevent such dangers, as well as access of outside workers to those places.		x				YES	x								PARTIALLY PROVIDED FOR: This provision should be amended, to better reflect the directive provision, by : 1. Replacing the expression «if work areas have places that are hazardous» for «if the workplaces contain danger areas» ; 2. Replacing the expression «dangers» for «risks»; 3. Replacing the expression «as well as access of outside workers to those places» for «as well as with devices preventing unauthorized workers from entering those areas».
76	3 - ANNEX I - 12	Traffic routes — danger areas	12.5 (2)	Appropriate measures must be taken to protect workers authorized to enter danger areas.	4.1	III.	Requirements to organisation of work areas	2.7.	Appropriate precautions must be taken to protect workers who, by the nature of their work, are forced to stay in dangerous places in the work area.			x			YES		x							NON-PROVIDED FOR: 1. The measures to foreseen are mainly preventive rather than protective ones; 2. It refers to the workers authorized to enter in danger areas, and not just to the ones that «by the nature of their work, are forced to stay in dangerous places in the work area». 3. Moreover, it should be used the tyerm «area» instead of «place».
77	3 - ANNEX I - 12	Traffic routes — danger areas	12.5 (3)	Danger areas must be clearly indicated.	4.1	III.	Requirements to organisation of work areas	2.7.	Dangerous places must have clearly visible markings in accordance with the Technical Regulations.		x				YES	x								PARTIALLY PROVIDED FOR: This provision should be amended: 1. by replacing the expression «places» for «areas»; 2. Specifying that the mentioned «technical regulations» are the national regulations that transposed the European Council Directive No. 92/58/EEC, of 24 June 1992, on the minimum requirements for the provision of safety and/or health signs at work (Official Journal of the European Communities, L 245, pp. 23-42).
78	3 - ANNEX I - 13	Specific measures for escalators and travelators	13 (1)	Escalators and travelators must function safely.	4.1.	V.	V. Choosing safe instruments of labour	1.8.	If there exist risks of an accident due to mechanical contact of an employee with moving parts of a vehicle, that means must be equipped with additional protective devices that will restrict access to the dangerous area or stop moving parts in the event of a person approaching the dangerous area.			x			YES		x							NON-PROVIDED FOR: The directive provision, contrary to the national one, is specific and refers to escalators and travelators.
79	3 - ANNEX I - 13	Specific measures for escalators and travelators	13 (2)	They must be equipped with any necessary safety devices.	4.1.	section III	Requirements to organisation of work areas	2.8.	Escalators and travolators must be equipped with necessary protective devices, as well as by means of an emergency stoppage, clearly visible and easily accessible to employees.	x					YES	x								FULLY PROVIDED FOR
80	3 - ANNEX I - 13	Specific measures for escalators and travelators	13 (3)	They must be fitted with easily identifiable and accessible emergency shut-down devices.	4.1.	section III	Requirements to organisation of work areas	2.8.	Escalators and travolators must be equipped with necessary protective devices, as well as by means of an emergency stoppage, clearly visible and easily accessible to employees.	x					YES	x								FULLY PROVIDED FOR
81	3 - ANNEX I - 14	Loading bays and ramps	14,1	Loading bays and ramps must be suitable for the dimensions of the loads to be transported.	4.1.	section III	Requirements to organisation of work areas	2.7.	The routes of movement, including stairs, permanent passageways, ramps for loading and unloading operations, must be marked with appropriate signs, have the required traffic markings and guides, be so positioned and have such dimensions that passage through them is easy and safe and at the same time no threat is posed to employees working nearby.			x			YES			x						NON-PROVIDED FOR: The national provision indicated misses the point: the directive provision refers that the loading bays (which is not mentioned on the national provision) and ramps should be suitable for the dimension of the loads and, in this case, for the safe passage of the workers for the workers near by.
82	3 - ANNEX I - 14	Loading bays and ramps	14.2 (1)	Loading bays must have at least one exit point.	4.1.	section III	Requirements to organisation of work areas	2.9.	Ramps for loading and unloading works must have at least one exit for workers and fencing structures that prevent the fall of mobile labour instruments.			x			YES				x					NON-PROVIDED FOR: The national provision refers to loading ramps, whereas the directive provision refers to loading bays.
83	3 - ANNEX I - 14	Loading bays and ramps	14.2 (2)	Where technically feasible, bays over a certain length must have an exit point at each end.	4.1.	section III	Requirements to organisation of work areas	2.9.	Ramps of great length must have exits at each end.			x			YES				x					NON-PROVIDED FOR: The national provision refers to loading ramps, whereas the directive provision refers to loading bays.
84	3 - ANNEX I - 14	Loading bays and ramps	14,3	Loading ramps must as far as possible be safe enough to prevent workers from falling off.	4.1.	section III	Requirements to organisation of work areas	2.9.	Ramps for loading and unloading works must have at least one exit for workers and fencing structures that prevent the fall of mobile labour instruments.			x			YES				x					NON-PROVIDED FOR: The national provision refers to «fencing structures that prevent the fall of mobile labour instruments», whereas the directive provision is concerned not with the fall of mobile labour instruments, but with the fall of the workers themselves.
85	3 - ANNEX I - 15	Room dimensions and air space in rooms — freedom of movement at the workstation	15,1	Workrooms must have sufficient surface area, height and air space to allow workers to perform their work without risk to their safety, health or well-being.								x							x					NON-PROVIDED FOR



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96	3 - ANNEX I - 18	Sanitary equipment - Changing rooms and lockers	18.1.1 (2)	Changing rooms must be easily accessible, be of sufficient capacity and be provided with seating.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.3, para. 1	Changing rooms must be have sufficient dimensions, be heated, easily accessible and fitted with seats and floor mats.	x				YES	x									FULLY PROVIDED FOR
97	3 - ANNEX I - 18	Sanitary equipment - Changing rooms and lockers	18.1.2 (1)	Changing rooms must be sufficiently large and have facilities to enable each worker to lock away his clothes during working hours.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.3, para. 2	Each individual employee's locker must be locked for the duration of their work.			x		YES			x							NON-PROVIDED FOR: The national provision indicated misses the point: the changing rooms have to be large enough and allow each worker to lock away his clothes during work. It is a requirement for the changing rooms, not an obligation upon the employees, nor a specification regarding the lockers.
98	3 - ANNEX I - 18	Sanitary equipment - Changing rooms and lockers	18.1.2 (2)	If circumstances so require (e.g. dangerous substances, humidity, dirt), lockers for work clothes must be separate from those for ordinary clothes.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.3, para. 3	Lockers for work clothing must be separate from the lockers for personal clothes, if required by circumstances (for example, presence of harmful substances, humidity, grime).	x				YES	x									FULLY PROVIDED FOR
99	3 - ANNEX I - 18	Sanitary equipment - Changing rooms and lockers	18.1.3	Provision must be made for separate changing rooms or separate use of changing rooms for men and women.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.3, para. 4	Separate changing rooms must be provided to men and women, or separate use of those premises must be envisaged.	x				YES	x									FULLY PROVIDED FOR
100	3 - ANNEX I - 18	Sanitary equipment - Changing rooms and lockers	18.1.4	If changing rooms are not required under 18.1.1, each worker must be provided with a place to store his clothes.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.3, para. 5	If there is no need for special changing rooms, each employee must be provided with an individual place to keep their personal clothing locked.	x				YES	x									FULLY PROVIDED FOR
101	3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.1 (1)	Adequate and suitable showers must be provided for workers if required by the nature of the work or for health reasons.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.4	Employees must be provided with a sufficient number of shower rooms, washing rooms, if necessary, based on the nature of work or hygiene requirements, as well as adequate toilet facilities in accordance with sanitary standards.	x				YES	x									FULLY PROVIDED FOR
102	3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.1 (2)	Provision must be made for separate shower rooms or separate use of shower rooms for men and women.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.4, para. 1	Separate washing and shower rooms must be provided for men and women, or separate use of those premises must be envisaged.	x				YES	x									FULLY PROVIDED FOR
103	3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.2 (1)	The shower rooms must be sufficiently large to permit each worker to wash without hindrance in conditions of an appropriate standard of hygiene.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.4, para. 2	Shower rooms must have sufficient dimensions, be heated, have cold and hot water, so that each employee can wash without any difficulties, in accordance with hygiene requirements.	x				YES	x									FULLY PROVIDED FOR
104	3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.2 (2)	The showers must be equipped with hot and cold running water.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.4, para. 2	Shower rooms must have sufficient dimensions, be heated, have cold and hot water, so that each employee can wash without any difficulties, in accordance with hygiene requirements.	x				YES	x									FULLY PROVIDED FOR
105	3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.3 (1)	Where showers are not required under 18.2.1 (1), adequate and suitable washbasins with running water (hot water if necessary) must be provided in the vicinity of the workstations and the changing rooms.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.4, para. 3	If showers are not necessary, a sufficient number of suitable devices for washing with running water (warm, if necessary) must be provided in the proximity of the work places and changing rooms.	x				YES	x									FULLY PROVIDED FOR
106	3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.3 (2)	Such washbasins must be separate for, or used separately by, men and women when so required for reasons of propriety.								x					x							NON-PROVIDED FOR
107	3 - ANNEX I - 18	Sanitary equipment - Showers and washbasins	18.2.4	Where the rooms housing the showers or washbasins are separate from the changing rooms, there must be easy communication between the two.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.4, para. 4	If the shower rooms, washrooms and changing rooms are separate from each other, there must be a convenient connection between them.	x				YES	x									FULLY PROVIDED FOR

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108	3 - ANNEX I - 18	Sanitary equipment - Lavatories and washbasins	18.3 (1)	Separate facilities must be provided in the vicinity of workstations, rest rooms, changing rooms and rooms housing showers or washbasins, with an adequate number of lavatories and washbasins.								x					x										NON-PROVIDED FOR
109	3 - ANNEX I - 18	Sanitary equipment - Lavatories and washbasins	18.3 (2)	Provision must be made for separate lavatories or separate use of lavatories for men and women.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.4, para. 5	Separate bathrooms must be provided for men and women, or their separate use must be envisaged; for women, rooms for women's hygiene must be arranged and/or conditions for hygienic measures must be created.									YES									NON-PROVIDED FOR: The directive provision is focused on lavatories (and not in other type of washing facilities), which should be separated or its use separated for men and women.
110	3 - ANNEX I - 19	First aid rooms	19,1	One or more first aid rooms must be provided where the size of the premises, type of activity being carried out and frequency of accidents so dictate.								x															NON-PROVIDED FOR
111	3 - ANNEX I - 19	First aid rooms	19.2 (1)	First aid rooms must be fitted with essential first aid installations and equipment and be easily accessible to stretchers.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.5	By the employer's decision, one or several rooms are established for primary medical care, equipped with the necessary equipment and materials.									YES									NON-PROVIDED FOR: The national provision shall stipulated that the establishment of first aid rooms are an obligation of the employer, not an option. Moreover, it also has to foresee that they area easily accessible to stretchers.
112	3 - ANNEX I - 19	First aid rooms	19.2 (2)	They must be signposted in accordance with the national regulations transposing Directive 77/576/EEC into law.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.5, para. 1	Those rooms must be marked in accordance with the Technical Regulations.				x					YES		x							PARTIALLY PROVIDED FOR: This provision should be amended, stating that the health and safety signs of such first aid room should be in accordance with the national regulations that transposed the European Council Directive No. 92/58/EEC, of 24 June 1992, on the minimum requirements for the provision of safety and/or health signs at work (Official Journal of the European Communities, L 245, pp. 23-42).
113	3 - ANNEX I - 19	First aid rooms	19.3 (1)	In addition, first aid equipment must be available in all places where working conditions require it.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.5, para. 2	Apart from that, the means needed to provide primary care must be available in all places where work conditions require it.									YES		x							FULLY PROVIDED FOR
114	3 - ANNEX I - 19	First aid rooms	19.3 (2)	This equipment must be suitably marked and easily accessible.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.5, para. 3	The places where those means are located must be easily accessible and appropriately marked.									YES		x							FULLY PROVIDED FOR
115	3 - ANNEX I - 20	Handicapped workers	20 (1)	Workplaces must be organized to take account of handicapped workers, if necessary.																							NON-PROVIDED FOR
116	3 - ANNEX I - 20	Handicapped workers	20 (2)	This provision applies in particular to the doors, passageways, staircases, showers, washbasins, lavatories and workstations used or occupied directly by handicapped persons.																							NON-PROVIDED FOR
117	3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.1 (1)	Workstations, traffic routes and other areas or installations outdoors which are used or occupied by the workers in the course of their activity must be organized in such a way that pedestrians and vehicles can circulate safely.	4.1	section III	Requirements to organisation of work areas	clause 3, sub-clause 3.1	Workplaces, passageways, equipment, located in the open air and used by workers in the course of their work or that must be accessible to them, must be equipped so that entry and exit to/from them are safe.									YES									PARTIALLY PROVIDED FOR: This national provision should be amended as follows: 1. Include also «traffic routes»; 2: Replace «must be equipped so that entry and exit to/from them are safe» by «must be organized in such a way that pedestrians and vehicles can circulate safely».

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118	3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.1 (2)	Sections 12 (Traffic routes — danger areas), 13 (Specific measures for escalators and travelators) and 14 (Loading bays and ramps) also apply to main traffic routes on the site of the undertaking (traffic routes leading to fixed workstations), to traffic routes used for the regular maintenance and supervision of the undertaking's installations and to loading bays.	4.1	section III	Requirements to organisation of work areas	clause 3, sub-clause 3.2	The provisions of clauses 2.7 and 2.9 in chapter 2 of this section shall also apply to the main routes in the open area of the enterprise (routes between the work places), as well as to routes used in the course of the regular maintenance and control of the equipment, as well as ramps for loading operations.		x				YES		x								PARTIALLY PROVIDED FOR: This national provision should be amended, by replacing «routes between the work places» by «traffic routes leading to fixed workstations».
119	3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.1 (3)	Section 12 (Traffic routes — danger areas) is also applicable to outdoor workplaces.													x								NON-PROVIDED FOR
120	3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.2	Workplaces outdoors must be adequately lit by artificial lighting if daylight is not adequate.	4.1	section III	Requirements to organisation of work areas	clause 3, sub-clause 3.3	Work areas in the open air must have artificial lighting if the natural light is not sufficient.	x					YES	x									FULLY PROVIDED FOR
121	3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.3 (1) (a)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers are protected against inclement weather conditions and if necessary against falling objects;	4.1	section III	Requirements to organisation of work areas	clause 3, sub-clause 3.3, para. 1, 1 part	If employees work outdoors, their workplaces must be equipped so that workers: are protected from exposure, from the danger of falling and objects falling on them;		x				YES		x								PARTIALLY PROVIDED FOR: This national provision should be amended, by replacing «from exposure» by «from exposure to inclement weather conditions «.
122	3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.3 (1) (b)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers are not exposed to harmful noise levels nor to harmful outdoor influences such as gases, vapours or dust;	4.1	section III	Requirements to organisation of work areas	clause 3, sub-clause 3.3, para. 1, 2 part	are protected from the influence of noise at levels exceeding the permissible limits, as well as from the impact of other harmful factors of the industrial and natural environments (gases, vapours, dust);						YES				x						NON-PROVIDED FOR: The directive provision is not about «protecting» the workers from this risk factors, as if they were something inevitable. No. This directive provision is about the obligation to arrange such workplaces, in a preventive way, so that workers are not exposed to harmful noise levels nor to harmful outdoor influences such as gases, vapours or dust. Moreover, it is important to stress that this directive provision provides for the prevention of the workers exposure to «harmful noise levels» (and not to «noise at levels exceeding the permissible limits») and to «harmful outdoor influences such as gases, vapours or dust».
123	3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.3 (1) (c)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers are able to leave their workstations swiftly in the event of danger or are able to be rapidly assisted;	4.1	section III	Requirements to organisation of work areas	clause 3, sub-clause 3.3, para. 1, 3 part	in case of danger, are able to leave their workplace promptly or receive help.	x					YES	x									FULLY PROVIDED FOR
124	3 - ANNEX I - 21	Outdoor workplaces (special provisions)	21.3 (1) (d)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers cannot slip or fall.															x						NON-PROVIDED FOR
125	4	Employers' obligations - Workplaces already in use	(1)	Workplaces already in use before 1 January 1993 must satisfy the minimum safety and health requirements laid down in Annex II at the latest 3 years after that date (SEE THE REQUIREMENTS BELOW).															x						NON-PROVIDED FOR: The national legislation do not provide for different requirements, depending on already existing or new workplaces. Within the law that will transpose this directive, there shall be a provision stipulating the specific requirements that should be met by the workplaces that are already in use before it enters into force.

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126	4 - ANNEX II - 1	Preliminary note	(1)	The obligations laid down in this Annex apply wherever required by the features of the workplace, the activity, the circumstances or a hazard.	1.1	155	Ban on commissioning of enterprises that do not meet labour safety requirements	Para. 1	No enterprise, shop, unit, production line, may be accepted and commissioned unless they create safe and non-hazardous work conditions.			x							YES							NON-PROVIDED FOR: This national provisions are too generic and miss the point. This Annex II provision just states that the obligations foreseen in the annex only apply if required by the features of the workplace, the activity, the circumstances or a hazard.
127	4 - ANNEX II - 1	Preliminary note	(1)	The obligations laid down in this Annex apply wherever required by the features of the workplace, the activity, the circumstances or a hazard.	1.2	6	Employees' rights to labour safety at work	Para. 1	The work conditions at the workplace, the safety of technological processes, machinery, devices, equipment and other means of production, the condition of collective and individual protection gear, used by employees, as well as sanitary conditions, must meet the requirements of the legislation.			x							YES							NON-PROVIDED FOR: This national provisions are too generic and miss the point. This Annex II provision just states that the obligations foreseen in the annex only apply if required by the features of the workplace, the activity, the circumstances or a hazard.
128	4 - ANNEX II - 1	Preliminary note	(1)	The obligations laid down in this Annex apply wherever required by the features of the workplace, the activity, the circumstances or a hazard.	4.1	II.	Requirements to organisation and ensuring labour safety at workplaces	2.1.	Healthy and safe work conditions must be created for each employee at the enterprise.			x							YES							NON-PROVIDED FOR: This national provisions are too generic and miss the point. This Annex II provision just states that the obligations foreseen in the annex only apply if required by the features of the workplace, the activity, the circumstances or a hazard.
129	4 - ANNEX II - 2	Stability and solidity	(1)	Buildings which house workplaces must have a structure and solidity appropriate to the nature of their use.	3.3	11	The principal requirements to structures are	1), 3)	1) ensuring mechanical resistance and stability. The load on a structure in the course of its erection and operation may not cause its destruction as a whole or its individual parts, and deformation greater than that permissible under construction codes; 3) ensuring: operation safety. In the course of operation of structures, any risk of accidents must be excluded;			x						YES								NON-PROVIDED FOR: The national provision indicated is focused on the use of the structures, rather than on its structural characteristics.
130	4 - ANNEX II - 2	Stability and solidity	(1)	Buildings which house workplaces must have a structure and solidity appropriate to the nature of their use.	4.1	III.	Requirements to organisation of work areas	1.1.	The design and durability of buildings and structures intended for the placement of work areas must be consistent with their purpose, in particular, ensuring: good working condition of the equipment and protection gear at the work areas; favourable conditions for elimination of any detected irregularities that can adversely affect employees' safety and health;	x								YES	x							FULLY PROVIDED FOR
131	4 - ANNEX II - 2	Stability and solidity	(1)	Buildings which house workplaces must have a structure and solidity appropriate to the nature of their use.	4.5	1	General provisions	1.6.	All buildings (structures), regardless of their purpose, form of ownership, age, solidity, technical features, shall be subject to regular inspection aimed at assessment of their technical condition and certification, as well as application of reasonable measures to ensure reliability and safety in the course of further operation (preservation).																restore effect	DELETE THIS LINES: The provisions of the national regulations are not in force, as the Join Order No. 32/288, of 27.11.1997, was repealed by the Order of Ministry of Regional Development, Construction and Public Utilities № 193/507, of 11.07.2014. Moreover, this national provision refers to the obligation of such structures being subjected to regular inspections.
132	4 - ANNEX II - 2	Stability and solidity	(1)	Buildings which house workplaces must have a structure and solidity appropriate to the nature of their use.	4.6	1	General guidelines	1.1.	This provision is aimed at preservation of industrial buildings and structures by way of proper care of those, their timely and high-quality repairs, as well as prevention of emergency situations.																restore effect	DELETE THIS LINES: The provisions of the national regulations are not in force, as the Join Order No. 32/288, of 27.11.1997, was repealed by the Order of Ministry of Regional Development, Construction and Public Utilities № 193/507, of 11.07.2014. Moreover, this national provision refers to the preservation of industrial buildings and structures (through proper care, timely repair and prevention of emergency situations).
133	4 - ANNEX II - 3	Electrical installations	(1)	Electrical installations must be designed and constructed so as not to present a fire or explosion hazard; persons must be adequately protected against the risk of accidents caused by direct or indirect contact.	4.7	1.	General provisions	1.1.2.	The requirements of these Rules shall be adhered to in the course of operation of electrical installations, electric power stations, electrical part of the TAV, ZDTU, district boiler-houses maintained by consumers, in the course of their installation, adjustment, testing, repair and construction works.			x						yes								NON-PROVIDED FOR: The indicated provision refers to the rules, instead of specifying the rule foreseen in the directive's provision.
134	4 - ANNEX II - 3	Electrical installations	(1)	Electrical installations must be designed and constructed so as not to present a fire or explosion hazard; persons must be adequately protected against the risk of accidents caused by direct or indirect contact.	4.7	1.	General provisions	1.1.3.	These Rules define the principal requirements for the protection of employees in the course of operation of electrical installations. Measures for additional safety improvement, envisaged to be applied directly at the work site, may not be in conflict with the Rules or diminish their effect.			x						yes								NON-PROVIDED FOR: The indicated provision refers to the rules, instead of specifying the rule foreseen in the directive's provision.

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135	4 - ANNEX II - 3	Electrical installations	(1)	Electrical installations must be designed and constructed so as not to present a fire or explosion hazard; persons must be adequately protected against the risk of accidents caused by direct or indirect contact.	4.1	III.	Requirements to organisation of work areas	1.1.	The design and installation of electrical equipment must meet the requirements of fire safety, explosion safety and protection of people from accidents resulting from contact with it. In the course of selection of electrical instruments of labour and protective gear, as well as the power supply voltage, the influence of external conditions and the professional qualifications of personnel who will have access to the parts of the equipment, must be taken in to account.	x				yes	x									FULLY PROVIDED FOR
136	4 - ANNEX II - 3	Electrical installations	(2)	Electrical installations and protection devices must be appropriate to the voltage, external conditions and the competence of persons with access to parts of the installation.	4.1	III.	Requirements to organisation of work areas	1.1.	The design and installation of electrical equipment must meet the requirements of fire safety, explosion safety and protection of people from accidents resulting from contact with it. In the course of selection of electrical instruments of labour and protective gear, as well as the power supply voltage, the influence of external conditions and the professional qualifications of personnel who will have access to the parts of the equipment, must be taken in to account.			x		yes		x								NON-PROVIDED FOR: The national provision indicated, do not specifically provides that «Electrical installations and protection devices must be appropriate to the voltage, external conditions and the competence of persons with access to parts of the installation».
137	4 - ANNEX II - 3	Electrical installations	(2)	Electrical installations and protection devices must be appropriate to the voltage, external conditions and the competence of persons with access to parts of the installation.	4.2	Chapter 1.1	Background	1.1.1	These Rules shall be mandatory for application in the course of designing a new project for construction, reconstruction, technical re-equipment or capital repair of electrical installations. New provisions of the Rules shall not be mandatory for application in the existing electric power installations set up in accordance with the Rules effective at the time of creation of the electrical installations.			x		yes		x								NON-PROVIDED FOR: The national provision indicated, do not provide any specific rule that foresees that «Electrical installations and protection devices must be appropriate to the voltage, external conditions and the competence of persons with access to parts of the installation».
138	4 - ANNEX II - 4	Emergency routes and exits	4,1	Emergency routes and exits must remain clear and lead as directly as possible to the open air or to a safe area.	4.1	III.	Requirements to organisation of work areas	1.2.	Evacuation routes, emergency exits and ways of approach to them must be free of any items, provide the shortest way to the outer space or to a safe area, and have proper designations (signal colours, direction signs, inscriptions, safety signs, etc.) in accordance with the Technical Regulation of safety signs and health of employees	x				YES	x									FULLY PROVIDED FOR
139	4 - ANNEX II - 4	Emergency routes and exits	4,2	In the event of danger, it must be possible for workers to evacuate all workstations quickly and as safely as possible.	4.1	III.	Requirements to organisation of work areas	1.2.	Workers are ensured possibilities to leave all workplaces promptly and in full safety.			x		YES		x								NON-PROVIDED FOR: This directive provision refers to the prompt and safety evacuation of all «workstations», whereas the national provision refers to the evacuation of the «workplaces».
140	4 - ANNEX II - 4	Emergency routes and exits	4,3	There must be an adequate number of escape routes and emergency exits.	4.1	III.	Requirements to organisation of work areas	1.2.	The number, location and size of evacuation routes and emergency exits shall be determined in accordance with the purpose, arrangement and size of the work areas, as well as the maximum number of persons who may stay there according to CRR 2.09.04-87 «Administrative and Amenity Buildings» (hereinafter referred to as "CRR 2.09.04-87") and CRR 2.09.02-85 «Industrial Buildings» (CRR 2.09.02-85).	x				YES	x									FULLY PROVIDED FOR
141	4 - ANNEX II - 4	Emergency routes and exits	4.4 (1)	Emergency doors must open outwards.	4.1	III.	Requirements to organisation of work areas	1.2.	Doors of emergency exits must open outward.	x				YES	x									FULLY PROVIDED FOR
142	4 - ANNEX II - 4	Emergency routes and exits	4.4 (2)	Sliding or revolving doors are not permitted if they are specifically intended as emergency exits.	4.3	III.	General fire safety requirements in maintenance of areas, buildings, premises, structures, escapes routes and exits	2.37.	It shall not be permissible to: arrange, along the evacuation routes, any thresholds, protrusions, turnstiles, sliding, lifting, rotating doors, and other devices that prevent the unrestricted evacuation of persons;	x				YES	x									FULLY PROVIDED FOR
143	4 - ANNEX II - 4	Emergency routes and exits	4.4 (3)	Emergency doors should not be so locked or fastened that they cannot be easily and immediately opened by any person who may require to use them in an emergency.	4.1	III.	Requirements to organisation of work areas	1.2.	Doors of emergency exits must open outward and locked in a way that, in case of necessity, any person could easily and promptly open them without using any additional means.		x			YES		x								PARTIALLY PROVIDED FOR: The expression «locked» foreseen in the indicated national provision should be substituted by other expressions (e.g., «closed», «fasten» or «secure»).
144	4 - ANNEX II - 4	Emergency routes and exits	4.5 (1)	Specific emergency routes and exits must be indicated by signs in accordance with the national regulations transposing Directive 77/576/EEC into law.	4.1	III.	Requirements to organisation of work areas	1.2.	Evacuation routes, emergency exits and ways of approach to them must be free of any items, provide the shortest way to the outer space or to a safe area, and have proper designations (signal colours, direction signs, inscriptions, safety signs, etc.) in accordance with the Technical Regulation of safety signs and health of employees, as approved by the Resolution of the Cabinet of Ministers of Ukraine dated November 25, 2009 № 1262		x			YES		x								PARTIALLY PROVIDED FOR: This national provision should refer to the legislation that transposes the European Council Directive No. 92/58/EEC, of 24 June 1992, on the minimum requirements for the provision of safety and/or health signs at work (Official Journal of the European Communities, L 245, pp. 23-42).
145	4 - ANNEX II - 4	Emergency routes and exits	4.5 (2)	Such signs must be placed at appropriate points and be made to last.	3.4		Requirements to safety labels	24.	Safety signs must be resistant to exposure, well visible and, if necessary, inscribed with the use of luminescent paints, reflective materials, artificial lighting in order to ensure their visibility.	x				YES	x									FULLY PROVIDED FOR

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146	4 - ANNEX II - 4	Emergency routes and exits	4.6 (1)	Emergency doors must not be locked.	4.1	III.	Requirements to organisation of work areas	1.2.	Doors of emergency exits must open outward and locked in a way that, in case of necessity, any person could easily and promptly open them without using any additional means.		x															PARTIALLY PROVIDED FOR: The expression «locked» foreseen in the indicated national provision should be substituted by other expressions (e.g., «closed», «fasten» or «secure»).				
147	4 - ANNEX II - 4	Emergency routes and exits	4.6 (1)	Emergency doors must not be locked.	4.1	III.	Requirements to organisation of work areas	2.6	Doors located along evacuation routes must be marked in accordance with the Technical Regulations and be equipped with the ability to open them from the inside at any time without any special auxiliary means. In the presence of workers in the work areas, those doors may not be locked.		x															PARTIALLY PROVIDED FOR: The emergency doors must not be locked at all times, whether in the presence, or not, of workers in the work areas.				
148	4 - ANNEX II - 4	Emergency routes and exits	4.6 (2)	The emergency routes and exits, and the traffic routes and doors giving access to them, must be free from obstruction so that they can be used at any time without hindrance.	4.1	III.	Requirements to organisation of work areas	1.2.	Evacuation routes, emergency exits and ways of approach to them must be free of any items, provide the shortest way to the outer space or to a safe area, and have proper designations (signal colours, direction signs, inscriptions, safety signs, etc.) in accordance with the Technical Regulation of safety signs and health of employees		x															PARTIALLY PROVIDED FOR: It should also include traffic routes and doors giving access to them.				
149	4 - ANNEX II - 4	Emergency routes and exits	4,7	Emergency routes and exits requiring illumination must be provided with emergency lighting of adequate intensity in case the lighting fails.	4.1	III.	Requirements to organisation of work areas	1.2.	Evacuation routes and emergency exits must be equipped with evacuation lighting in accordance with the requirements of construction norms and regulations for electrical installations. Evacuation lighting must be switched on with the onset of dusk if employees stay at the premises.	x																FULLY PROVIDED FOR				
150	4 - ANNEX II - 5	Fire detection and fire fighting	5,1	Depending on the dimensions and use of the buildings, the equipment they contain, the physical and chemical properties of the substances present and the maximum potential number of people present, workplaces must be equipped with appropriate fire-fighting equipment and, as necessary, with fire detectors and alarm systems.	4.3	section V Requirements to maintenance of fire safety technical equipment		clause 3.6	The territory of enterprises, buildings, structures, premises, technological installations must be equipped with emergency fire-fighting appliances: fire extinguishers, sandboxes, barrels of water, fire-fighting blankets of non-combustible and heat-insulating material, fire buckets, shovels, fire tools used for localization and elimination of fires in their initial stage. This requirement also applies to buildings, structures and premises equipped with any type of fire extinguishing systems, fire alarms or internal fire faucets. Prior to commissioning, any assets (buildings, structures, premises, technological installations) must be equipped with emergency fire extinguishing equipment in accordance with the Typical Standards for the use of fire extinguishers, as approved by Order of the Ministry of Emergencies and in Matters of Protection of the Population from the Consequences of the Chornobyl Disaster, № 151, of April 2, 2004, and registered with the Ministry of Justice of Ukraine on April 29, 2004, № 554/9153.		x																	«1. Standards regulations for the application of fire extinguishers, as approved by Order of the Ministry of Emergencies and in Matters of Protection of the Population from the Consequences of the Chornobyl Disaster, № 151, of April 2, 2004, and registered with the Ministry of Justice of Ukraine on April 29, 2004, № 554/9153, were cancelled. 2. No requirements are set to define the required number of fire extinguishers and fire alarms depending on the size and nature of the use of buildings, available equipment, physical and chemical properties of the substances present and the maximum permissible number of persons present».	Append as follows: 1. In defining the necessary number of fire extinguishers, to be guided by the DSTU 4297:2004 «Fire equipment. Technical maintenance of fire extinguishers. General technical requirements»; 2. The necessary fire signalisation is determined depending on the size and use of the buildings, equipment present, physical and chemical properties and the total permissible number of people present.	PARTIALLY PROVIDED FOR: It should be complemented as recommended in the contiguous recommendations cell.





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164	4 - ANNEX II - 9	Doors and gates	9,2	Swing doors and gates must be transparent or have see-through panels.	4.1	section III	Requirements to organisation of work areas	clause 2, sub-clause 2.6, para. 2	Rotating doors and gates must be transparent or have transparent windows.	x				YES	x									FULLY PROVIDED FOR
165	4 - ANNEX II - 10	Danger areas	(1)	If the workplaces contain danger areas in which, owing to the nature of the work, there is a risk of the worker or objects falling, the places must be equipped, as far as possible, with devices preventing unauthorized workers from entering those areas.	4.1	III.	Requirements to organisation of work areas	2.7.	If work areas have places that are hazardous due to the nature of work, where there exist dangers of workers falling down or items falling on them, those places must be equipped with appliances to prevent such dangers, as well as access of outside workers to those places.		x			YES		x								PARTIALLY PROVIDED FOR: This provision should be amended, to better reflect the directive provision, by : 1. Replacing the expression «if work areas have places that are hazardous» for «if the workplaces contain danger areas» ; 2. Replacing the expression «dangers» for «risks»; 3. Replacing the expression «as well as access of outside workers to those places» for «as well as with devices preventing unauthorized workers from entering those areas».
166	4 - ANNEX II - 10	Danger areas	(2)	Appropriate measures must be taken to protect workers authorized to enter danger areas.								x					x							NON-PROVIDED FOR
167	4 - ANNEX II - 10	Danger areas	(3)	Danger areas must be clearly indicated.	4.1	III.	Requirements to organisation of work areas	2.7.	Dangerous places must have clearly visible markings in accordance with the Technical Regulations.		x			YES		x								PARTIALLY PROVIDED FOR: This provision should be amended: 1. by replacing the expression «places» for «areas»; 2. Specifying that the mentioned «technical regulations» are the national regulations that transposed the European Council Directive No. 92/58/EEC, of 24 June 1992, on the minimum requirements for the provision of safety and/or health signs at work (Official Journal of the European Communities, L 245, pp. 23-42).
168	4 - ANNEX II - 11	Rest rooms and rest areas	11.1 (1)	Where the safety or health of workers, in particular because of the type of activity carried out or the presence of more than a certain number of employees, so require, workers must be provided with an easily accessible rest room or appropriate rest area.								x					x							NON-PROVIDED FOR
169	4 - ANNEX II - 11	Rest rooms and rest areas	11.1 (2)	This provision does not apply if the workers are employed in offices or similar workrooms providing equivalent relaxation during breaks.									x					x						NON-PROVIDED FOR
170	4 - ANNEX II - 11	Rest rooms and rest areas	11,2	Rest rooms and rest areas must be equipped with tables and seats with backs.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.2	Rooms for recreation must have dimensions that correspond to the maximum number of workers in a shift and be equipped with tables and seats with back rests.		x			YES		x								PARTIALLY PROVIDED FOR: It should also include «Rest Areas». Moreover, the expression «Recreation Rooms» should be changed to «Rest Rooms».
171	4 - ANNEX II - 11	Rest rooms and rest areas	11,3	In rest rooms and rest areas appropriate measures must be introduced for the protection of non-smokers against discomfort caused by tobacco smoke.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.2, para. 1	Rest areas must be isolated from smoking areas.				x	YES				x						NON-PROVIDED FOR: Rest «rooms» are a different concept than rest «areas». This provision applies to both. Moreover, the appropriate measures foreseen in this directive provision are to be taken «in» the rest rooms and «in» the rest areas.
172	4 - ANNEX II - 12	Pregnant women and nursing mothers	(1)	Pregnant women and nursing mothers must be able to lie down to rest in appropriate conditions.								x						x						NON-PROVIDED FOR
173	4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.1.1 (1)	Appropriate changing rooms must be provided for workers if they have to wear special work clothes and where, for reasons of health or propriety, they cannot be expected to change in another room.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.3	Employees are provided with changing rooms, if work clothing must be used in accordance with hygiene requirements.	x				YES	x									FULLY PROVIDED FOR
174	4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.1.1 (2)	Changing rooms must be easily accessible and of sufficient capacity.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.3, para. 1	Changing rooms must be have sufficient dimensions, be heated, easily accessible and fitted with seats and floor mats.	x				YES	x									FULLY PROVIDED FOR

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175	4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.1.2 (1)	Changing rooms must have facilities to enable each worker to lock away his clothes during working hours.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.3, para. 2	Each individual employee's locker must be locked for the duration of their work.			x					YES									NON-PROVIDED FOR: The national provision indicated misses the point: the changing rooms have to be large enough and allow each worker to lock away his clothes during work. It is a requirement for the changing rooms, not an obligation upon the employees, nor a specification regarding the lockers.
176	4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.1.2 (2)	If circumstances so require (e.g. dangerous substances, humidity, dirt), lockers for work clothes must be separate from those for ordinary clothes.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.3, para. 3	Lockers for work clothing must be separate from the lockers for personal clothes, if required by circumstances (for example, presence of harmful substances, humidity, grime).	x							YES	x								FULLY PROVIDED FOR
177	4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.1.3	Provision must be made for separate changing rooms or separate use of changing rooms for men and women.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.3, para. 4	Separate changing rooms must be provided to men and women, or separate use of those premises must be envisaged.	x							YES	x								FULLY PROVIDED FOR
178	4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.2.1 (1)	Workplaces must be fitted out in such a way that workers have in the vicinity showers, if required by the nature of their work;	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.4	Employees must be provided with a sufficient number of shower rooms, washing rooms, if necessary, based on the nature of work or hygiene requirements, as well as adequate toilet facilities in accordance with sanitary standards.	x							YES	x								FULLY PROVIDED FOR
179	4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.2.1 (2)	Workplaces must be fitted out in such a way that workers have in the vicinity special facilities equipped with an adequate number of lavatories and washbasins.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.4, para. 3	If showers are not necessary, a sufficient number of suitable devices for washing with running water (warm, if necessary) must be provided in the proximity of the work places and changing rooms.								YES									NON-PROVIDED FOR: The national provision indicated makes the obligation dependent of the inexistence of the need for showers. Moreover, the directive specifies that there should be adequate number of «lavatories and washbasins», whereas the national provision is vague, only referring generically to «devices for washing».
180	4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.2.2	The showers and washbasins must be equipped with running water (hot water if necessary).	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.4, para. 2	Shower rooms must have sufficient dimensions, be heated, have cold and hot water, so that each employee can wash without any difficulties, in accordance with hygiene requirements.								YES									NON-PROVIDED FOR: According to this directive provision, is the «showers and washbasins» that «must be equipped with running water (hot water if necessary)», not the «shower rooms», as provided for in the national provision.
181	4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.2.3 (1)	Provision must be made for separate showers or separate use of showers for men and women.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.4, para. 1	Separate washing and shower rooms must be provided for men and women, or separate use of those premises must be envisaged.	x							YES	x								FULLY PROVIDED FOR
182	4 - ANNEX II - 13	Sanitary equipment - Changing rooms and lockers	13.2.3 (2)	Provision must be made for separate lavatories or separate use of lavatories for men and women.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.4, para. 5	Separate bathrooms must be provided for men and women, or their separate use must be envisaged; for women, rooms for women's hygiene must be arranged and/or conditions for hygienic measures must be created.								YES									NON-PROVIDED FOR: The directive provision is focused on lavatories (and not in other type of washing facilities), which should be separated or its use separated for men and women.
183	4 - ANNEX II - 14	First aid equipment	(1)	Workplaces must be fitted with first aid equipment.	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.5	By the employer's decision, one or several rooms are established for primary medical care, equipped with the necessary equipment and materials.								YES									NON-PROVIDED FOR: This national provision refers specifically to «rooms» that «are established for primary medical care», not to first aid equipments in concrete. Moreover, the directive provision establishes an employer obligation - not an option.
184	4 - ANNEX II - 14	First aid equipment	(2)	The equipment must be suitably marked and easily accessible	4.1.	section IV	Requirements to organisation of non-production premises	clause 4.5, para. 3	The places where those means are located must be easily accessible and appropriately marked.	x							YES	x								FULLY PROVIDED FOR
185	4 - ANNEX II - 15	Handicapped workers	(1)	Workplaces must be organized to take account of handicapped workers, if necessary.																						NON-PROVIDED FOR
186	4 - ANNEX II - 15	Handicapped workers	(2)	This provision applies in particular to the doors, passageways, staircases, showers, washbasins, lavatories and workstations used or occupied directly by handicapped persons.																						NON-PROVIDED FOR

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187	4 - ANNEX II - 16	Movement of pedestrians and vehicles	(1)	Outdoor and indoor workplaces must be organized in such a way that pedestrians and vehicles can circulate in a safe manner.	4.1	section III	Requirements to organisation of work areas	clause 3, sub-clause 3.1	Workplaces, passageways, equipment, located in the open air and used by workers in the course of their work or that must be accessible to them, must be equipped so that entry and exit to/from them are safe.			x													NON-PROVIDED FOR: This national provision indicated misses the point: Is not just about outdoor workplaces; It also includes indoor workplaces, and the focus is in the employer's obligation to organize the workplace in such a way that pedestrians and vehicles can circulate in a safe manner.
188	4 - ANNEX II - 17	Outdoor workplaces (special provisions)	17(1) (a)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers are protected against inclement weather conditions and if necessary against falling objects;	4.1	section III	Requirements to organisation of work areas	clause 3, sub-clause 3.3, para. 1, 1 part	If employees work outdoors, their workplaces must be equipped so that workers: are protected from exposure, from the danger of falling and objects falling on them;		x														PARTIALLY PROVIDED FOR: This national provision should be amended, by replacing «from exposure» by «from exposure to inclement weather conditions «.
189	4 - ANNEX II - 17	Outdoor workplaces (special provisions)	17(1) (b)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers are not exposed to harmful noise levels nor to harmful outdoor influences such as gases, vapours or dust;	4.1	section III	Requirements to organisation of work areas	clause 3, sub-clause 3.3, para. 1, 2 part	are protected from the influence of noise at levels exceeding the permissible limits, as well as from the impact of other harmful factors of the industrial and natural environments (gases, vapours, dust);			x													NON-PROVIDED FOR: The directive provision is not about «protecting» the workers from this risk factors, as if they were something inevitable. No. This directive provision is about the obligation to arrange such workplaces, in a preventive way, so that workers are not exposed to harmful noise levels nor to harmful outdoor influences such as gases, vapours or dust. Moreover, it is important to stress that this directive provision provides for the prevention of the workers exposure to «harmful noise levels» (and not to «noise at levels exceeding the permissible limits») and to «harmful outdoor influences such as gases, vapours or dust».
190	4 - ANNEX II - 17	Outdoor workplaces (special provisions)	17(1) (c)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers are able to leave their workstations swiftly in the event of danger or are able to be rapidly assisted;	4.1	section III	Requirements to organisation of work areas	clause 3, sub-clause 3.3, para. 1, 3 part	in case of danger, are able to leave their workplace or receive help.	x															FULLY PROVIDED FOR
191	4 - ANNEX II - 17	Outdoor workplaces (special provisions)	17(1) (d)	When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers cannot slip or fall.								x													NON-PROVIDED FOR
192	5	Employers' obligations - Modifications to workplaces	(1)	When workplaces undergo modifications, extensions and/or conversions after the entering into force of the national provisions that transpose this directive, the employer shall take the measures necessary to ensure that those modifications, extensions and/or conversions are in compliance with the corresponding minimum requirements laid down in Annex I.								x													NON-PROVIDED FOR
193	6	Employers' obligations - General requirements	1 (2)	To safeguard the safety and health of workers, the employer shall see to it that traffic routes to emergency exits and the exits themselves are kept clear at all times;	1.1	141	Obligations of employers or the body authorised by them		The owner or a body authorised by it must properly organise employees' work, create conditions for the growth of labour productivity, ensure labour and production discipline, strictly observe labour laws and labour protection regulations, take careful account of the employees' needs and demands, improve the conditions of their work and everyday life.			x													NON-PROVIDED FOR: The national provision indicated is to generic. The directive provision intends to impose to the employers the specific obligation to ensure that «traffic routes to emergency exits and the exits themselves are kept clear at all times».
194	6	Employers' obligations - General requirements	1 (2)	To safeguard the safety and health of workers, the employer shall see to it that traffic routes to emergency exits and the exits themselves are kept clear at all times;	1.2	13	Labour safety management and employers' obligations	1	The employer shall be obligated to create work conditions in each structural unit in accordance with applicable regulations, as well as to ensure compliance with the requirements of legislation regarding workers' rights in the area of labour protection.			x													NON-PROVIDED FOR: The national provision indicated is to generic. The directive provision intends to impose to the employers the specific obligation to ensure that « traffic routes to emergency exits and the exits themselves are kept clear at all times».

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195	6	Employers' obligations - General requirements	1 (2)	To safeguard the safety and health of workers, the employer shall see to it that traffic routes to emergency exits and the exits themselves are kept clear at all times;	4.1	section III	Requirements to organisation of work areas	1.2.1	Evacuation routes, emergency exits and ways of approach to them must be free of any items, provide the shortest way to the outer space or to a safe area, and have proper designations (signal colours, direction signs, inscriptions, safety signs, etc.) in accordance with the Technical Regulation of safety signs and health of employees, as approved by Resolution of the Cabinet of Ministers of Ukraine № 1262, dated 25.11.2009		X													PARTIALLY PROVIDED FOR: In the national provision, the term «ways of approach to them» should be replaced by «traffic routes to». Moreover, it should also specify that they should be «kept clear at all times», instead of «must be free of any items».
196	6	Employers' obligations - General requirements	1 (2)	To safeguard the safety and health of workers, the employer shall see to it that traffic routes to emergency exits and the exits themselves are kept clear at all times;	4.1	section III	Requirements to organisation of work areas	1.2.4-1.2.5	The number, location and size of evacuation routes and emergency exits shall be determined in accordance with the purpose, arrangement and size of the work areas, as well as the maximum number of persons who may stay there according to CRR 2.09.04-87 «Administrative and Amenity Buildings» (hereinafter referred to as "CRR 2.09.04-87") and CRR 2.09.02-85 «Industrial Buildings» (CRR 2.09.02-85). Doors of emergency exits must open outward and locked in a way that, in case of necessity, any person could easily and promptly open them without using any additional means			X												NON-PROVIDED FOR: This national provision misses the point: the directive provision is focused on ensuring that the emergency exits and the traffic routes leading to them are kept clear at all times.
197	6	Employers' obligations - General requirements	1 (3)	To safeguard the safety and health of workers, the employer shall see to it that technical maintenance of the workplace and of the equipment and devices, and in particular those referred to in Annexes I and II, is carried out and any faults found which are liable to affect the safety and health of workers are rectified as quickly as possible;	1.1	153	Створення безпечних і нешкідливих умов праці	4,5	The owner or the body authorised by it must implement modern safety measures that prevent occupational injuries and provide sanitary and hygienic conditions that prevent the development of occupational diseases. The owner or the body authorised by it shall not have the right to demand that employees perform any work associated with an obvious danger to life, as well as in conditions that do not comply with the legislation on labour protection. An employee shall have the right to refuse from the work assigned to them if an industrial situation emerged that is dangerous for their life or health, or for the people around them or for the environment.			X												NON-PROVIDED FOR: The national provision indicated is too generic. The directive provision is focused on imposing to the employers the specific obligation to ensure that «technical maintenance of the workplace and of the equipment and devices» is «carried out» and that «and any faults found likely to affect the OSH of workers are rectified as quickly as possible».
198	6	Employers' obligations - General requirements	1 (3)	To safeguard the safety and health of workers, the employer shall see to it that technical maintenance of the workplace and of the equipment and devices, and in particular those referred to in Annexes I and II, is carried out and any faults found which are liable to affect the safety and health of workers are rectified as quickly as possible;	1.1	157	Державні міжгалузеві та галузеві нормативні акти про охорону праці	4	In case regulations on labour protection do not contain any requirements that must be fulfilled to ensure safe and non-hazardous work conditions in certain works, the owner or a body authorised by it shall be obliged to apply measures to ensure workers' safety, agreed with the central body of executive power that implements the state policy in the area of occupational safety.			X												NON-PROVIDED FOR: The national provision indicated is too generic. The directive provision is focused on imposing to the employers the specific obligation to ensure that «technical maintenance of the workplace and of the equipment and devices» is «carried out» and that «and any faults found likely to affect the OSH of workers are rectified as quickly as possible».
199	6	Employers' obligations - General requirements	1 (3)	To safeguard the safety and health of workers, the employer shall see to it that technical maintenance of the workplace and of the equipment and devices, and in particular those referred to in Annexes I and II, is carried out and any faults found which are liable to affect the safety and health of workers are rectified as quickly as possible;	1.2	6	Employees' rights to labour safety at work	1	Work conditions at workplace, the safety of technological processes, machinery, tools, equipment and other means of production, the condition of collective and individual protection gear used by employees, as well as sanitary conditions must meet the requirements of the legislation.			X												NON-PROVIDED FOR: The national provision indicated is too generic. The directive provision is focused on imposing to the employers the specific obligation to ensure that «technical maintenance of the workplace and of the equipment and devices» is «carried out» and that «and any faults found likely to affect the OSH of workers are rectified as quickly as possible».
200	6	Employers' obligations - General requirements	1 (3)	To safeguard the safety and health of workers, the employer shall see to it that technical maintenance of the workplace and of the equipment and devices, and in particular those referred to in Annexes I and II, is carried out and any faults found which are liable to affect the safety and health of workers are rectified as quickly as possible;	1.2	13	Labour safety management and employers' obligations	1, 6-8	The employer shall be obliged to create work conditions in each structural unit that comply with the regulations, as well as to ensure compliance with the requirements of legislation on workers' rights in the area of labour protection; ensure proper maintenance of buildings and structures, production tools and equipment, monitoring of their technical condition; ensure elimination of the causes of accidents, occupational diseases, and the implementation of preventive measures determined by commissions following investigation of those causes; organise audits of labour protection, laboratory testing of work conditions, assessment of the technical condition of production tools and equipment, certification of workplaces for compliance with statutory regulations on occupational safety, in the manner and within timeframes stipulated by law, and, on the basis thereof, take measures to eliminate production factors that are hazardous and harmful for health;		X													PARTIALLY PROVIDED FOR: The national provision indicated is too generic. It should be more focused on imposing to the employers the specific obligation to ensure that «technical maintenance of the workplace and of the equipment and devices» is «carried out» and that «and any faults found likely to affect the OSH of workers are rectified as quickly as possible».

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201	6	Employers' obligations - General requirements	1 (3)	To safeguard the safety and health of workers, the employer shall see to it that technical maintenance of the workplace and of the equipment and devices, and in particular those referred to in Annexes I and II, is carried out and any faults found which are liable to affect the safety and health of workers are rectified as quickly as possible;	4.1	section II	2.1	Requirements to organisation and ensuring labour safety at workplaces	Healthy and safe work conditions must be created for each employee at the enterprise. In that respect, it is necessary to adhere to the following basic principles to prevent danger: elimination of hazards, if this is possible and realistic; mitigation of the hazards that cannot be eliminated; elimination of hazards in their root sources, exclusion or maximum mitigation of the influence of hazardous and harmful production factors; ensuring the preference of collective protection gear over individual ones; paying attention to the human factor, in particular in the course of selection of means of production, technologies, organization of work, equipment of workplaces, etc.			x													NON-PROVIDED FOR: The national provision indicated is too generic. The directive provision is focused on imposing to the employers the specific obligation to ensure that «technical maintenance of the workplace and of the equipment and devices» is «carried out» and that «and any faults found likely to affect the OSH of workers are rectified as quickly as possible».
202	6	Employers' obligations - General requirements	1 (3)	To safeguard the safety and health of workers, the employer shall see to it that technical maintenance of the workplace and of the equipment and devices, and in particular those referred to in Annexes I and II, is carried out and any faults found which are liable to affect the safety and health of workers are rectified as quickly as possible;	4.1	section III	1.1.1	Requirements to organisation of work areas	Design and strength of buildings and structures intended for placement of work areas must be consistent with their purpose, in particular, ensuring the following: good operational condition of equipment and protective gear in work areas, favourable environment for elimination of the detected defects that can negatively impact the employees' safety and health.		x														PARTIALLY PROVIDED FOR: The national provision indicated is too generic. It should be more focused on imposing to the employers the specific obligation to ensure that «technical maintenance of the workplace and of the equipment and devices» is «carried out» and that «and any faults found likely to affect the OSH of workers are rectified as quickly as possible».
203	6	Employers' obligations - General requirements	1 (4)	To safeguard the safety and health of workers, the employer shall see to it that the workplace and the equipment and devices, and in particular those referred to in Annex I, point 6, and Annex II, point 6 (i.e., ventilation and air-conditioning equipments) are regularly cleaned to an adequate level of hygiene;	1.1	153	4	Створення безпечних і нешкідливих умов праці	The owner or the body authorised by it must implement modern safety measures that prevent occupational injuries and ensure sanitary and hygienic conditions that prevent the development of occupational diseases in employees.		x														PARTIALLY PROVIDED FOR: The national provision indicated is too generic. It should be more focused on imposing to the employers the specific obligation to ensure that «that the workplace and the equipment and devices, specially the ventilation and air-conditioning equipment is regularly cleaned to an adequate level of hygiene».
204	6	Employers' obligations - General requirements	1 (4)	To safeguard the safety and health of workers, the employer shall see to it that the workplace and the equipment and devices, and in particular those referred to in Annex I, point 6, and Annex II, point 6 (i.e., ventilation and air-conditioning equipments) are regularly cleaned to an adequate level of hygiene;	1.2	6	1	Employees' rights to labour safety at work	The work conditions at the workplace, the safety of technological processes, machinery, devices, equipment and other means of production, the condition of collective and individual protection gear, used by employees, as well as sanitary conditions, must meet the requirements of the legislation.		x														PARTIALLY PROVIDED FOR: The national provision indicated is too generic. It should be more focused on imposing to the employers the specific obligation to ensure that «that the workplace and the equipment and devices, specially the ventilation and air-conditioning equipment is regularly cleaned to an adequate level of hygiene».
205	6	Employers' obligations - General requirements	1 (4)	To safeguard the safety and health of workers, the employer shall see to it that the workplace and the equipment and devices, and in particular those referred to in Annex I, point 6, and Annex II, point 6 (i.e., ventilation and air-conditioning equipments) are regularly cleaned to an adequate level of hygiene;	1.2	13	1, 6	Labour safety management and employers' obligations	The employer shall be obligated to create work conditions in each structural unit in accordance with applicable regulations, as well as to ensure compliance with the requirements of legislation regarding workers' rights in the area of labour protection. The employer shall ensure proper maintenance of buildings and structures, production tools and equipment, monitoring of their technical condition;		x														PARTIALLY PROVIDED FOR: The national provision indicated is too generic. It should be more focused on imposing to the employers the specific obligation to ensure that «that the workplace and the equipment and devices, specially the ventilation and air-conditioning equipment is regularly cleaned to an adequate level of hygiene».
206	6	Employers' obligations - General requirements	1 (4)	To safeguard the safety and health of workers, the employer shall see to it that the workplace and the equipment and devices, and in particular those referred to in Annex I, point 6, and Annex II, point 6 (i.e., ventilation and air-conditioning equipments) are regularly cleaned to an adequate level of hygiene;	4.1	section III	1.1.2	Requirements to organisation of work areas	Design and strength of buildings and structures intended for placement of work areas must be consistent with their purpose, in particular, ensure regular cleaning of work areas and their equipment, primarily in enclosed work premises, in order to ensure proper sanitary and hygienic conditions;		x														PARTIALLY PROVIDED FOR: The national provision indicated is too generic. It should be more focused on imposing to the employers the specific obligation to ensure that «that the workplace and the equipment and devices, specially the ventilation and air-conditioning equipment is regularly cleaned to an adequate level of hygiene».

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207	6	Employers' obligations - General requirements	1 (4)	To safeguard the safety and health of workers, the employer shall see to it that the workplace and the equipment and devices, and in particular those referred to in Annex I, point 6, and Annex II, point 6 (i.e., ventilation and air-conditioning equipments) are regularly cleaned to an adequate level of hygiene;	4.1	section III	Requirements to organisation of work areas	2.1	Enclosed work rooms must have enough air for breathing, with account to the maximum permissible concentrations of harmful substances, the nature of the work processes and the employees' physical needs, based upon their maximum numbers at work, in accordance with the envisaged technological process. Workplaces where emissions of dust and hazardous gases are possible must be equipped with ventilation devices that must be ready for operation at all times. Any irregularities in the ventilation system must be indicated by warning signalling devices. Installations for air conditioning or mechanical ventilation installations may not cause draughts in the course of their operation.		X			YES		X								PARTIALLY PROVIDED FOR: The national provision indicated is too generic. It should be more focused on imposing to the employers the specific obligation to ensure that «that the workplace and the equipment and devices, specially the ventilation and air-conditioning equipment is regularly cleaned to an adequate level of hygiene».
208	6	Employers' obligations - General requirements	1 (5)	To safeguard the safety and health of workers, the employer shall see to it that safety equipment and devices intended to prevent or eliminate hazards, and in particular those referred to in Annexes I and II, are regularly maintained and checked.	1.1	153	Створення безпечних і нешкідливих умов праці	3	The work conditions at the workplace, the safety of technological processes, machinery, devices, equipment and other means of production, the condition of collective and individual protection gear, used by employees, as well as sanitary conditions, must meet the requirements of the legislation.			X		YES			X							NON-PROVIDED FOR: The national provision is too generic. The directive provision, in turn, is specifically focused only on imposing to employers the obligation for ensuring that «safety equipment and devices intended to prevent or eliminate hazards are regularly maintained and checked».
209	6	Employers' obligations - General requirements	1 (5)	To safeguard the safety and health of workers, the employer shall see to it that safety equipment and devices intended to prevent or eliminate hazards, and in particular those referred to in Annexes I and II, are regularly maintained and checked.	1.1	163	Видача спеціального одягу та інших засобів індивідуального захисту	2	The owner or the body authorised by it shall be obligated to organise the procurement and maintenance of personal protective gear in accordance with the statutory regulations on labour protection.			X		YES			X							NON-PROVIDED FOR: The national provision is too generic. The directive provision is specifically focused on imposing to employers the obligation for ensuring that «safety equipment and devices intended to prevent or eliminate hazards are regularly maintained and checked». This directive provision is not just regarding PPE and it is not focused on their compliance with the legislation, but only on its regularly maintenance and check.
210	6	Employers' obligations - General requirements	1 (5)	To safeguard the safety and health of workers, the employer shall see to it that safety equipment and devices intended to prevent or eliminate hazards, and in particular those referred to in Annexes I and II, are regularly maintained and checked.	1.2	6	Employees' rights to labour safety at work	1	The work conditions at the workplace, the safety of technological processes, machinery, devices, equipment and other means of production, the condition of collective and individual protection gear, used by employees, as well as sanitary conditions, must meet the requirements of the legislation.			X		YES			X							NON-PROVIDED FOR: The national provision is too generic and misses the point. The directive provision is not concerned about the equipments meeting the regulations, but to ensure that they are regularly maintained and checked».
211	6	Employers' obligations - General requirements	1 (5)	To safeguard the safety and health of workers, the employer shall see to it that safety equipment and devices intended to prevent or eliminate hazards, and in particular those referred to in Annexes I and II, are regularly maintained and checked.	1.2	8	Providing employees with industrial clothing, other individual protection gear, cleansers and decontaminants	3	In case of premature wear of those means that occurred through no default of an employee, the employer shall be obligated to replace those at its own expense. In case of purchase of the work clothes, other personal protective apparel, cleaning and decontaminant substances by an employee at their own expense, the employer shall be obligated to reimburse all the expenses under the conditions stipulated by the collective agreement.			X		YES			X							NON-PROVIDED FOR: The national provision is too generic and misses the point. The directive provision is not about PPE and their replacement.
212	6	Employers' obligations - General requirements	1 (5)	To safeguard the safety and health of workers, the employer shall see to it that safety equipment and devices intended to prevent or eliminate hazards, and in particular those referred to in Annexes I and II, are regularly maintained and checked.	1.2	13	Labour safety management and employers' obligations	1	The employer shall be obligated to create work conditions in each structural subdivision that comply with statutory regulations, as well as to ensure compliance with the requirements of legislation on workers' rights in the area of labour protection.			X		YES			X							NON-PROVIDED FOR: The national provision is too generic. The directive provision is specifically focused only on imposing to employers the obligation for ensuring that «safety equipment and devices intended to prevent or eliminate hazards are regularly maintained and checked».
213	6	Employers' obligations - General requirements	1 (5)	To safeguard the safety and health of workers, the employer shall see to it that safety equipment and devices intended to prevent or eliminate hazards, and in particular those referred to in Annexes I and II, are regularly maintained and checked.	4.1	section III	Requirements to organisation of work areas	1.1.3	The construction and durability of buildings and structures intended for the placement of working areas must be consistent with their purpose, in particular, to ensure: the possibility of regular monitoring and verification of the functionality of the protective gear and devices for preventing or eliminating danger.			X		YES			X							NON-PROVIDED FOR: The national provision is too generic. The directive provision is specifically focused only on imposing to employers the obligation for ensuring that «safety equipment and devices intended to prevent or eliminate hazards are regularly maintained and checked».

Line	EU DIRECTIVE LEGAL PROVISIONS				CORRESPONDING OR EQUIVALENT UKRAINIAN LEGAL PROVISIONS					LEVEL OF COMPLIANCE				ADEQUATE SCOPE AND/OR JURIDICAL POWER OF LEGAL ACT	RECOMMENDATIONS FOR FURTHER ACTION					COMMENTS	RECOMMENDATIONS	ILO COMMENTS		
	ARTICLE	TITLE	PARA, SUB-PARA, LINE	PROVISION	NUMBER OF LEGISLATIVE DOCUMENT	ARTICLE	TITLE	PARA, SUB-PARA, LINE	TEXT	FULL	PARTIALLY	NON PROVIDED FOR	CONTRADICTIONARY		MAINTAIN	COMPLEMENT	REMOVE	PROVIDE FOR	SCALE-UP LEGAL ACT					
214	7	Employers' obligations - Information of workers	(1)	Without prejudice to Article 10 of Directive 89/391/EEC, workers and/or their representatives shall be informed of all measures to be taken concerning safety and health at the workplace.							x						x							NON-PROVIDED FOR
215	8	Employers' obligations - Consultation of workers and workers' participation	(1)	Consultation and participation of workers and/or of their representatives shall take place in accordance with Article 11 of Directive 89/391/EEC on the matters covered by this Directive, including the Annexes thereto.							x						x							NON-PROVIDED FOR
216	9	Miscellaneous provisions - Amendments to the Annexes	(1) to (4)	Strictly technical amendments to the Annexes (as a result of: 1) the adoption of Directives on technical harmonization and standardization of the design, manufacture or construction of parts of workplaces; 2) technical progress; 3) changes in international regulations or specifications; or 4) changes in knowledge with regard to workplaces) shall be adopted in accordance with the procedure laid down in Article 17 of Directive 89/391/EEC.							x						x							NON-PROVIDED FOR

**LIST OF REVISED LEGISLATION**  
**EU Council Directive No. 89/654/EEC, of 30 November 1989, concerning the minimum safety and health requirements for the workplace**  
*(As amended by Directive No. 2007/30/EC of the European Parliament and of the Council of 20 June 2007)*

CODE (NUMBER OF THE LEGISLATIVE ACT)	LEGISLATIVE DOCUMENT						LAST AMENDMENTS INTRODUCED	
	ISSUER	LEGISLATIVE DOCUMENT	NUMBER	DATE OF ADOPTION	NAME/SUBJECT OF THE LEGAL ACT	DATE OF ENTRY INTO FORCE	DATE OF LAST AMENDMENT	LEGAL ACT
1. Ukrainian Parliament (Verkhovna Rada)								
1,1	Parliament	Law	322-VIII	12/10/1971	Labour code of Ukraine	6/1/1972	12/24/2015	Law No.911-VIII, of 24 December 2015, amending several legal acts of Ukraine.
1,2	Parliament	Law	2694-XII	10/14/1992	On Labour Protection		2/12/2015	Law No.191-VIII, of 12 February 2015, Amending several legal acts of Ukraine on simplification of terms of conducting a business
2. President of Ukraine								
2.1	NO							
3. Cabinet of Ministers of Ukraine								
3.1	CMU	Law/Regulatory Decree/Decree-Law/ Resolution/Order						
3.2	CMU	Decree	442	8/1/1992	On the Procedure for Workplace Attestation by Labour Conditions	8/1/1992	10/5/2016	CMU Decree № 741 of 05.10.2016
3.3	CMU	Decree	1764	12/20/2006	On Approval of the Technical Regulations for Construction Items, Buildings and Structures	12/20/2006	7/12/2010	CMU Decree N 543 of 30.06.2010
3.4	CMU	Decree	1262	11/25/2009	On Approval of the Technical Regulations for the Safety Labels and Health of Workers	11/25/2009	2/11/2016	CMU Decree N 76 of 11.02.2016
4. Ministries and other state authorities								
4.1	Ministry of Emergency	Order	№67	1/25/2012	General Requirements for Ensuring Labour Protection by Employers (LSSI 0.00-7.11-12)	16.03.2012 Date of publication		
4.2	Ministry of Energy and Mining Industry	Order	469	6/20/2014	Rules for Electrical Installations	6/20/2014	7/24/2017	Order of Ministry of Energy and Coal Industry of Ukraine № 476
4.3	Ministry of Interiors	Order	1417	30.12.2014	On Approval of Fire Safety Rules in Ukrainei	30.12.2014	7/31/2017	Order of Ministry of Internal Affairs of Ukraine, dated 31.07.2017 № 657
4.4	Ministry of Regional Development, Construction and Public Utilities	Order	287	10/31/2016	State Building Norms of Ukraine SCS V.1.1.7-2016 Fire Safety of Construction Projects	6/1/2017		.....
4.5	State Committee of Constuction, Architecture and Housing Policy and State Committee of Supervision over Labour Protection	Joint Order	32/288	11/27/1997	Rules of Inspection, Assessment of the Technical Condition and Certification of Industrial Buildings and Structures	06.07.1998.		The order has become void following the Order of Ministry of Regional Development, Construction and Public Utilities № 193/507, dated 11.07.2014
4.6	State Committee of Constuction, Architecture and Housing Policy and State Committee of Supervision over Labour Protection	Joint Order	32/288	11/27/1997	Regulations on the Safe and Reliable Operation of Industrial Buildings and Structures	06.07.1998.	7/11/2014	The order has become void following the Order of Ministry of Regional Development, Construction and Public Utilities № 193/507, dated 11.07.2014
4.7	State Committee of Supervision over Labour Protection	Order	4	09.01 1998	Rules of Safe Operation of Consumers' Electrical Installations	2/10/1998	-	-