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“Towards safe, healthy and declared work in Ukraine”

Draft CMU Resolution

**“On approval of the Minimum Requirements for the Provision of
Safety and Health Protection Signs at Workstations”**

Proposed by the State Labour Service of Ukraine

**EU-ILO project technical recommendations
on its better alignment with International and European Labour Standards
and best practices**

June, 2021

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EXECUTIVE SUMMARY

The Draft of the Cabinet of Ministers of Ukraine (CMU) Resolution “On approval of the Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations”, proposed by the State Labour Service of Ukraine (SLS), is aimed at aligning national legislation with the Council [Directive 92/58/EEC](#), of 24 June 1992, on the minimum requirements for the provision of safety and/or health signs at work, as foreseen in Article 424 and Annex¹ XL to Chapter 21 of the [Association Agreement between the European Union and its Member States, of the one part, and Ukraine, of the other part](#) (AA).

It was developed by the State Labour Service of Ukraine (SLS) and is expected to be submitted to the consideration of the Ministry of Economy and, subsequently, submitted to formal consultations with the social partners and other relevant public authorities and, afterwards, to CMU, for adoption.

It is based on the previous SLS draft legal act “Technical Regulation of Workers’ Safety and Health Protection Signs”, on the [EU-ILO project technical recommendations to that draft legal act](#), as well as on the discussions and exchanges held between the EU-ILO project and the SLS OSH experts involved in the drafting process.

The present technical advice and recommendations, to this draft CMU Resolution “On approval of the Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations”, are provided within the scope of the EU-ILO Project “[Towards safe, healthy and declared work in Ukraine](#)”, under the activities 1.1.1 and 1.1.2 (of Output 1.1).

They are intended to promote a better alignment of this draft CMU Resolution with the main applicable International² and European³ labour standards and best practices.

They build on the previous EU-ILO Project “[Enhancing the Labour Administration Capacity to Improve Working Conditions and Tackle Undeclared Work](#)” contributions. Specially in what concerns the analysis and recommendations contained in the supported “[National Occupational Safety and Health Profile Ukraine - 2018](#)”, the proposed “[Guidelines and Recommendations to the Concept on the Reform of the National System for Occupational Risk Prevention and Promotion of OSH](#)”, the “[Brief notes on the main aspects of the alignment between Ukrainian national legislation and selected EU directives](#)” and the “[White Paper on EU Directives and Reform of OSH and Labour Relations](#)”

¹ See pp. L 161/157 and L 161/1983, of the Official Journal of the European Union, of 29.5.2014.

² In particular, with the ILO [Occupational Safety and Health Convention, 1981 \(No. 155\)](#), [Chemicals Convention, 1990 \(No. 170\)](#), [Labour Inspection Convention, 1947 \(No. 81\)](#) and [Labour Inspection \(Agriculture\) Convention, 1969 \(No. 129\)](#).

³ Most especially with EU Council [Directive 89/391/EEC](#), of 12 June 1989, on the introduction of measures to encourage improvements in the safety and health of workers at work; EU Council [Directive 92/58/EEC](#), of 24 June 1992, on the minimum requirements for the provision of safety and/or health signs at work; EU Council [Directive 98/24/EC](#), of 7 April 1998, on the protection of the health and safety of workers from the risks related to chemical agents at work; [Regulation \(EC\) No. 1907/2006](#), of the European Parliament and of the Council, of 18 December 2006, concerning the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), establishing a European Chemicals Agency, amending Directive 1999/45/EC and repealing Council Regulation (EEC) No 793/93 and Commission Regulation (EC) No 1488/94, as well as Council Directive 76/769/EEC and Commission Directives 91/155/EEC, 93/67/EEC, 93/105/EC and 2000/21/EC; and [Regulation \(EC\) No. 1272/2008](#), of the European Parliament and of the Council, of 16 December 2008, on classification, labelling and packaging of substances and mixtures (CLP), amending and repealing Directives 67/548/EEC and 1999/45/EC, and amending Regulation (EC) No 1907/2006.

[Legislation](#)” and the “[Roadmap for alignment of the Ukrainian legislation on working conditions with the EU legal framework](#)”.

They also follow an on-line training on “Occupational Safety and Health (OSH)”, carried out by the EU-ILO Project on 30th July 2020, within the “Summer Marathon of Online Trainings on International and European Labour Standards and best practices”, and attended around 500 experts from the government, parliament, trade unions, employers’ organizations, research institutions and academia.⁴

In addition, they follow four sets of technical recommendations, regarding the ME draft Law “On Occupational Safety and Health of Workers”, provided by the EU-ILO Project in October and November of 2020 and in February and June 2021.⁵

The present technical recommendations should not be seen as official comments of the ILO or as a replacement of the positions of the supervisory bodies of the ILO.

Moreover, the expert technical opinions expressed therein neither reflect the official opinion of the European Union nor its responsibility can be attributed to the European Union.

The next section will summarize the main aspects that need to be further improved, in order to bring the draft of the CMU Resolution “On approval of the Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations” closer to the relevant International and European Labor Standards and best practices.

The third section will go into more detail, specifying (in WinWord revision “track changes” mode) the recommended amendments to this draft Resolution, as well as their rationale (in WinWord revision “comments”), in order to better align it with the aforesaid standards and practices.

It is our expectation that these technical recommendations may contribute to an improved legislation, which is better aligned with the main applicable international and European labour standards and best practices and that can effectively advance decent working conditions in Ukraine.

Kyiv, 20 June 2021

António J. Robalo Santos

Manager of the EU-ILO Project

“Towards safe, healthy and declared work in Ukraine”

ILO Office for Central and Eastern Europe

⁴ The video records and supporting materials of this online training session can be retrieved [here](#).

⁵ The technical recommendations on the ME draft Law “On Occupational Safety and Health of Workers”, provided by the EU-ILO project in February and June 2021, are available, respectively, at: https://www.ilo.org/budapest/what-we-do/projects/declared-work-ukraine/WCMS_774341/lang-en/index.htm; and https://www.ilo.org/budapest/what-we-do/projects/declared-work-ukraine/WCMS_798725/lang-en/index.htm.

MAIN POSITIVE ASPECTS

When comparing this new version of the draft legal act (aimed at transposing to the internal juridical order the Council Directive 92/58/EEC, of 24 June 1992, on the minimum requirements for the provision of safety and/or health signs at work) with the previous version, it is possible to verify that a lot of improvements have already been introduced to the initial document.

This new draft CMU Resolution “On approval of the Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations”, proposed by SLS, already incorporates several [EU-ILO project technical recommendations to the preceding draft](#), thus bringing it closer to the relevant International and European Labour Standards and best practices.

Among the most significant improvements, it is worth mentioning the following:

1. Regarding its formal aspects and clarity:
 - a. Its draft as a CMU Resolution (instead as a Ministry Order), providing it with the necessary legal power to ensure its effective implementation, overcoming contrary provisions of existing legal acts, as well as ensuring its sustainability, perennality and relative immunity as regards occasional changes in the competent ministry policy.
 - b. The change of the title of the legal act, in order to better describe its content and enhance its alignment with the directive it aims to transpose, although further improvement is still needed.
 - c. Hierarchically numbering of almost all paragraphs of the Resolution and all sections of its annexes (although a few still need further numbering).
 - d. The improvement and better alignment of the terminology used with the International and European Labor Standards (e.g., “employer”, instead of “economic entities”, “enterprise” or “enterprises and/or firms”), as well as of the definition of the terms used (although the definition and/or use of some terms still needs further improvement to ensure consistency and clarity).
2. Concerning its systematics, structure and content:
 - a. Removal from the employers’ obligations section, the provisions regarding:
 - i. The partial, total or temporary exemptions from the application of the legal act provisions, although not yet inserted in the more adequate part of the legal act (concerning object and scope of application);
 - ii. The different application of the legal act provisions, depending on whether safety and health signs are, or not, already provided by the date it enters into force (although the title of the section to under which it was moved, still needs some further improvement).
 - b. Specification of its date of entry into force.
 - c. Provision for the adjustment of its annexes, where appropriate.

- d. Provide for the implementation of the measures necessary to ensure the conformity of the legal framework with its provisions, in order to ensure its effective application.
- e. Definition of the state authority that has the legal competence to promote, control and enforce compliance with its legal provisions (although the central executive authority specified is not the most adequate one).

SYNTHESIS OF KEY ASPECTS TO IMPROVE

Notwithstanding the above-mentioned progress and improvements made, from the initial draft of the “Technical Regulation of Workers’ Safety and Health Protection Signs” to the draft CMU Resolution “On approval of the Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations” under analysis, the truth is that some additional improvements still need to be introduced, in order to better align the latter with the relevant International and European Labour Standards and best practices.

The main aspects that still require further improvement include, *inter alia*:

1. A new paragraph (Paragraph 2) should be introduced under “General Provisions”, with the following wording: *“The provisions of the Law of Ukraine “On Occupational Safety and Health of Workers”, which implements the provisions of the Council Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work, shall apply in full to the whole area referred to in the preceding paragraph, without prejudice to more stringent and/or specific provisions in this Resolution”*. This paragraph is absolutely essential to align with Article 1(4) of Directive 92/58/EEC, ensuring that the provisions of the Law of Ukraine “On Occupational Safety and Health of Workers” (which transposes the EU OSH Framework Directive 89/391/EEC) also applies to the minimum requirements for the provision of safety and/or health signs at work, without prejudice to more stringent and/or specific provisions laid down in this present Resolution.
2. A new paragraph (Paragraph 5) should be introduced under “General Provisions”, with the following wording: *“Taking account of the types of activity and/or size of the undertakings concerned, certain categories of undertakings may be allowed to replace totally, partially or temporarily the illuminated signs, and/or acoustic signals provided for in this Resolution and its Annexes by alternative measures which afford the same level of protection, through an Order of the central executive authority that ensures the formulation of the state policy on safety and health of workers, provided that the concerned employers’ and workers’ organizations are consulted”*. This new paragraph 5 should be inserted here, to replace the localization and wording of the initial paragraph 8, in order to better align it with Articles 1, 6(1) and 6(3) of Directive 92/58/EEC and to improve legal act systematics, structure and clarity, because this paragraph concerns the Resolution scope and object.
3. The title “Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations” should be replaced by “Minimum Requirements for the Provision of Safety and Health Signs at Work”, throughout the text of the Resolution, Minimum Requirements and Annexes 1 to 10, for the following reasons:
 - a. The use of safety and health signs are not just for protection purposes, but also for prevention purposes;
 - b. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, stairs, doors, emergency doors and exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;

- c. To better align with Directive 92/58/EEC.
4. The definition/use of some terms still needs further improvement, for example:
 - a. The use of the term “hygiene”, instead of “health”;
 - b. The use of the expression “Safety and health protection signs”, instead of “safety and health signs”;
 - c. The use of the expression “at workstations”, instead of “at work”;
 - d. The use of the term “individual protective equipment”, instead of “personal protective equipment”;
 - e. The use of the term “conventional sign/conventional signal”;
 - f. The use of the term “hand signal”;
 - g. The use of the terms “verbal signal/verbal communication/verbal messages”; and
 - h. The use of the expression “principal features”, instead of “intrinsic features”.
 5. As for “employers’ obligations”, the following amendments should be introduced:
 - a. Revision of the wording of the first paragraph, for clarity reasons.
 - b. Move up the third paragraph (and make it the new second paragraph) and reword it, in order to better align it with Article 3(1) of Directive 92/58/EEC and Article 6(3)(a) of Directive 89/391/EEC, and also to reflect the higher importance of this provision in relation to the others that will follow.
 - c. Revise the previous second paragraph (now the third), to better align with Article 3(2) and Annex V of Directive 92/58/EEC and for clarity.
 - d. Disaggregate into two subparagraphs (i. and ii.) the fourth paragraph of “employers’ obligations”, to better align with Article 7(2) of Directive 92/58/EEC.
 - e. Revise the wording of the fifth and sixth paragraphs of employers’ obligations, to better align with Directive 92/58/EEC and to improve clarity.
 6. As for the different application of the Resolution provisions, depending on whether safety and health signs are, or not, already provided by the date it enters into force:
 - a. The title of the section “Safety and health protection signs” should be replaced by “Safety and health signs to be used or already in use”.
 - b. The first paragraph and the second paragraph of this section should be reworded, as recommended, in order to be better aligned with, respectively, Articles 4 and 5 of Directive 92/58/EEC.
 7. Regarding the section “Other provisions”, although it is very important the definition of the state authority that has the legal competence to promote, control and enforce compliance with the legal provisions of this Resolution, the central executive authority defined (“central executive authority that ensures the implementation of the state policy on industrial safety, labour protection and occupational health”) is wrong. It should be replaced by the “central

executive authority that implements the state policy on state supervision (control) of compliance with the labour legislation”, in order to also ensure consistency with the relevant provisions of the draft Law “On Occupational Safety and Health of Workers” and of the draft Law “On Amending Some Legislative Acts on the Procedure of State Supervision (Control) of Compliance with the Labour Legislation”. Moreover, the provision refers, specifically, to the identification of the public authority with legal competence for controlling and enforcing the legal provisions of this Resolution, which are some of the main functions of the central executive authority that implements the state policy on state supervision (control) of compliance with the labour legislation, which exercises the functions of labour inspection.

8. The “Table of Correspondence” (Annex 10) should be revised, as recommended, in order to better evidence the correspondence between the provisions of the resolutions and the ones of the Directive 92/58/EEC.
9. It should be inserted a new paragraph (Paragraph 3) in the text of the Resolution, with the wording “*Any reference to the repealed Resolution shall be taken to refer to the corresponding provisions of this Resolution*” (and renumbering the subsequent ones), in order to better align this Resolution with Article 10(2) of Directive 92/58/EEC.
10. Some paragraphs of the Resolution, as well as some sections of the Annexes should be dully and hierarchically numbered, in order to facilitate the understanding of the legal provisions and their cross-reference within the text and, most especially, to facilitate its overall understanding and effective application. For example:
 - a. Subparagraphs 1 to 14 of paragraph 6 of the Minimum Requirements for the Provision of Safety and Health Signs at Work.
 - b. Sub-subparagraphs i. and ii. of subparagraph 4) of paragraph 7 of the Minimum Requirements for the Provision of Safety and Health Signs at Work.
 - c. Subparagraphs 3.1.1. to 3.1.3., 3.2.1. to 3.2.3., and 5.1.1. to 5.1.5. of Annex 1.
 - d. Paragraph 3.2.2. of Annex 2.
 - e. Description of the types of “coded hand signals to be used” (A, B, C, and D), in the table of section 3 of Annex 9.

The above aspects that should be improved, as well as many others, are indicated in more detail, along with their recommended wording and corresponding justifications, in the following section “Detailed EU-ILO Project Recommended Amendments”, in WinWord “track changes” mode and with the use of WinWord revision “Comments”.

DETAILED EU-ILO PROJECT RECOMMENDED AMENDMENTS⁶



CABINET OF MINISTERS OF UKRAINE

RESOLUTION

No. of 2021
Kyiv

On approval of the **Minimum Requirements for the Provision of Safety and Health ~~Protection~~ Signs at Workstations**

According to ~~Article~~ 1361 of the Action Plan for Implementation of the Association Agreement between the European Union, the European Atomic Energy Community and their Member States, of the one part, and Ukraine, of the other part, the Cabinet of Ministers of Ukraine **resolves** as follows:

1. The **Minimum Requirements for the Provision of Safety and Health ~~Protection~~ Signs at Workstations** as hereby attached shall be approved.
2. The Resolution of the Cabinet of Ministers of Ukraine No. 1262 of 25 November 2009 shall be declared null and void.
- ~~3.~~ **Any reference to the repealed Resolution shall be taken to refer to the corresponding provisions of this Resolution.**
- ~~34.~~ **The Ministry of Economy of Ukraine shall ensure implementation of the **Minimum Requirements for the Provision of Safety and Health ~~Protection~~ Signs at Workstations** approved hereby.**
- ~~45.~~ **This Resolution shall take effect one year after its publication.**

Prime Minister of Ukraine

D. SHMYHAL

Comment [AS1]: The title "Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations" should be replaced by "**Minimum Requirements for the Provision of Safety and Health Signs at Work**", throughout the text of the Resolution, Minimum Requirements and Annexes 1 to 10, for the following reasons:

1. The safety and health signs are not just for protection but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

Comment [AS2]: Same as the previous comments.

Comment [AS3]: To better align with Article 10(2) of Directive 92/58/EEC.

Comment [AS4]: The title "Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations" should be replaced by "**Minimum Requirements for the Provision of Safety and Health Signs at Work**", throughout the text of the Resolution, Minimum Requirements and Annexes 1 to 10, for the following reasons:

1. The safety and health signs are not just for protection but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

⁶ Highlighted in WinWord "track changes" mode and justified in WinWord "comments" mode.

APPROVED
by the Resolution of the
Cabinet of Ministers of
Ukraine
No. ____ of _____ 2021

Minimum Requirements for the Provision of Safety and Health ~~Protection~~ Signs at Workstations

General provisions

1. This Resolution lays down minimum requirements for the provision of safety and health ~~protection~~ signs at workstations (hereinafter referred to as the Minimum Requirements) and implements the provisions of the Council Directive 92/58/EEC, of 24 June 1992, on the minimum requirements for the provision of safety and/or ~~hygiene-health~~ signs at workstations.

2. The provisions of the Law of Ukraine "On Occupational Safety and Health of Workers", which implements the provisions of the Council Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work, shall apply in full to the whole area referred to in the preceding paragraph, without prejudice to more stringent and/or specific provisions in this Resolution.

23. These Minimum Requirements shall apply to the safety and health ~~protection~~ signs which, with the aid of signboards, colours, illuminated signs or acoustic signals, verbal or hand signals, establish a prohibition of unsafe actions or actions likely to cause danger, or which give instruction to take safety and/or health ~~protection~~ measures or a warning about a risk or danger, or prescribe certain behaviour to ensure safety and/or health of workers at workstation.

34. These Minimum Requirements shall not apply to signs which:

Comment [AS5]: The title "Minimum Requirements for the Provision of Safety and Health ~~Protection~~ Signs at Workstations" should be replaced by "Minimum Requirements for the Provision of Safety and Health Signs at Work", throughout the text of the Resolution, Minimum Requirements and Annexes 1 to 10, for the following reasons:

1. The safety and health signs are not just for protection but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

Comment [AS6]: Same as previous comment.

Comment [AS7]: Should be changed to ensure the use of the correct name of the Directive 92/58/EEC.

Comment [AS8]: This paragraph should be inserted, in order to better align with Article 1(4) of Directive 92/58/EEC, ensuring that the provisions of the Law of Ukraine "On Occupational Safety and Health of Workers" (which transposes the EU OSH Framework Directive 89/391/EEC) also applies to the minimum requirements for the provision of safety and/or health signs at work, without prejudice to more stringent and/or specific provisions laid down in this present Resolution.

Comment [AS9]: Should be changed because the signs are not just for protection but also for prevention, and also to better align with Directive 92/58/EEC.

Comment [AS10]: Same as previous comment.

Comment [AS11]: At work, and not just at workstations, as better explained above, in point 2. of comments [AS1], [AS4] and [AS5].

1) are used for regulating road, rail, inland waterway, sea or air transport;

2) are related to the placing on the market of dangerous substances and preparations, products and equipment;

3) are used by search and rescue units during search and rescue operations in emergency areas.

5. Taking account of the types of activity and/or size of the undertakings concerned, certain categories of undertakings may be allowed to replace totally, partially or temporarily the illuminated signs, and/or acoustic signals provided for in this Resolution and its Annexes by alternative measures which afford the same level of protection, through an Order of the central executive authority that ensures the formulation of the state policy on safety and health of workers, provided that the concerned employers' and workers' organizations are consulted.

Comment [AS12]: This paragraph should be inserted here, to replace the initial paragraph 8 (below), in order to improve legal act systematics, structure and clarity (as this paragraph is about the Resolution scope and object), as well as to better align it with Articles 1, 6(1) and 6(3) of Directive 92/58/EEC.

46. The terms used herein shall have the following meanings:

1) emergency signs – signs showing a direction to evacuation routes, emergency exits, first-aid facilities and means and/or to rescue facilities, and fire safety signs;

2) signboard - a sign which provides specific information by a combination of a geometric shape, colours and a ~~conventional sign~~ symbol or a pictogram and which is rendered visible by lighting of certain intensity;

Comment [AS13]: To better align with the definition of Article 2(g) of Directive 92/58/EEC., and also because there is no definition here of the used term "conventional sign".

3) supplementary signboard means ~~use of such a~~ signboard used together with one of the signs described under the signboard definition which provides supplementary information.

Comment [AS14]: To better align with the definition of Article 2(h) of Directive 92/58/EEC., and also because a "supplementary signboard" is not the "use of...", but is a "signboards used together with...".

4) safety and ~~health protection~~ signs (hereinafter referred to as safety signs) – signs referring to a specific object, activity or situation and providing information or instructions about safety and ~~hygiene~~ health at ~~workstation~~ by means of signboards, colours, illuminated signs or acoustic signals, verbal messages or hand signals (gestures), as the case may be;

Comment [AS15]: Should be changed because the signs are not just for protection but also for prevention, and also to better align with Directive 92/58/EEC.

Comment [AS16]: Should be changed because the instructions are not just about "hygiene", but about "health" (which includes "hygiene").

Comment [AS17]: At work, and not just at workstations, as better explained above, in point 2. of comments [AS1], [AS4] and [AS5].

5) acoustic signal - a coded conventional sound signal which is created and transmitted by a special device, without the use of a human or synthesized (artificial) voice;

6) prohibition sign - a sign prohibiting behaviour likely to incur or cause danger;

7) mandatory signs - signs prescribing specific behaviour;

8) information signs - signs providing information other than contained in prohibition signs, warning signs, mandatory signs and emergency signs (evacuation and rescue signs, first-aid signs, or fire safety signs);

9) safety colours - colours to which a specific meaning is assigned;

10) warning signs - signs giving warning of a risk or danger;

11) illuminated sign – a sign produced by a device made of transparent or translucent materials, which are illuminated from the inside or the rear in such a way as to give the appearance of a luminous surface;

12) hand signal - a movement and/or position ~~of the arms and/or palms/hands~~, in coded form, to transmit a message, order or directives to workers when they perform works involving a risk or danger to workers;

13) verbal ~~signal-messages~~ - a predetermined spoken ~~directive message~~ communicated by a human voice or with the aid of technical device transmitting a human or synthesized (artificial) voice;

14) symbol or pictogram - a figure which describes a situation or prescribes specific behaviour and which is used on signboards or illuminated surface.

Comment [AS18]: To better align with the definition of Article 2(n) of Directive 92/58/EEC, because it is not just the movement. It can also be the position. Moreover, it may not be only of the palm, but of the hand, as a whole.

Comment [AS19]: To improve consistency, as this sign is referred to as "verbal messages" (for example, in paragraph 2.2.1. and subparagraphs 3.1.2., 3.1.3., 3.2.2., and 3.2.3. of Annex 1.) and not as "verbal signals". In Directive 92/58/EEC, this signal is referred to as "verbal communication" [see Article 2(m)].

Employers' obligations

57. The employer shall be obligated to:

1) ensure installation of the safety and health ~~protection~~ signs in accordance with the Minimum Requirements for the Provision of Safety and Health Signs at Work and Annexes 1 to 9 thereto if hazard cannot be avoided or adequately reduced by using techniques for collective protection ~~on~~ ~~ve equipment~~ or by taking measures in the organization of work, introduction of safe production processes and work methods;

Comment [AS20]: Should be changed because the signs are not just for protection but also for prevention, and also to better align with Directive 92/58/EEC.

Comment [AS21]: To better align with Article 3(1) of Directive 92/58/EEC.

~~32) take into account the assessment of occupational risks to which workers are, or may be, exposed, in accordance with the provisions of the Law of Ukraine "On Occupational Safety and Health of Workers", which implements the provisions of the Council Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work;~~ risks to workers' safety and health made during implementation of the comprehensive measures for improvement of the existing level of labour protection and introduction of positive experience;

Comment [AS22]: To better align with Article 3(1) of Directive 92/58/EEC and Article 6(3)(a) of Directive 89/391/EEC. In addition, it should be moved up, to here, because this provision is much more relevant than the others that follows.

~~23) install the signs used for road, rail, air, inland waterway and sea transport in their premises and workplaces if it is necessary for such forms of transport, without prejudice to the minimum requirements for the signs for obstacles and dangerous locations, as well as for marking traffic routes;~~ taking account of the minimum requirements for the signs for obstacles and dangerous locations as well as traffic routes;

Comment [AS23]: To better align with Article 3(2) and Annex V of Directive 92/58/EEC and for clarity.

Comment [AS24]: To move up (as para 2) because this provision is more relevant than the ones that follow and to reword it, in order to better align with Article 3(1) of Directive 92/58/EEC and Article 6(3)(a) of Directive 89/391/EEC.

~~3) take into account the assessment of risks to workers' safety and health made during implementation of the comprehensive measures for improvement of the existing level of labour protection and introduction of positive experience;~~

Comment [AS25]: The expression "safety and health protection signs used at workstations" should be replaced by "safety and health signs used at work, for the following reasons:

1. The safety and health signs are not just a protection measure, but also a prevention measure;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

4) provide workers with suitable training and give them proper instructions, in particular:

- i. in the form of specific directions concerning the safety and health ~~protection~~ signs used at work ~~stations~~,
- ii. ~~description the meaning~~ of the safety and health ~~protection~~ signs at work ~~stations~~, especially signs incorporating words, and the general and specific behaviour to be adopted;

Comment [AS26]: To better align with Article 7(2) of Directive 92/58/EEC.

Comment [AS27]: Same as Comment [AS25] above.

5) provide information to workers and/or their authorized persons about all the measures to be taken in connection with the ~~use of~~ safety and health ~~protection~~ signs used at workstations;

Comment [AS28]: Same as Comment [AS25] above.

6) consult workers and/or authorized persons for occupational safety and health, and enable them to take part in the decisions related to the Minimum Requirements for the Provision of Safety and Health Signs at Work including Annexes 1 to 9 thereto.

Comment [AS29]: To better align with Article 7(1) of Directive 92/58/EEC.

Comment [AS30]: To improve clarity.

Safety and health ~~protection~~ signs to be used or already in use

~~68.~~ The safety and health ~~protection~~ signs introduced for the first time ~~upon after the~~ taking of effect ~~by thof these e~~ Minimum Requirements for the Provision of Safety and Health Signs at Work must fulfil the minimum requirements set out in Annexes 1 to 9.

~~79.~~ The safety and health ~~protection~~ signs already in use at workstations ~~before the taking effect of these Minimum Requirements for the Provision of Safety and Health Signs at Work~~ must fulfil the minimum requirements set out in Annexes 1 to 9 by no later than six months ~~after from the~~ taking of effect ~~by of these the~~ Minimum Requirements for the Provision of Safety and Health Signs at Work.

~~8.~~ Taking account of risk assessment for certain activities, certain employer categories shall be allowed to replace totally, partially or temporarily the illuminated signs and /or acoustic signals provided for by the Minimum Requirements and annexes thereto by alternative measures which afford the same level of protection.

~~The central executive authority that ensures the formulation and implementation of the state policy on industrial safety, labour protection and occupational health, subject to consultations with respective organizations of employers and workers shall issue a relevant order that allows replacement by alternative measures.~~

Other provisions

~~910.~~ Measures concerning control of compliance with these Minimum Requirements for the Provision of Safety and Health Signs at Work shall be implemented by the central executive authority that implements the state policy on state supervision (control) of compliance with the labour legislation ~~ensures the implementation of the state policy on industrial safety, labour protection and occupational health~~

~~1011.~~ Adaptations of a technical nature to Annexes 1 to 9 may be adopted for the purpose of:

1) approximation to relevant international and national standards concerning the design and manufacture of safety and/or health ~~protection~~ signs or devices at workstations;

Comment [AS31]: In order to: (1) Delete the expression "protection", because the safety and health signs are not just for protection, but also for prevention; (2) To better clarify and facilitate the understanding of the content of the provisions that follows. The mere use of just "Safety and health signs" do not help, as all the text of the Resolution is about safety and health signs. In the Directive 92/58/EEC, for example, para 8 and 9 were subdivided into 2 different Articles: Article 4 (which addressed the "Safety and/or health signs used for the first time"; and Article 5 (which regulated the "Safety and/or health signs already in use").

Comment [AS32]: In order to delete the expression "protection", because the safety and health signs are not just for protection, but also for prevention.

Comment [AS33]: For clarity and to better align it with Article 4 of Directive 92/58/EEC.

Comment [AS34]: Same as Comment [AS32].

Comment [AS35]: At work, and not just at workstations, as better explained above, in point 2. of comments [AS1], [AS4] and [AS5].

Comment [AS36]: For clarity and to better align it with Article 5 of Directive 92/58/EEC.

Comment [AS37]: Moved up (as new paragraph 5) to improve systematics, structure and clarity (as this paragraph is about the Resolution scope and object) and amended there to better align with Articles 1, 6(1) and 6(3) of Directive 92/58/EEC.

Comment [AS38]: In order to ensure consistency with the wording foreseen for articles 259 and 260 of the Code of Labor Laws, as provided by "Section VIII. FINAL PROVISIONS" of the Law of Ukraine "On Occupational Safety and Health of Workers" and as also provided by the Law of Ukraine "On Amending Some Legislative Acts on the Procedure of State Supervision (Control) of Compliance with the Labour Legislation".

Comment [AS39]: The expression "health ~~protection~~ signs or devices at workstations" should be replaced by "health signs or devices at work", for the following reasons:
1. The safety and health signs are not just for protection, but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as ...

2) consideration of technical progress, changes in international rules or technical specifications, and advances in knowledge in the field of safety and/or health ~~protection~~-signs at workstations.

Comment [AS40]: The expression "health ~~protection~~ signs at ~~workstations~~" should be replaced by "health signs at work", for the following reasons:

1. The safety and health signs are not just for protection, but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC.

Annex 1
to the Minimum
Requirements for the
Provision of Safety and
Health ~~Protection~~ Signs at
Workstations

**GENERAL MINIMUM REQUIREMENTS CONCERNING SAFETY AND HEALTH
~~PROTECTION~~ SIGNS AT WORKSTATIONS**

1. General provisions

1.1. Where health and/or safety signs are required by subparagraph 1) of paragraph 57 (1) of the Minimum Requirements for the Provision of Safety and Health Signs at Work, they must conform to the specific requirements set forth in Annexes 2 to 9.

1.2. This Annex introduces those requirements, describes the different uses of safety and/or ~~health protection~~ signs, and gives general rules on the interchanging and combining of signs.

1.3. Health and/or safety signs must be used only to convey the message or information specified in ~~these Minimum Requirements~~ this Resolution.

1.4. Safety signs should be installed in a position appropriate to the line of sight, taking account of any obstacles to visible signs in an easily accessible and well-lit location, either at the access point to a danger area or in the immediate vicinity of a specific hazard or object to be marked by the safety sign.

2. Types of signs

2.1. Permanent signs

2.1.1. Permanent signboards shall be used as signs relating to prohibitions, warnings and mandatory requirements and the location and identification of emergency escape routes and first-aid facilities.

Comment [AS41]: The title "Minimum Requirements for the Provision of Safety and Health ~~Protection~~ Signs at Workstations" should be replaced by "Minimum Requirements for the Provision of Safety and Health Signs at Work", throughout the text of the Resolution, Minimum Requirements and Annexes 1 to 10, for the following reasons:

1. The safety and health signs are not just for protection but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

Comment [AS42]: The expression "GENERAL" should be included, as proposed, because Annexes 2 to 9 refer to "specific requirements" (as mentioned in paragraph 1.1. of section 1 of this Annex 1) of safety and/or health signs (e.g., of signboards, on containers and pipes, identification and location of firefighting equipment, etc.).

Comment [AS43]: The expression "HEALTH PROTECTION SIGNS AT WORKSTATIONS" should be replaced by "HEALTH SIGNS AT WORK", for the same reasons 1 to 3 indicated in the Comment [AS41] above.

Comment [AS44]: Because the number of the mentioned paragraph has changed.

Comment [AS45]: To improve clarity.

Comment [AS46]: The expression "protection" should be deleted, because the safety and health signs are not just for protection, but also for prevention.

Comment [AS47]: To improve clarity, because it should refer not just to the minimum requirements of this Annex 1, but also to the text of the Minimum Requirements for the Provision of Safety and Health Signs, as well as to the text of the other Annexes 2 to 9 of this Resolution.

2.1.2. Signboards and/or safety colours must be used to mark permanently the location and identification of fire-fighting equipment.

2.1.3. Signboards on containers and pipes must be placed as laid down in Annex 3.

2.1.4. Places where there is a risk of colliding with obstacles or of falling must be permanently marked with a safety colour and/or with signboards.

2.1.5. Traffic routes must be permanently marked with a safety colour.

2.2. Temporary signs

2.2.1. Illuminated signs, acoustic signals and/or verbal messages must be used where the occasion requires, taking into account the possibilities for interchanging and combining signs set out in ~~para-section~~ 3 of ~~this Annex-1~~, to signal danger, to call workers to take special measures, and for emergency evacuation of persons.

2.2.2. Hand signals and/or verbal ~~signals-messages~~ must be used, ~~as where appropriate required,~~ to guide workers carrying out works involving risk or danger.

Comment [AS48]: To be consistent with subparagraph 13) of paragraph 6 of the Minimum Requirements and with paragraph 2.2.1. and subparagraphs 3.1.2., 3.1.3., 3.2.2., and 3.2.3. of Annex 1.

Comment [AS49]: For clarity and to better align with paragraph 2.2.2 of Annex 1 of Directive 92/58/EEC.

3. Interchanging and combining signs

3.1. Any one of the following signs may be used if equally effective:

3.1.1. a safety colour or a signboard to mark places where there is an obstacle or a drop,

3.1.2. illuminated signs, acoustic signals and verbal messages;

3.1.3. hand signals or verbal messages.

3.2. Some types of signs may be used together:

3.2.1. illuminated signs and acoustic signals;

3.2.2. illuminated signs and verbal messages,

3.2.3. hand signals and verbal messages.

4. The instructions applying to all signs incorporating safety colours:

Comment [AS50]: For clarity, as the instructions refer to the signs (that have colours); and not to the colours themselves.

Colour	Meaning or purpose	Instructions and information
Red	Prohibition sign	Dangerous behaviour
	Danger alarm	Stop, shutdown, emergency cutout devices Evacuate
	Fire-fighting equipment	Identification and location
Yellow or Amber	Warning sign	Be careful, take precautions Examine
Blue	Mandatory sign	Specific behaviour or action Wear personal protective equipment
Green	Emergency escape, first aid sign	Doors, exits, routes, equipment, facilities
	No danger	Return to normal

Comment [AS51]: The three lines of this column have to be merged, as this colour refers simultaneously to prohibition signs, danger alarm and fire-fighting equipment.

5. The effectiveness of a sign must not be adversely affected by:

5.1. The presence of another emission source of the same type which interferes with visibility or audibility; therefore, in particular,

5.1.1. the placing of too many signs too close together should be avoided;

5.1.2. two illuminated signs which are likely to be confused are not to be used at the same time;

5.1.3. an illuminated sign is not to be used in the proximity of another similar illuminated source;

5.1.4. two acoustic signals are not to be used at the same time;

5.1.5. an acoustic signal is not to be used if there is too much ambient noise;

5.2. Poor design, insufficient number, incorrect positioning, poor state of repair or incorrect functioning of the signs or signalling devices.

6. Depending on the requirements, signs and signalling devices must be cleaned, maintained, checked, repaired, and replaced on a regular basis to ensure that they retain their intrinsic functional qualities.

7. The number and positioning of safety and ~~health protection~~-signs or signalling devices shall be appropriate to the extent of risks or dangers as well as to the size and configuration of the zone to be covered.

Comment [AS52]: The expression "protection" should be deleted, because the safety and health signs are not just for protection, but also for prevention.

8. Safety signs requiring some form of power source must be provided with a guaranteed emergency supply in the event of a power cut, unless the hazard has thereby been eliminated.

9. The triggering of an illuminated sign and/or acoustic signal indicates when the required action should start, the sign or signal must remain activated for as long as the action requires.

10. Illuminated signs and acoustic signals must be reactivated immediately after use.

11. Technical conditions and effective functioning of devices for transmission of illuminated signs and acoustic signals must be checked before they are put into service and subsequently at sufficiently frequent intervals.

12. If the hearing or the sight of the workers is impaired, including impairment caused by the wearing of ~~individual-personal~~ protective equipment, measures must be taken to supplement or replace the signs concerned.

Comment [AS53]: The expression "individual" should be replaced by "personal", in order to better align with Directives 89/656/EEC and 92/58/EEC.

13. The areas, rooms or enclosures used for the storage of significant quantities of dangerous substances or preparations must be indicated by a suitable warning sign mentioned in subsection 3.2. of Annex 2, or marked as provided in ~~section-paragraph~~ 1 of Annex 3, unless the labelling (marking) of the individual packages or containers is adequate for this purpose.

Annex 2
to the Minimum
Requirements for the
Provision of Safety and
Health ~~Protection~~ Signs at
Workstations

MINIMUM GENERAL REQUIREMENTS CONCERNING SIGNBOARDS

1. ~~Intrinsic~~ Principal features

1.1. The shape and colours of signboards must comply with the requirements set out in section 3 of this Annex in accordance with their specific object (signboards indicating a prohibition, a warning, a mandatory action, emergency exits/routes, or fire safety equipment).

1.2. Fire safety signs must be designed in accordance with the current State Standard of Ukraine (ДСТУ ISO 6309:2007 “Fire protection. Safety signs. Shape and colour”).

1.3. A pictogram must be as simple as possible and should contain only essential details.

1.4. The pictograms used may be slightly different from or more detailed than those shown in section 3, provided that they convey the same meaning and that no difference or adaptation changes the meaning.

1.5. Signboards must be made of shock- and weather-resistant materials, clearly visible and, as far as necessary, made using luminous paints, reflective materials and artificial lighting to ensure their visualization.

1.6. The dimensions and colorimetric and photometric features of signboards must be such that they can be easily seen and understood.

2. Conditions of use

2.1. Signboards are in principle to be installed at a suitable height and in a position appropriate to the line of sight, taking account of any obstacles, either at

Comment [AS54]: The title “Minimum Requirements for the Provision of Safety and Health ~~Protection~~ Signs at Workstations” should be replaced by “Minimum Requirements for the Provision of Safety and Health Signs at Work”, for the following reasons:

1. The safety and health signs are not just for protection but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

Comment [AS55]: Should be changed, because it is not in the sense of the “Principal” features or types of signboards, but about their “intrinsic” (proper or internal) characteristics.

the access point to an area in the case of a general hazard, or in the immediate vicinity of a specific hazard or object and in a well-lit and easily accessible and visible location.

2.2. Without prejudice to the minimum safety and health requirements in for the workplaces, phosphorescent colours, reflective materials or artificial lighting should be used where the level of natural light is poor.

Comment [AS56]: Should be changed, as proposed, because what this provision is referring to is the "minimum safety and health requirements for the workplace" set forth by Council Directive 89 / 654 / EEC, to which Ukraine should also align its national legislation.

2.3. The signboard must be removed when the situation to which it refers ceases to exist.

3. Signboards to be used

3.1. Prohibition signs:

3.1.1. Prohibition signs must be of round shape with a black pictogram on white background, red edging and diagonal line (from left to right at 45 degrees to horizontal). The red safety colour must take up at least 35% of the total area of the sign.

3.1.2. Prohibition signs to be used:



No smoking



Smoking and naked flames forbidden



No access for pedestrians



Do not extinguish with water



Not drinkable



No access for unauthorized persons



No access for industrial vehicles



Do not touch

3.2. Warning signs:

3.2.1. Warning signs must be of triangular shape with a black pictogram on a yellow background with black edging. The yellow safety colour must take up at least 50 % of the total area of the sign.

3.2.2. Warning signs to be used:



Flammable material or high temperature⁽¹⁾



Explosive material



Toxic material

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Corrosive material



Radioactive material



Overhead load



Industrial vehicles



Danger: electricity



General danger⁽²⁾

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(1) In the absence of a specific sign for high temperature.

(2) This warning sign shall not be used to warn about hazardous chemical substances or mixtures, except for cases when the warning sign is used in accordance with [para-subparagraph 6.2](#) of Annex 3 to indicate the stores of hazardous substances or mixtures.

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Laser beam



Oxidant material



Non-ionizing radiation



Strong magnetic field



Obstacles



Drop



Biological risk



Low temperature



Harmful or irritant
material

3.3. Mandatory signs:

3.3.1. Mandatory signs must be of round shape with a white pictogram on a blue background. The blue safety colour must take up at least 50% of the total area of the sign.

3.3.2. Mandatory signs to be used:



Eye protection must be
worn



Safety helmet must be
worn



Ear protection must be
worn



Respiratory equipment
must be worn



Safety boots must be
worn



Safety gloves must be
worn



Safety overalls must be
worn



Face protection must be
worn



Safety harness must be
worn



Pedestrians must use this route

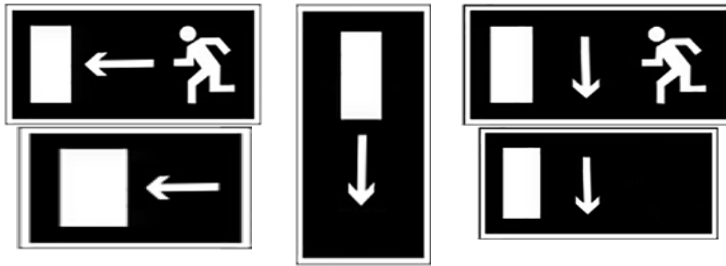


General mandatory sign
(to be accompanied where necessary by
another sign)

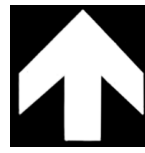
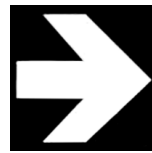
3.4. Emergency escape or first-aid signs

3.4.1. Emergency escape or first-aid signs must be of rectangular or square shape with a white pictogram on a green background. The green safety colour must take up at least 50% of the total area of the sign.

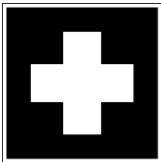
3.4.2. Emergency escape or first-aid signs to be used:



Emergency exit / escape route



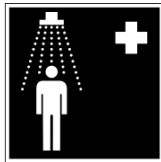
This way
(supplementary information sign)



First-aid post



Stretcher



Safety shower



Eyewash



Emergency
telephone for first-
aid or escape

3.5. Fire-fighting signs:

3.5.1. Fire-fighting signs must be of rectangular or square shape with a white pictogram on a red background. The red safety colour must take up at least 50% of the total area of the sign.

3.5.2. Fire-fighting signs to be used:



Fire hose



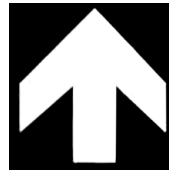
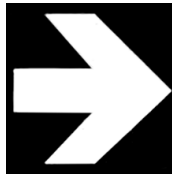
Ladder



Fire
extinguisher



Emergency fire
telephone



This way
(supplementary information sign)

Annex 3
to the Minimum
Requirements for the
Provision of Safety and
Health ~~Protection~~ Signs at
Workstations

Comment [AS57]: The title "Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations" should be replaced by "**Minimum Requirements for the Provision of Safety and Health Signs at Work**", for the following reasons:

1. The safety and health signs are not just for protection but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

MINIMUM REQUIREMENTS CONCERNING SIGNS ON CONTAINERS AND PIPES

1. Containers used at work for chemical substances or mixtures classified as hazardous and containers used for the storage of such hazardous substances or mixtures, together with the visible pipes containing or transporting such hazardous substances and mixtures, must be labelled with the relevant hazard pictograms in accordance with the legislation on the classification, labelling and packaging of substances and mixtures to be set forth by the Cabinet of Ministers of Ukraine.

2. The provisions of the first paragraph of this Annex do not apply ~~to the safety signs~~ to containers used at work for brief periods nor to containers whose contents change frequently, provided that alternative adequate safety measures are taken, in particular for information and/or training of workers, which ensure the same level of protection.

Comment [AS58]: Should be deleted because the foreseen obligation of labelling (with the appropriate pictograms - which are safety signs) apply to containers and pipes, not to the safety signs themselves.

3. The labels referred to in ~~first paragraph para. 1~~ of this Annex may be:

3.1. ~~replaced~~ replaced by warning signs as provided for in subsection 3.2 of Annex 2, using the same pictograms or symbols;

3.2. ~~supplemented~~ supplemented by additional information, such as the names and/or formulas of the dangerous substances or detailed information about their hazardous impact;

3.3. ~~for the transporting of containers to the place of work, supplemented or replaced by proper signs applicable for the transport of dangerous substances or preparations.~~

4. Where appropriate, the signs referred to in ~~the first paragraph section 1~~ of this Annex must have the ~~intrinsic principal~~ features defined in ~~section paragraph~~ 1.5 of Annex 2 and must fulfil the conditions of use for signboards laid down in section 2 of Annex 2.

5. The safety sign must be mounted on the visible side of the container or pipe, in unpliable, self-adhesive or painted form, at reasonable horizontal intervals, such as to be visible in the vicinity of dangerous points (valves, joints, etc.).

6. Areas, rooms or enclosures:

6.1. Areas, rooms or enclosures used for the storage of significant quantities of dangerous substances or preparations must be indicated by a suitable warning sign taken from subsection 3.2 of Annex 2, or marked as provided in ~~sections paragraphs 1 to -3~~ of ~~this Annex-3~~, unless the labelling of the individual packages or containers is adequate for this purpose, taking into account paragraph 1.6 of Annex 2, ~~point 1.6~~ with regard to dimensions.

Comment [AS59]: For clarity and consistency.

6.2. Stores of several dangerous substances or preparations may be indicated by the warning sign for general danger.

6.3. The signs or labels referred to in this section must be positioned near the storage area or on the door leading into the storage room.

Annex 4
to the Minimum
Requirements for the
Provision of Safety and
Health ~~Protection~~ Signs at
Workstations

MINIMUM REQUIREMENTS FOR THE IDENTIFICATION AND LOCATION OF FIRE-FIGHTING EQUIPMENT

1. This Annex applies to equipment used exclusively for fire-fighting purposes.
2. Fire-fighting equipment must be identified by using a specific colour for the equipment and placing a location signboard, and/or by using a specific colour for the places where such equipment is located and their access points.
3. The colour for identifying this equipment is red.
4. The area painted in red must be sufficiently large to allow the equipment to be identified easily.
5. The signboards provided for in subsection 3.5 of Annex 2 must be used to mark the location of this equipment.

Comment [AS60]: The title "Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations" should be replaced by "**Minimum Requirements for the Provision of Safety and Health Signs at Work**", for the following reasons:

1. The safety and health signs are not just for protection but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

Comment [AS61]: The title "Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations" should be replaced by "**Minimum Requirements for the Provision of Safety and Health Signs at Work**", for the following reasons:

1. The safety and health signs are not just for protection but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

MINIMUM REQUIREMENTS FOR MARKING OBSTACLES, DANGEROUS LOCATIONS AND TRAFFIC ROUTES

1. Signs for marking obstacles and dangerous locations

1.1. The place where there is a risk of falling, colliding with obstacles, or of objects falling should be marked with alternating yellow and black, or red and white stripes of equal width and at an angle of 45 degrees.

1.2. The dimensions of the markings must be commensurate with the scale of the obstacle or dangerous location.

1.3. Example:



2. Marking of traffic routes

2.1. Traffic routes for vehicles at workplaces must be clearly identified by continuous white or yellow stripes, depending on the colour of the ground, and ensure a safe distance between the vehicles moving thereon and any objects and pedestrians.

2.2. The stripes must be located so as to indicate the necessary safe distance between the vehicles and any object which may be nearby, and between vehicles and pedestrians.

2.3. Permanent traffic routes in outdoor premises should be similarly marked, unless they are provided with suitable barriers or pavements.

Annex 6
to the Minimum
Requirements for the
Provision of Safety and
Health ~~Protection~~ Signs at
Workstations

Comment [AS62]: The title "Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations" should be replaced by "**Minimum Requirements for the Provision of Safety and Health Signs at Work**", for the following reasons:

1. The safety and health signs are not just for protection but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

Comment [AS63]: Should be changed, because it is not in the sense of the "Principal" features or types of illuminated signs, but about their "intrinsic" (proper or internal) characteristics.

MINIMUM REQUIREMENTS FOR ILLUMINATED SIGNS

1. ~~Principal~~ Intrinsic features

1.1. The illuminated sign must produce a luminous contrast with its environment, in accordance with the intended conditions of use of the sign, but without producing glare for an excessive amount of light or poor visibility as a result of insufficient light.

1.2. The luminous area emitting a sign may be of a single colour and/or contain a pictogram on a specified background.

1.3. The single colour in the illuminated sign must correspond to the requirements set out in section 4 of Annex 1.

1.4. If the sign contains a pictogram, the latter must comply with the requirements set out in Annex 2.

2. Specific rules governing use

2.1. If a device can emit both continuous and intermittent signs, the intermittent sign should be used to indicate a higher level of danger or a more urgent need for the requested / imposed intervention or action than is indicated by the continuous sign.

2.2. Light flashes must have the frequency and duration such as to ensure:

2.2.1. → unambiguous understanding of the message;

2.2.2. ➔ prevention of any confusion with other illuminated signs or with a continuous illuminated sign.

2.3. If a flashing sign is used instead of, or together with, an intermittent acoustic signal, intermittence of such signs must be the same.

2.4. The device used to provide illuminated signs in the event of serious danger must be fitted with spare lamps and be under surveillance by relevant workers.

Annex 7
to the Minimum
Requirements for the
Provision of Safety and
Health ~~Protection~~ Signs at
Workstations

MINIMUM REQUIREMENTS FOR ACOUSTIC SIGNALS

1. ~~Principal-Intrinsic~~ features

1.1. An acoustic signal must have:

1.1.1. → a sound level which is higher than the level of workplace noise, so that it is audible without being painful;

1.1.2. → pulse length of intermittent acoustic signal and intervals between pulses or groups of pulses, distinct from any other acoustic signal or ambient noise, so as to be easily recognizable.

1.2. If a device can emit an acoustic signal at variable and constant frequencies, the variable frequency should be used to indicate a higher level of danger or a more urgent need for the requested / imposed intervention or action in relation to the stable frequency.

2. Code

2.1. The acoustic signal for evacuation must be continuous.

Comment [AS64]: The title "Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations" should be replaced by "**Minimum Requirements for the Provision of Safety and Health Signs at Work**", for the following reasons:

1. The safety and health signs are not just for protection but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

Comment [AS65]: Should be changed, because it is not in the sense of the "Principal" features or types of acoustic signals, but about their "intrinsic" (proper or internal) characteristics.

Annex 8 to the Minimum Requirements for the Provision of Safety and Health ~~Protection~~ Signs at Workstations

MINIMUM REQUIREMENTS FOR ~~VERBAL SIGNALS~~MESSAGES

1. ~~Principal-Intrinsic~~ features

1.1. Verbal ~~communication messages~~ between a speaker or emitter and one or more hearers is to take the form of (sometimes coded) short texts, phrases, groups of words and/or individual words.

1.2. Verbal ~~signals-messages~~ must be short, simple and clear. The verbal skills of the worker transmitting verbal signals (emitter) and the hearing abilities of the worker(s) to whom they are directed (hearers) must ensure reliable communication of verbal ~~signals~~messages.

1.3. ~~A~~ Verbal ~~signal-messages~~ can be produced by means of the human voice (direct) or using ~~a technical~~technical means for broadcasting a human or synthesized voice (indirect).

2. Specific rules governing use

2.1. The persons involved in verbal ~~communication-messages~~ must have a knowledge of the language used so that they are able to pronounce and understand the spoken message correctly and consequently behave in a way which is appropriate to safety and /or health.

2.2. If verbal ~~signals-messages are~~ used instead of, or together with, hand signals, the following code words should be used:

- "start"	to indicate the start of a command
- "stop"	to interrupt or end a movement
- "end"	to stop the operation

Comment [AS66]: The title "Minimum Requirements for the Provision of Safety and Health ~~Protection~~ Signs at Workstations" should be replaced by "Minimum Requirements for the Provision of Safety and Health Signs at Work", for the following reasons:

1. The safety and health signs are not just for protection but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

Comment [AS67]: To improve consistency with the previous use of the term "verbal messages" (instead of "verbal signals" or "verbal communication"), for example: subparagraph 13) of paragraph 6 of the Minimum Requirements and with paragraph 2.2.1. and subparagraphs 3.1.2., 3.1.3., 3.2.2., and 3.2.3. of Annex 1.. In Directive 92/58/EEC, this signal is referred to as "verbal communication" [see Article 2(m)].

Comment [AS68]: Should be changed, because it is not in the sense of the "Principal" features or types of verbal signals, but about their "intrinsic" (proper or internal) characteristics.

Comment [AS69]: Same as Comment [AS67] above.

Comment [AS70]: For the same reasons as Comment [AS67] above.

Comment [AS71]: For the same reasons as Comment [AS67] above.

Comment [AS72]: For the same reasons as Comment [AS67] above.

Comment [AS73]: For the same reasons as Comment [AS67] above.

Comment [AS74]: For the same reasons as Comment [AS67] above.

- "raise"	to have a load raised
- "lower"	to have a load lowered
- "forwards" - "backwards" - "left" - "right"	to be coordinated with the corresponding hand signals
- "danger"	for an emergency stop or termination of work
- "quickly"	to speed up a movement for safety reasons

Annex 9
to the Minimum
Requirements for the
Provision of Safety and
Health ~~Protection~~ Signs at
Workstations

MINIMUM REQUIREMENTS FOR HAND SIGNALS

1. ~~Principal-Intrinsic~~ features

1.1. Hand signals must be precise, simple, expansive, easy to understand, distinct from each other, and easy to make.

1.2. Where both arms are used at the same time to give a signal, they must be moved symmetrically and for giving one sign only.

1.3. The signals used may vary slightly or be more detailed than those shown in section 3 of this Annex, provided that they are equally meaningful and comprehensible and fulfil the requirements given above.

2. Specific rules governing use

2.1. The person giving the hand signals (hereinafter referred to as the 'signalperson', must use arm/hand movements to give manoeuvring instructions to the person receiving the signals (hereinafter referred to as the operator).

2.2. The signalperson must be able to monitor the course of the work process visually and stay outside the area of danger likely to emerge during the process.

2.3. The signalperson's duties consist solely of directing manoeuvres and ensuring the safety of workers in the vicinity.

2.4. If the conditions set out in ~~section-paragraph~~ 2.2 of this Annex ~~can~~ ~~not~~cannot be fulfilled, one or more extra ~~signalpersons~~signalpersons should be deployed.

Comment [AS75]: The title "Minimum Requirements for the Provision of Safety and Health Protection Signs at Workstations" should be replaced by "Minimum Requirements for the Provision of Safety and Health Signs at Work", for the following reasons:

1. The safety and health signs are not just for protection but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

Comment [AS76]: Should be changed, because it is not in the sense of the "Principal" features or types of hand signals, but about their "intrinsic" (proper or internal) characteristics.

2.5. The operator must interrupt a manoeuvre in order to request new instructions when it is impossible to ensure a necessary safety level during carrying out the command received.

2.6. ~~Accessories~~Distinctive items

2.6.1. The operator must be able to recognize the signalperson without difficulty.

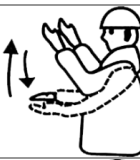
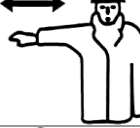
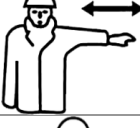
2.6.2. The signalperson must wear one or more appropriate distinctive items, for example: jacket, helmet, sleeves or armbands, or carry bats.

2.6.3. The distinctive ~~the~~ items must be brightly coloured, preferably all of the same colour and for the exclusive use of the signalperson.

Comment [AS77]: It should be "Accessories", because it refers to the equipment that should be used by the signalperson which has, as one of its characteristics, the fact that it should be distinctive, in order to allow the easy recognition of the signalperson.

3. Coded hand signals ~~for to be~~ used:

Meaning	Description	Illustration
<u>A.</u> General signals		
START Attention Start of command	both arms are extended horizontally with the palms facing forward	
STOP Interruption End of movement	the right arm points upwards with the palm facing forwards	
END of the operation	both hands are clasped at chest height	
<u>B.</u> Vertical movements		

RAISE	the right arm points upwards with the palm facing forward and slowly makes a circle	
LOWER	the right arm points downwards with the palm facing inwards and slowly makes a circle	
VERTICAL DISTANCE	the hands indicate the relevant distance	
<u>C.</u> Horizontal movements		
MOVE FORWARDS	both arms are bent with the palms facing upwards, and the forearms make slow movements towards the body	
MOVE BACKWARDS	both arms are bent with the palms facing downwards, and the forearms make slow movements away from the body	
RIGHT to the signalman's	the right arm is extended horizontally with the palm facing downwards and slowly makes small movements to the right	
LEFT to the signalman's	the left arm is extended horizontally with the palm facing downwards and slowly makes small movements to the left	
HORIZONTAL DISTANCE	the hands indicate the relevant distance	
<u>D.</u> Danger		

DANGER Emergency stop	both arms point upwards with the palms facing forwards	
QUICK	all movements faster	
SLOW	all movements slower	

Annex 10
to the Minimum
Requirements for the
Provision of Safety and
Health ~~Protection~~ Signs at
Workstations

TABLE OF CORRESPONDENCE

between the provisions of the Council Directive 92/58/EEC of 24 June 1992 on the minimum requirements for the provision of safety and/or health ~~protection~~ signs at workstations and its Annexes I to IX and the provisions of these Minimum Requirements and Annexes 1 to 9 thereto approved by the Resolution

Directive <u>92/58/EEC</u>	<u>CMU Resolution on the (Minimum Requirements for the Provision of Safety and Health Signs at Work)</u>
<u>Article 1(1)</u>	<u>Paragraph 1</u>
<u>Article 1(2)</u>	<u>Paragraph 4(2)</u>
<u>Article 1(3)</u>	<u>Paragraph 4(1)</u>
<u>Article 1(4)</u>	<u>Sections Paragraph 24-3</u>
<u>Article 2(a)</u>	<u>Paragraph 6(4)</u>
<u>Article 2(b)</u>	<u>Paragraph 6(6)</u>
<u>Article 2(c)</u>	<u>Paragraph 6(10)</u>
<u>Article 2(d)</u>	<u>Paragraph 6(7)</u>
<u>Article 2(e)</u>	<u>Paragraph 6(1)</u>
<u>Article 2(f)</u>	<u>Paragraph 6(8)</u>
<u>Article 2(g)</u>	<u>Paragraph 6(2)</u>
<u>Article 2(h)</u>	<u>Paragraph 6(3)</u>
<u>Article 2(i)</u>	<u>Paragraph 6(9)</u>
<u>Article 2(j)</u>	<u>Paragraph 6(14)</u>
<u>Article 2(k)</u>	<u>Paragraph 6(11)</u>
<u>Article 2(l)</u>	<u>Paragraph 6(5)</u>
<u>Article 2(m)</u>	<u>Paragraph 6(13)</u>
<u>Article 2(n)</u>	<u>Paragraph 6(12)</u>
<u>Article 2</u>	<u>Section 4</u>
<u>Article 3(1)</u>	<u>Paragraphs 7(1) and 7(2) Section 5, paras. 1-3</u>
<u>Article 3(2)</u>	<u>Paragraph 7(3)</u>
<u>Article 4</u>	<u>Paragraph Section 68</u>
<u>Article 5</u>	<u>Paragraph Section 97</u>

Comment [AS78]: The title "Minimum Requirements for the Provision of Safety and Health ~~Protection~~ Signs at Workstations" should be replaced by "Minimum Requirements for the Provision of Safety and Health Signs at Work", for the following reasons:

1. The safety and health signs are not just for protection but also for prevention;
2. The safety and health signs are to be provided not just to workstations, but also to other places, which are not necessarily workstations, such as circulation paths, doors, emergency exits, fire-fighting equipment, work equipment, warehouses, storage places, parking lots, traffic routes and, in general, at workplaces;
3. To better align with Directive 92/58/EEC

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Comment [AS79]: Should be changed to use the correct name of the Directive 92/58/EEC.

Article 6(1) and 6(3)	Paragraph 5Section 8
Article 7(1)	Paragraph 7(4)Section 5, paras. 4-5
Article 7(2)	Paragraph 7(5)
Article 8	Paragraph 7(6)Section 5, para. 6
Article 9	Paragraph 11Section 10
Article 10(1)	Paragraph 2 of the Resolution
Article 10(2)	Paragraph 3 of the Resolution
Article 11	Paragraphs 3 and 4 of the Resolution
Article 12	
Annex I	Annex 1
Annex II	Annex 2
Annex III	Annex 3
Annex IV	Annex 4
Annex V	Annex 5
Annex VI	Annex 6
Annex VII	Annex 7
Annex VIII	Annex 8
Annex IX	Annex 9
—	Annex 10

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