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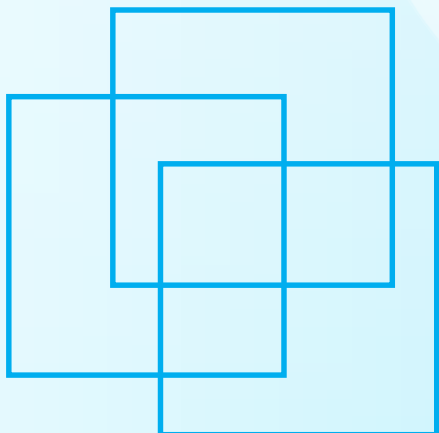


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«Зміцнення адміністрації праці  
з метою покращення умов праці  
і подолання незадекларованої праці»

**TRAINING FOR THE MEMBERS OF  
THE WORKGROUP ON THE DEVELOPMENT  
OF THE TABLE OF CONCORDANCE BETWEEN  
THE NATIONAL LEGISLATION AND THE COUNCIL  
DIRECTIVE No. 89/654/EEC OF 30 NOVEMBER 1989**

«Enhancing the Labour Administration  
Capacity to Improve Working Conditions  
and Tackle Undeclared Work»



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

**Training for the members of the workgroup on the development  
of the Table of Concordance between the national legislation and  
the Council Directive No. 89/654/EEC of 30 November 1989, concerning the  
minimum safety and health requirements for the workplace**

**29 November 2017**  
room 319, State Labour Service  
14, Desyatynna Str.

\*Consecutive English/Ukrainian interpretation provided

- |             |                                                                                                                                                                                                                |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 09:00-09:30 | Registration of participants                                                                                                                                                                                   |
| 09:30-11:00 | Presentation of the EU OSH framework Directive 89/654/EEC of 30 November 1989 and explanation of its key provisions<br><br><b>Antonio Santos</b> , EU - ILO Project Manager                                    |
| 11:00-11:30 | Coffee break                                                                                                                                                                                                   |
| 11:30-12:30 | Resume of the training session                                                                                                                                                                                 |
| 12:30-13:30 | Lunch break                                                                                                                                                                                                    |
| 13:30-15:00 | Resume of the training session (if necessary)                                                                                                                                                                  |
| 15:00-16:00 | Presentation and discussion of the template of the Table of Concordance between the national legislation and the Council Directive 89/654/EEC<br><br><b>Antonio Santos</b> , EU - ILO Project Manager          |
| 16:00-17:00 | Development of the working group work plan (activities, timetable and responsible persons) for the execution of the Table of Concordance between the national legislation and the Council Directive 89/654/EEC |

**Distribution materials:**

1. Council Directive 89/654/EEC;
2. Table of the List of legislation to be revised;
3. Table of Concordance between the national legislation and the Council Directive 89/654/EEC;
4. PP Presentation on the provisions of the Council Directive 89/654/EEC.

This document is meant purely as a documentation tool and the institutions do not assume any liability for its contents

► **B**

**COUNCIL DIRECTIVE**

**of 30 November 1989**

**concerning the minimum safety and health requirements for the workplace (first individual directive within the meaning of Article 16 (1) of Directive 89/391/EEC)**

(89/654/EEC)

(OJ L 393, 30.12.1989, p. 1)

Amended by:

| Official Journal   |                                                                                    |       |           |
|--------------------|------------------------------------------------------------------------------------|-------|-----------|
|                    | No                                                                                 | page  | date      |
| ► <b><u>M1</u></b> | Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 | L 165 | 21        |
|                    |                                                                                    |       | 27.6.2007 |

Corrected by:

- **C1** Corrigendum, OJ L 211, 9.8.1990, p. 15 (89/654/EEC)
- **C2** Corrigendum, OJ L 59, 6.3.1991, p. 23 (89/654/EEC)



## COUNCIL DIRECTIVE

of 30 November 1989

**concerning the minimum safety and health requirements for the workplace (first individual directive within the meaning of Article 16 (1) of Directive 89/391/EEC)**

(89/654/EEC)

THE COUNCIL OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing the European Economic Community, and in particular Article 118 a thereof,

Having regard to the proposal from the Commission <sup>(1)</sup>, submitted after consulting the Advisory Committee on Safety, Hygiene and Health Protection at Work,

In cooperation with the European Parliament <sup>(2)</sup>,

Having regard to the opinion of the Economic and Social Committee <sup>(3)</sup>,

Whereas Article 118a of the Treaty provides that the Council shall adopt, by means of directives, minimum requirements for encouraging improvements, especially in the working environment, to ensure a better level of protection of the safety and health of workers;

Whereas, under the terms of that Article, those directives are to avoid imposing administrative, financial and legal constraints in a way which would hold back the creation and development of small and medium-sized Undertakings;

Whereas the communication from the Commission on its programme concerning safety, hygiene and health at work <sup>(4)</sup> provides for the adoption of a directive designed to guarantee the safety and health of workers at the workplace;

Whereas, in its resolution of 21 December 1987 on safety, hygiene and health at work <sup>(5)</sup>, the Council took note of the Commission's intention of submitting to the Council in the near future minimum requirements concerning the arrangement of the place of work;

Whereas compliance with the minimum requirements designed to guarantee a better standard of safety and health at work is essential to ensure the safety and health of workers;

Whereas this Directive is an individual directive within the meaning of Article 16 (1) of 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 <sup>(6)</sup>; whereas the provisions of the latter are therefore fully applicable to the workplace without prejudice to more stringent and/or specific provisions contained in the present Directive;

Whereas this Directive is a practical contribution towards creating the social dimension of the internal market;

Whereas, pursuant to Decision 74/325/EEC <sup>(7)</sup>, as last amended by the 1985 Act of Accession, the Advisory Committee on Safety, Hygiene and Health Protection at Work is consulted by the Commission on the drafting of proposals in this field,

<sup>(1)</sup> OJ No C 141, 30.5.1988, p. 6, OJ No C 115, 8.5.1989, p. 34 and OJ No C 284, 10.11.1989, p. 8.

<sup>(2)</sup> OJ No C 326, 19.12.1988, p. 123 and OJ No C 256, 9.10.1988, p. 51.

<sup>(3)</sup> OJ No C 175, 4.7.1988, p. 28.

<sup>(4)</sup> OJ No C 28, 3.2.1988, p. 3.

<sup>(5)</sup> OJ No C 28, 3.2.1988, p. 1.

<sup>(6)</sup> OJ No L 183, 29.6.1989, p. 1.

<sup>(7)</sup> OJ No L 185, 9.7.1974, p. 15.



**▼B**

HAS ADOPTED THIS DIRECTIVE:

## SECTION I

## GENERAL PROVISIONS

*Article 1***Subject**

1. This Directive, which is the first individual directive within the meaning of Article 16 (1) of Directive 89/391/EEC, lays down minimum requirements for safety and health at the workplace, as defined in Article 2.
2. This Directive shall not apply to:
  - (a) means of transport used outside the undertaking and / or the establishment, or workplaces inside means of transport;
  - (b) temporary or mobile work sites;
  - (c) extractive industries;
  - (d) fishing boats;
  - (e) fields, woods and other land forming part of an agricultural or forestry undertaking but situated away from the undertaking's buildings.
3. The provisions of Directive 89/391/EEC are fully applicable to the whole scope referred to in paragraph 1, without prejudice to more ►**C2** stringent ◀ and/or specific provisions contained in this Directive.

*Article 2***Definition**

For the purposes of this Directive, 'workplace' means 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.

## SECTION II

## EMPLOYERS' OBLIGATIONS

*Article 3***Workplaces used for the first time**

Workplaces used for the first time after 31 December 1992 must satisfy the minimum safety and health requirements laid down in Annex I.

*Article 4***Workplaces already in use**

Workplaces already in use before 1 January 1993 must satisfy the minimum safety and health requirements laid down in Annex II at the latest three years after that date.

However, as regards the Portuguese Republic, workplaces used before 1 January 1993 must satisfy, at the latest four years after that date, the minimum safety and health requirements appearing in Annex II.

**▼B***Article 5***Modifications to workplaces**

When workplaces undergo modifications, extensions and/or conversions after 31 December 1992, 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.

*Article 6***General requirements**

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,
- 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,
- the workplace and the equipment and devices, and in particular those referred to in Annex I, point 6, and Annex II, point 6, are regularly cleaned to an adequate level of hygiene,
- 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.

*Article 7***Information of workers**

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.

*Article 8***Consultation of workers and workers' participation**

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.

## SECTION III

**MISCELLANEOUS PROVISIONS***Article 9***Amendments to the Annexes**

Strictly technical amendments to the Annexes as a result of:

- the adoption of Directives on technical harmonization and standardization of the design, manufacture or construction of parts of workplaces, and/or
- technical progress, changes in international regulations or specifications and knowledge with regard to workplaces,

shall be adopted in accordance with the procedure laid down in Article 17 of Directive 89/391/EEC.

**▼B***Article 10***Final provisions**

1. Member States shall bring into force the laws, regulations and administrative provisions necessary to comply with this Directive by 31 December 1992. They shall forthwith inform the Commission thereof.

However, the date applicable for the Hellenic Republic shall be 31 December 1994.

2. Member States shall communicate to the Commission the texts of the provisions of national law which they have already adopted or adopt in the field governed by this Directive.

**▼M1**  
\_\_\_\_\_**▼B***Article 11*

This Directive is addressed to the Member States.



# ANNEX I

## MINIMUM SAFETY AND HEALTH REQUIREMENTS FOR WORKPLACES USED FOR THE FIRST TIME, AS REFERRED TO IN ARTICLE 3 OF THE DIRECTIVE

### 1. Preliminary note

The obligations laid down in this Annex apply whenever required by the features of the workplace, the activity, the circumstances or a hazard.

### 2. Stability and solidity

Buildings which house workplaces must have a structure and solidity appropriate to the nature of their use.

### 3. Electrical installations

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.

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. 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.

4.2. In the event of danger, it must be possible for workers to evacuate all workstations quickly and as safely as possible.

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.

4.4. Emergency doors must open outwards.

Sliding or revolving doors are not permitted if they are specifically intended as emergency exits.

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.

4.5. Specific emergency routes and exits must be indicated by signs in accordance with the national regulations transposing Directive 77/576/EEC <sup>(1)</sup> into law.

Such signs must be placed at appropriate points and be made to last.

4.6. Emergency doors must not be locked.

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.

4.7. Emergency routes and exits requiring illumination must be provided with emergency lighting of adequate intensity in case the lighting fails.

### 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.

5.2. Non-automatic fire-fighting equipment must be easily accessible and simple to use.

The equipment must be indicated by signs in accordance with the national regulations transposing Directive 77/576/EEC into law.

Such signs must be placed at appropriate points and be made to last.

<sup>(1)</sup> OJ No L 229, 7.9.1977, p. 12.

**▼B****6. Ventilation of enclosed workplaces**

- 6.1. 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.

If a forced ventilation system is used, it shall be maintained in working order.

Any breakdown must be indicated by a control system where this is necessary for workers' health.

- 6.2. 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.

Any deposit or dirt likely to create an immediate danger to the health of workers by polluting the atmosphere must be removed without delay.

**7. Room temperature**

- 7.1. During working hours, the temperature in ►**C1** 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.

- 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.

- 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.

**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.

- 8.2. Lighting installations in ►**C1** 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.

- 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.

**9. Floors, walls, ceilings and roofs of rooms**

- 9.1. The floors of ►**C1** rooms ◄ must have no dangerous bumps, holes or slopes and must be fixed, stable and not slippery.

Workplaces containing workstations ►**C1** must be adequately thermally insulated ◄, bearing in mind the type of undertaking involved and the physical activity of the workers.

- 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.

- 9.3. Transparent or translucent walls, in particular all-glass partitions, in rooms or in the vicinity of ►**C1** 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.

- 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.

**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.

- 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.

**▼B****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.
- 11.2. Transparent doors must be appropriately marked at a conspicuous level.
- 11.3. Swing doors and gates must be transparent or have see-through panels.
- 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.
- 11.5. Sliding doors must be fitted with a safety device to prevent them from being derailed and falling over.
- 11.6. Doors and gates opening upwards must be fitted with a mechanism to secure them against falling back.
- 11.7. Doors along escape routes must be appropriately marked.  
  
It must be possible to open them from the inside at any time without special assistance.  
  
It must be possible to open the doors when the workplaces are occupied.
- 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.
- 11.9. Mechanical doors and gates must function in such a way that there is no risk of accident to workers.

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.

**12. 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.
- 12.2. 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.  
  
If means of transport are used on traffic routes, a sufficient safety clearance must be provided for pedestrians.
- 12.3. Sufficient clearance must be allowed between vehicle traffic routes and doors, gates, passages for pedestrians, corridors and staircases.
- 12.4. Where the use and equipment of rooms so requires for the protection of workers, traffic routes must be clearly identified.
- 12.5. 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.

Appropriate measures must be taken to protect workers authorized to enter danger areas.

Danger areas must be clearly indicated.

**13. Specific measures for escalators and travelators**

Escalators and travelators must function safely.

They must be equipped with any necessary safety devices.

They must be fitted with easily identifiable and accessible emergency shut-down devices.

**▼B****14. Loading bays and ramps**

14.1. Loading bays and ramps must be suitable for the dimensions of the loads to be transported.

14.2. Loading bays must have at least one exit point.

Where technically feasible, bays over a certain length must have an exit point at each end.

14.3. Loading ramps must as far as possible be safe enough to prevent workers from falling off.

**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.

15.2. The dimensions of the free unoccupied area at the workstation must be calculated to allow workers sufficient freedom of movement to perform their work.

If this is not possible for reasons specific to the ►C1 workstation ◄, the worker must be provided with sufficient freedom of movement near his workstation.

**16. Rest rooms**

16.1. 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.

This provision does not apply if the workers are employed in offices or similar workrooms providing equivalent relaxation during breaks.

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.

16.3. In rest rooms appropriate measures must be introduced for the protection of non-smokers against discomfort caused by tobacco smoke.

16.4. 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.

Appropriate measures should be taken for the protection of non-smokers against discomfort caused by tobacco smoke.

**17. Pregnant women and nursing mothers**

Pregnant women and nursing mothers must be able to lie down to rest in appropriate conditions.

**18. Sanitary equipment****18.1. Changing rooms and lockers**

18.1.1. 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.

Changing rooms must be easily accessible, be of sufficient capacity and be provided with seating.

18.1.2. Changing rooms must be sufficiently large and have facilities to enable each worker to lock away his clothes during working hours.

If circumstances so require (e.g. dangerous substances, humidity, dirt), lockers for work clothes must be separate from those for ordinary clothes.

18.1.3. Provision must be made for separate changing rooms or separate use of changing rooms for men and women.

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.

**▼B****18.2. Showers and washbasins**

- 18.2.1. Adequate and suitable showers must be provided for workers if required by the nature of the work or for health reasons.

Provision must be made for separate shower rooms or separate use of shower rooms for men and women.

- 18.2.2. The shower rooms must be sufficiently large to permit each worker to wash without hindrance in conditions of an appropriate standard of hygiene.

The showers must be equipped with hot and cold running water.

- 18.2.3. Where showers are not required under the first subparagraph of 18.2.1, adequate and suitable washbasins with running water (hot water if necessary) must be provided in the vicinity of the workstations and the changing rooms.

Such washbasins must be separate for, or used separately by, men and women when so required for reasons of propriety.

- 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.

**18.3. Lavatories and washbasins**

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.

Provision must be made for separate lavatories or separate use of lavatories for men and women.

**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.

- 19.2. First aid rooms must be fitted with essential first aid installations and equipment and be easily accessible to stretchers.

They must be signposted in accordance with the national regulations transposing Directive 77/576/EEC into law.

- 19.3. In addition, first aid equipment must be available in all places where working conditions require it.

This equipment must be suitably marked and easily accessible.

**20. Handicapped workers**

Workplaces must be organized to take account of handicapped workers, if necessary.

This provision applies in particular to the doors, passageways, staircases, showers, washbasins, lavatories and workstations used or occupied directly by handicapped persons.

**21. Outdoor workplaces (special provisions)**

- 21.1. 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.

Sections 12, 13 and 14 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.

Section 12 is also applicable to outdoor workplaces.

- 21.2. Workplaces outdoors must be adequately lit by artificial lighting if daylight is not adequate.

- 21.3. When workers are employed at workstations outdoors, such workstations must as far as possible be arranged so that workers:

- (a) are protected against inclement weather conditions and if necessary against falling objects;



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- (b) are not exposed to harmful noise levels nor to harmful  
    ► **C1** outdoor ◀ influences such as gases, vapours or dust;
- (c) are able to leave their workstations swiftly in the event of danger or  
    are able to be rapidly assisted;
- (d) cannot slip or fall.



## ANNEX II

### MINIMUM HEALTH AND SAFETY REQUIREMENTS FOR WORKPLACES ALREADY IN USE, AS REFERRED TO IN ARTICLE 4 OF THE DIRECTIVE

#### 1. Preliminary note

The obligations laid down in this Annex apply wherever required by the features of the workplace, the activity, the circumstances or a hazard.

#### 2. Stability and solidity

Buildings which have workplaces must have a structure and solidity appropriate to the nature of their use.

#### 3. Electrical installations

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.

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. 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.

4.2. In the event of danger, it must be possible for workers to evacuate all workstations quickly and as safely as possible.

4.3. There must be an adequate number of escape routes and emergency exits.

4.4. Emergency exit doors must open outwards.

Sliding or revolving doors are not permitted if they are specifically intended as emergency exits.

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.

4.5. Specific emergency routes and exits must be indicated by signs in accordance with the national regulations transposing Directive 77/576/EEC into law.

Such signs must be placed at appropriate points and be made to last.

4.6. Emergency doors must not be locked.

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.

4.7. Emergency routes and exits requiring illumination must be provided with emergency lighting of adequate intensity in case the lighting fails.

#### 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 characteristics of the substances present and the maximum potential number of people present, workplaces must be equipped with appropriate fire-fighting equipment, and, as necessary, fire detectors and an alarm system.

5.2. Non-automatic fire-fighting equipment must be easily accessible and simple to use.

It must be indicated by signs in accordance with the national regulations transposing Directive 77/576/EEC into law.

Such signs must be placed at appropriate points and be made to last.

**▼B****6. Ventilation of enclosed workplaces**

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.

If a forced ventilation system is used, it shall be maintained in working order.

Any breakdown must be indicated by a control system where this is necessary for the workers' health.

**7. Room temperature**

7.1. During working hours, the temperature in ►**C1** 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.

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.

**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.

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.

**9. Doors and gates**

9.1. Transparent doors must be appropriately marked at a conspicuous level.

9.2. Swing doors and gates must be transparent or have see-through panels.

**10. Danger areas**

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.

Appropriate measures must be taken to protect workers authorized to enter danger areas.

Danger areas must be clearly indicated.

**11. Rest rooms and rest areas**

11.1. 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.

This provision does not apply if the workers are employed in offices or similar workrooms providing equivalent relaxation during breaks.

11.2. Rest rooms and rest areas must be equipped with tables and seats with backs.

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.

**12. Pregnant women and nursing mothers**

Pregnant women and nursing mothers must be able to lie down to rest in appropriate conditions.

**13. Sanitary equipment****13.1. Changing rooms and lockers**

13.1.1. 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.

Changing rooms must be easily accessible and of sufficient capacity.

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- 13.1.2. Changing rooms must have facilities to enable each worker to lock away his clothes during working hours.

If circumstances so require (e.g. dangerous substances, humidity, dirt), lockers for work clothes must be separate from those for ordinary clothes.

- 13.1.3. Provision must be made for separate changing rooms or separate use of changing rooms for men and women.

13.2. *Showers, lavatories and washbasins*

- 13.2.1. Workplaces must be fitted out in such a way that workers have in the vicinity:

- showers, if required by the nature of their work,
- special facilities equipped with an adequate number of lavatories and washbasins.

- 13.2.2. The showers and washbasins must be equipped with running water (hot water if necessary).

- 13.2.3. Provision must be made for separate showers or separate use of showers for men and women.

Provision must be made for separate lavatories or separate use of lavatories for men and women.

14. **First aid equipment**

Workplaces must be fitted with first aid equipment.

The equipment must be suitably marked and easily accessible.

15. **Handicapped workers**

Workplaces must be organized to take account of handicapped workers, if necessary.

This provision applies in particular to the doors, passageways, staircases, showers, washbasins, lavatories and workstations used or occupied directly by handicapped persons.

16. **Movement of pedestrians and vehicles**

Outdoor and indoor workplaces must be organized in such a way that pedestrians and vehicles can circulate in a safe manner.

17. **Outdoor workplaces (special provisions)**

When workers are employed at workstations outdoors, such workstations must as far as possible be organized so that workers:

- (a) are protected against inclement weather conditions and if necessary against falling objects;
- (b) are not exposed to harmful noise levels nor to harmful ► **C1** outdoor ◀ influences such as gases, vapours or dust;
- (c) are able to leave their workstations swiftly in the event of danger or are able to be rapidly assisted;
- (d) cannot slip or fall.



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Міжнародною організацією праці

Директива Ради ЄС № 89/654 /ЄЕС від 30 листопада 1989 року,  
щодо мінімальних вимог до безпеки та охорони здоров'я на робочому місці

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

Проект ЄС-МОП «Зміцнення адміністрації праці з метою покращення умов праці і подолання  
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EU-ILO Project «Enhancing the labour administration capacity to improve working conditions and tackle undeclared work

Антоніу Сантош / António Santos  
Менеджер проекту / Project manager

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

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- List of revised legislation within the scope of the Table of Concordance draft
- Table of concordance between Ukrainian legislation and the EU Directive No. 89/654/EEC.

## Why Directive No. 89/654/EEC?

- To comply with **Article 16 (1)** of 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;
- To establish **minimum requirements** concerning the arrangement of the place of work, **to ensure a better level of protection of the OSH** of workers;
- Because the **compliance** with the **minimum requirements** to guarantee a better OSH standard at work **is essential to ensure the safety and health of workers.**





# What does Directive No. 89/654/EEC ?

- **Harmonizes the OSH minimum requirements for the workplaces in EU;**
- **Lays down the minimum requirements for safety and health at the workplaces (to the ones already existing when it comes into force, to its modifications as well to the ones to be used for the first time after that);**
- **The provisions of the EU OSH framework Directive 89/391/EEC are fully applicable to the workplaces, without prejudice to more stringent and/or specific provisions contained in this Directive.**





# Why aligning the Ukrainian legislation with Directive No. 89/654/EEC?

- To **improve the working conditions** in the Ukrainian workplaces;
- To reduce the number, incidence rates and severity rates of the **work-related accidents and occupational diseases** in Ukraine;
- To ensure the effective **implementation** of the **EU-Ukraine Association Agreement (AA)**.

This directive shall be implemented (cf. [articles 419.º, 420.º and 422.º of chapter 21 and Annex XL to chapter 21 of the AA, p. 1981](#)):

- ✓ **For new workplaces:** Within **3 years** of the entry into force of the Association Agreement (AA);
- ✓ **For workplaces already in use:** must comply with Annex II of Directive 89/654/EEC, within **6 years** of the entry into force of the Association Agreement (AA).

## Subject (art. 1.º)

- Lays down the **minimum requirements** for OSH at the **workplace**;
- The Directive **is not applicable** to:
  - ✓ Means of transport used outside the undertaking/establishment, or workplaces inside means of transport;
  - ✓ Temporary or mobile work sites;
  - ✓ Extractive industries;
  - ✓ Fishing boats;
  - ✓ Fields, woods and other land forming part of an agricultural or forestry undertaking but situated away from the undertaking's buildings.
- The provisions of **Directive 89/391/EEC** are **fully applicable to workplaces**, **without prejudice** to **more stringent** and/or **specific** provisions contained in **this Directive**

## Directive 89/654/EEC



### WORKPLACE

Means 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**.





- Workplaces used for the first time after its entry into force

(art. 3.º):

- ✓ Must **satisfy** the minimum safety and health **requirements** laid down in **Annex I**;

- Workplaces in use before its entry into force (art. 4.º):

- ✓ Must **satisfy**, at the latest 3 years after that date, the minimum safety and health **requirements** laid down in **Annex II**;

- **Modifications to workplaces after its entry into force** (art. 5.º):

- ✓ Ensure that modifications, extensions and/or conversions comply with the minimum requirements laid down in **Annex I**.



# Employers' obligations

Directive 89/654/EEC

- **General requirements (art. 6.º):**

- ✓ **Traffic routes to emergency exits** and the **exits** themselves are **kept clear** at all times;
- ✓ **Technical maintenance of the workplace and of the equipment** and devices is **carried out** and any faults affecting the OSH of workers are rectified as quickly as possible;
- ✓ The **workplace** and the **equipment** and **devices** (particularly the ones for the ventilation of enclosed workplaces), are **regularly cleaned** to an adequate level of hygiene;
- ✓ **Safety equipment** and **devices** intended to **prevent or eliminate hazards** are **regularly maintained** and **checked**.





# Employers' obligations

## Directive 89/654/EEC

- **Information of workers (art. 7.º):**

- ✓ Without prejudice to Article 10 of Directive 89/391/EEC, **workers and/or their Reps. shall be informed** of all measures to be taken concerning safety and health at the workplace;

- **Consultation of workers and workers' participation (art. 8.º):**

- ✓ **Consultation and participation of workers and/or of their Reps. shall take place** in accordance with Article 11 of Directive 89/391/EEC on the matters covered by this Directive, including the Annexes thereto.



- **Amendments to the Annexes (art. 9.º):**

- ✓ **Strictly technical amendments** to the Annexes shall be **adopted** in accordance with Article 17 of Directive 89/391/EEC, **in case of:**
  - Adoption of **Directives** on technical **harmonization** and **standardization** of the design, manufacture or construction of parts of workplaces;
  - **Technical progress;**
  - Changes in **international regulations** or **specifications;** or
  - **Changes in knowledge** with regard to workplaces.





## Miscellaneous provisions

- **Final provisions (art. 10.º):**

- ✓ Member States shall:
  - ✓ **Bring into force the laws, regulations and administrative provisions necessary to comply with this Directive, and forthwith inform the Commission thereof;**
  - ✓ **Communicate to the Commission the texts of the provisions of national law which they have already adopted or adopt in the field governed by this Directive.**

## Directive 89/654/EEC





# Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

- **Stability and solidity:**

- ✓ Buildings which house workplaces **must have a structure and solidity appropriate** to the nature of their use;

- **Electrical installations:**

- ✓ 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**;
- ✓ Electrical installations and protection devices **must be appropriate** to the **voltage, external conditions** and **competence of persons** with access to parts of the installation.



## Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

### • Emergency routes and exits:

- ✓ Must remain clear and lead as directly as possible to the open air or to a safe area;
- ✓ Must allow workers to evacuate all workstations quickly and as safely as possible in case event of danger;
- ✓ There must be an adequate number of escape routes and emergency exits;
- ✓ Emergency doors must open outwards, cannot be sliding or revolving doors, and must not be locked or fastened.





## Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

### • Emergency routes and exits:

- ✓ Specific **emergency routes and exits** must be **indicated by signs** (according to Directive 77/576/EEC), which must be **placed at appropriate points** and **made to last**;
- ✓ The **emergency routes and exits**, and the **traffic routes and doors** giving access to them, must be **free from obstruction**;
- ✓ **Emergency routes and exits requiring illumination** must be provided with **emergency lighting** of adequate intensity **in case the lighting fails**.



## Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

### • Fire detection and fire fighting:

- ✓ Workplaces must be equipped with appropriate fire-fighting equipment, and, if necessary, fire detectors and an alarm system (depending on the dimensions and use of the buildings, the equipment they contain, the physical and chemical characteristics of the substances present and the maximum potential number of people present);
- ✓ Non-automatic fire-fighting equipment must be easily accessible, simple to use and indicated by signs (according to Directive 77/576/EEC), which must be placed at appropriate points and made to last.



## Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

### • Ventilation of enclosed workplaces:

- ✓ There shall be **sufficient fresh air** in enclosed workplaces, having regard to the working methods used and the work physical demands;
- ✓ If it is used a forced **ventilation system**, it shall be maintained in working order;
- ✓ **Any breakdown** must be indicated by a control system where this is necessary for the workers' health.





## Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

### • Room temperature:

- ✓ The **temperature** in rooms containing workstations **must be adequate** for **human beings**, accounting for the working methods being used and the work physical demands;
- ✓ The temperature in rest areas, rooms for duty staff, sanitary facilities, canteens and first aid rooms must be **appropriate to their purpose**.



## Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

### • Natural and artificial room lighting:

- ✓ Workplaces must as far as possible **receive sufficient natural light** and **be equipped with artificial lighting** adequate for workers' safety and health;
- ✓ 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.



# Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

## • Doors and gates:

- ✓ Transparent doors must be appropriately **marked** at a conspicuous level;
- ✓ Swing doors and gates must be transparent or have **see-through panels**;

## • Danger areas:

- ✓ If workplaces contain **danger areas** (e.g., risk of the worker or objects falling), they must be equipped with **devices preventing unauthorized workers from entering** those areas;
- ✓ **Measures** must be taken to **protect workers authorized** to enter danger areas;
- ✓ Danger areas must be **clearly indicated**.





# Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

- **Rest rooms and rest areas:**

- ✓ **Where the OSH of workers so require** (e.g., type of activity, number of workers present), workers must be **provided with an easily accessible rest room or appropriate rest area**;
- ✓ This provision **does not apply** if the workers are **employed in offices** or similar workrooms providing equivalent relaxation during breaks;
- ✓ Rest rooms and rest areas must be **equipped with tables and seats with backs**;
- ✓ *In rest rooms and rest areas appropriate measures must be introduced for the protection of non-smokers against discomfort caused by tobacco smoke.*



## Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

- **Pregnant women and nursing mothers:**

- ✓ Pregnant women and nursing mothers **must be able to** lie down to rest in **appropriate conditions**;

- **Sanitary equipment - Changing rooms and lockers:**

- ✓ Workers must be provided with **changing rooms** if they **have to wear special work clothes** and, for reasons of health or privacy, they **cannot change in another room**;
- ✓ Changing rooms **must be easily accessible**, have **sufficient capacity** and have facilities to **enable** each **worker** to **lock away his clothes** during working hours.





## Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

- **Sanitary equipment - Changing rooms and lockers:**

- ✓ If circumstances so require (e.g. dangerous substances, humidity, dirt), **lockers for work clothes** must be **separate** from those for **ordinary clothes**;
- ✓ Provision must be made for **separate changing rooms** or **separate use of changing rooms** for men and women.



# Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

## • Sanitary equipment - Showers, lavatories and washbasins:

- ✓ Workers must have in the **vicinity** :
  - **Showers**, if required by the nature of their work;
  - Facilities with **adequate number of lavatories and washbasins**;
- ✓ The showers and washbasins must be **equipped with running water**  
(**hot water if necessary**);
- ✓ Provision must be made for:
  - **Separate showers or separate use of showers** for men and women;
  - **Separate lavatories or separate use of lavatories** for men and women.



## Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

### • Handicapped workers:

- ✓ Workplaces must be **organized to take account of handicapped workers**, if necessary;
- ✓ This provision applies in particular to the **doors, passageways, staircases, showers, washbasins, lavatories and workstations** used or **occupied** directly by **handicapped persons**.





# Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

- **First aid equipment:**

- ✓ Workplaces must be **fitted with first aid equipment**;
- ✓ The **equipment** must be **suitably marked and easily accessible**;



- **Movement of pedestrians and vehicles:**

- ✓ Outdoor and indoor workplaces must be **organized** in such a way that **pedestrians and vehicles can circulate in a safe manner**.



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## Minimum OSH Requirements for workplaces already in use (Annex II – art. 4.º)

Directive 89/654/EEC

### • Outdoor workplaces (special provisions):

✓ Outdoors workstations **must be organized**, as far possible, so that workers:

- Are **protected** against inclement weather conditions and, if necessary, against **falling objects**;
- Are **not exposed** to harmful **noise** levels nor to harmful outdoor influences such as **gases, vapors or dust**;
- Are **able to leave their workstations swiftly** in the event of danger or are able to be **rapidly assisted**;
- Workers **cannot slip or fall**.



# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

**Besides the provisions of Annex II, new or modified workplaces have also to comply with the more demanding provisions of Annex I, namely:**

- **Electrical installations:**

- ✓ 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;

- **Emergency routes and exits:**

- ✓ The **number, distribution and dimensions** of the emergency routes and exits **depend on the use, equipment, dimensions** of the workplaces and the **maximum number of persons** that may be present.





# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

### • Ventilation of enclosed workplaces:

- ✓ 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**;
- ✓ Any **deposit or dirt** likely to create an immediate danger to the health of workers by polluting the atmosphere must be **removed without delay**;

### • Room temperature:

- ✓ **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.



# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

- **Natural and artificial room lighting:**

- ✓ **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;

- **Floors, walls, ceilings and roofs of rooms:**

- ✓ **Floors** of rooms must have no dangerous bumps, holes or slopes and must be fixed, stable and not slippery;
- ✓ **Workplaces** containing workstations must be adequately thermally insulated, considering the type of undertaking and the physical demands for the workers.





# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

- **Floors, walls, ceilings and roofs of rooms:**

- ✓ 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;
- ✓ **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);
- ✓ **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.



# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

- **Windows and skylights:**

- ✓ 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;
- ✓ 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.



# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

### • Doors and gates:

- ✓ 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;
- ✓ 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;
- ✓ **Sliding doors** must be **fitted with a safety device** to prevent them from being derailed and falling over.



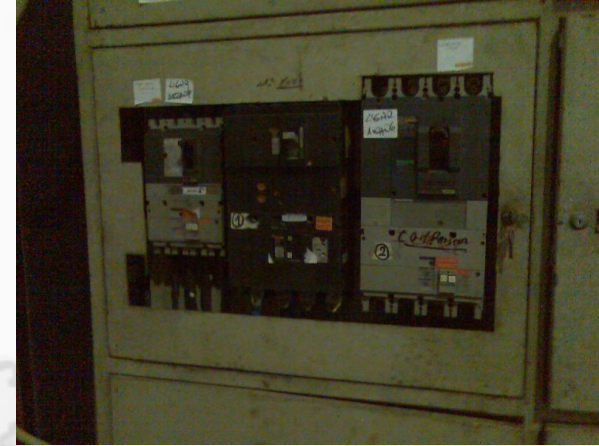


# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

(Annex I – articles 3.º and 5.º)

- **Doors and gates:**

- ✓ **Doors and gates opening upwards must be fitted with a mechanism to secure them against falling back;**
- ✓ **Doors along escape routes must be appropriately marked;**
- ✓ **It must be possible to open them from the inside at any time without special assistance;**
- ✓ **It must be possible to open the doors when the workplaces are occupied.**





# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

### • Doors and gates:

- ✓ **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**;
- ✓ **Mechanical doors and gates** must **function without any risk** to workers;
- ✓ 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**.



# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

### • Traffic routes — danger areas:

- ✓ **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;
- ✓ **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**;
- ✓ If means of transport are used on traffic routes, a **sufficient safety clearance** must be provided for pedestrians.



# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

- **Traffic routes — danger areas:**

- ✓ Sufficient clearance must be allowed **between vehicle traffic routes and doors, gates, passages for pedestrians, corridors and staircases;**
- ✓ Where the use and equipment of rooms so requires for the protection of workers, **traffic routes must be clearly identified;**

- **Specific measures for escalators and travelators:**

- ✓ Escalators and travelators must **function safely** and be **equipped** with any necessary **safety devices;**
- ✓ They must **be fitted** with easily **identifiable and accessible** emergency shut-down devices.





# Minimum OSH Requirements for new or modified workplaces (Annex I – articles 3.º and 5.º)

Directive 89/654/EEC

## • Loading bays and ramps:

- ✓ Must be **suitable** for the **dimensions** of the loads to be transported;
- ✓ Loading bays **must have** at least **one exit** point;
- ✓ **Where** technically **feasible**, bays over a **certain length** **must have** an **exit** point at **each end**;
- ✓ **Loading ramps must** as far as possible **be safe enough to prevent** workers from **falling** off.





# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

- **Room dimensions and air space in rooms — freedom of movement at the workstation:**

- ✓ 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;
- ✓ The **dimensions of the free unoccupied area** at the workstation **must be calculated** to allow workers sufficient **freedom of movement** to perform their work;
- ✓ **If this is not possible** for reasons specific to the workstation, the **worker must be provided with sufficient freedom of movement near his workstation.**



# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

### • Rest rooms:

- ✓ **Where the OSH of workers so require** (e.g., type of activity, number of workers present), workers must be **provided with an easily accessible rest room**;
- ✓ **Must be large enough and equipped with an adequate number of tables and seats with backs for the number of workers**;
- ✓ **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.



## Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC (Annex I – articles 3.º and 5.º)

### • Sanitary equipment - Changing rooms and lockers:

- ✓ Changing rooms must be **easily accessible**, be of **sufficient capacity** and be **provided with seating**;
- ✓ Changing rooms must be **sufficiently large** and have facilities to **enable each worker to lock away his clothes during working hours**;
- ✓ If changing rooms are not required (because there is no need for wearing special work clothes), **each worker must be provided with a place to store his clothes**.





# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

### • Sanitary equipment - Showers and washbasins:

- ✓ Adequate and suitable showers must be **provided** for workers if required by the **nature of the work** or for health reasons;
- ✓ The shower rooms must be sufficiently large to allow workers to wash in conditions of an appropriate standard of hygiene;
- ✓ The showers must be equipped with hot and cold running water;
- ✓ If showers are **not required** (by work or health reasons), **adequate and suitable washbasins with running water** (hot water if necessary) **must be provided in the vicinity** of the workstations and the changing rooms;
- ✓ Where shower rooms or washbasins are **separate from the changing rooms**, there must be **easy communication between the two**.





# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

- **Sanitary equipment - Lavatories and washbasins:**

- ✓ It must be provided separate facilities with an **adequate number** of **lavatories and washbasins**, in the vicinity of workstations, rest rooms, changing rooms and rooms housing showers or washbasins;



- **First aid rooms:**

- ✓ **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.

# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

### • First aid rooms:

✓ First aid rooms must:

- Be **fitted** with **essential first aid installations and equipment** and be easily **accessible to stretchers**;
- Be **signposted** (according to Directive 77/576/EEC);

✓ **First aid equipment** must be **available** in all places **where** working conditions **require it**.



# Minimum OSH Requirements for new or modified workplaces Directive 89/654/EEC

## (Annex I – articles 3.º and 5.º)

### • Outdoor workplaces (special provisions):

- ✓ Workstations, traffic routes and other areas/installations outdoors used by workers must be **organized** so that **pedestrians and vehicles can circulate safely**;
- ✓ The sections “Traffic routes — danger areas”, “Specific measures for escalators and travelators” and “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**;
- ✓ The section “Traffic routes — danger areas” is also **applicable to outdoor workplaces**;
- ✓ Workplaces outdoors **must be adequately lit by artificial lighting** if daylight is not adequate.



## 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<br>(NUMBER OF THE<br>LEGISLATIVE ACT) | LEGISLATIVE DOCUMENT            |                                                   |          |                   |                                                                   |                             | LAST AMENDEMENTS INTRODUCED |                                                                                                                                  |
|--------------------------------------------|---------------------------------|---------------------------------------------------|----------|-------------------|-------------------------------------------------------------------|-----------------------------|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------|
|                                            | ISSUER                          | LEGISLATIVE DOCUMENT                              | NUMBER   | DATE OF ADDOPTION | NAME/SUBJECT OF THE LEGAL ACT                                     | DATE OF ENTRY INTO<br>FORCE | DATE OF LAST AMENDEMENT     | LEGAL ACT                                                                                                                        |
| 1. Ukrainian Parliament (Verkhovna Rada)   |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 1,1                                        | Parliament                      | Law                                               | 322-VIII | 10.12.1971        | Labour code of Ukraine                                            | 01.06.1972                  | 24.12.2015                  | Law No.911-VIII, of 24 December 2015, amending several legal acts of Ukraine.                                                    |
| 1,2                                        | Parliament                      | Law                                               | 2694-XII | 14.10.1992        | On Labour Protection                                              |                             | 12.02.2015                  | Law No.191-VIII, of 12 February 2015, Amending several legal acts of Ukraine on simplification of terms of conducting a business |
| 1,3                                        | Parliament                      | Law                                               | 1533     | 02.03.2000        | On compulsory State social insurance in the event of unemployment |                             | 05.07.2012                  | Law No. 5067-VI of 5 July 2012 on Employment of the Population                                                                   |
| 1,4                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 1,5                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 1,6                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 1,7                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 1,8                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 1,9                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 1.10                                       |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 1,11                                       |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 1,12                                       |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 2. President of Ukraine                    |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 2,1                                        | Cabinet of Ministers of Ukraine | Decree/Order                                      |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 2,2                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 2,3                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 2,4                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 2,5                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 2,6                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 2,7                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 2,8                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 2,9                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 3. Cabinet of Ministers of Ukraine         |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 3,1                                        | Ministers council               | Law/Regulatory Decree/Decree-Law/Resolution/Order |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 3,2                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 3,3                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 3,4                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 3,5                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 3,6                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 3,7                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 3,8                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 3,9                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 4. Ministries and other state authorities  |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 4,1                                        | Ministry of....                 | Ordinance/Order/Regulation/Instruction            |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 4,2                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 4,3                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 4,4                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 4,5                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 4,6                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 4,7                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 4,8                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |
| 4,9                                        |                                 |                                                   |          |                   |                                                                   |                             |                             |                                                                                                                                  |



## TABLE OF CONCORDANCE

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

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

| EU DIRECTIVE LEGAL PROVISIONS |                                                                           |                      |                                                                                                                                                                                                                                                                                                                                     | CORRESPONDING OR EQUIVALENT UKRAINIAN LEGAL PROVISIONS |         |       |                      | LEVEL OF COMPLIANCE |      |           |                  | RECOMMENDATIONS FOR FURTHER ACTION |                                       |          |            |        |             |                    |
|-------------------------------|---------------------------------------------------------------------------|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------|-------|----------------------|---------------------|------|-----------|------------------|------------------------------------|---------------------------------------|----------|------------|--------|-------------|--------------------|
| ARTICLE                       | TITLE                                                                     | PARA, SUB-PARA, LINE | PROVISION                                                                                                                                                                                                                                                                                                                           | CODE (NUMBER 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 |
| 1                             | Subject                                                                   | 1                    | This Directive lays down the minimum requirements for safety and health at the workplace.                                                                                                                                                                                                                                           |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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;                                                                                                                                                                                |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 1                             | Subject                                                                   | 2 (1) (b)            | This Directive shall not apply to temporary or mobile work sites;                                                                                                                                                                                                                                                                   |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 1                             | Subject                                                                   | 2 (1) (c)            | This Directive shall not apply to extractive industries;                                                                                                                                                                                                                                                                            |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 1                             | Subject                                                                   | 2 (1) (d)            | This Directive shall not apply to fishing boats;                                                                                                                                                                                                                                                                                    |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                          |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                              |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 2                             | Definition                                                                | (1)                  | <b>Workplace:</b> 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.                                                           |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 3                             | <b>Employers' obligations</b> - Workplaces used for the <b>first time</b> | (1)                  | <b>Workplaces</b> used for the <b>first time after 31 December 1992</b> must satisfy the minimum safety and health requirements laid down in <b>Annex I</b> <a href="#">[SEE THE REQUIREMENTS BELOW]</a> .                                                                                                                          |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                      |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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 - 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.                                                                                                                 |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                              |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                                                    |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                                             |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                      |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 3 - ANNEX I - 4               | Emergency routes and exits                                                | 4.4 (1)              | Emergency doors must open outwards.                                                                                                                                                                                                                                                                                                 |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                                                                  |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                    |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                               |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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 - ANNEX I - 4               | Emergency routes and exits                                                | 4.6 (1)              | Emergency doors must not be locked.                                                                                                                                                                                                                                                                                                 |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                       |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                        |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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. |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                                                                                  |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 3 - ANNEX I - 5               | Fire detection and fire fighting                                          | 5.2 (2)              | The equipment must be indicated by signs in accordance with the national regulations transposing Directive 77/576/EEC into law.                                                                                                                                                                                                     |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                                                                                                |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                              |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                                                                                    |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                                                                    |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                              |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                        |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                           |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                 |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                       |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |

## TABLE OF CONCORDANCE

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

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

| EU DIRECTIVE LEGAL PROVISIONS |                                                  |                      |                                                                                                                                                                                                                                                                                                                                                | CORRESPONDING OR EQUIVALENT UKRAINIAN LEGAL PROVISIONS |         |       |                      |      | LEVEL OF COMPLIANCE |           |                  |               | ADEQUATE JURIDICAL POWER OF LEGAL ACT | RECOMMENDATIONS FOR FURTHER ACTION |            |        |             |                    |
|-------------------------------|--------------------------------------------------|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------|-------|----------------------|------|---------------------|-----------|------------------|---------------|---------------------------------------|------------------------------------|------------|--------|-------------|--------------------|
| ARTICLE                       | TITLE                                            | PARA, SUB-PARA, LINE | PROVISION                                                                                                                                                                                                                                                                                                                                      | CODE (NUMBER OF THE LEGISLATIVE ACT)                   | ARTICLE | TITLE | PARA, SUB-PARA, LINE | TEXT | FULL                | PARTIALLY | NON PROVIDED FOR | CONTRADICTORY |                                       | MAINTAIN                           | COMPLEMENT | REMOVE | PROVIDE FOR | SCALE-UP LEGAL ACT |
| 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.                                                                                                                                                                        |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                               |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                     |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                                                                                  |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                          |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                                                |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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. |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                     |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                          |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                         |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                              |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 3 - ANNEX I - 11              | Doors and gates                                  | 11,2                 | Transparent doors must be appropriately marked at a conspicuous level.                                                                                                                                                                                                                                                                         |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 3 - ANNEX I - 11              | Doors and gates                                  | 11,3                 | Swing doors and gates must be transparent or have see-through panels.                                                                                                                                                                                                                                                                          |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                              |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                                                                                        |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                                                                                           |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 3 - ANNEX I - 11              | Doors and gates                                  | 11.7 (1)             | Doors along escape routes must be appropriately marked.                                                                                                                                                                                                                                                                                        |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                                                                                                       |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 3 - ANNEX I - 11              | Doors and gates                                  | 11.7 (3)             | It must be possible to open the doors when the workplaces are occupied.                                                                                                                                                                                                                                                                        |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                                                                                           |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                   |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 3 - ANNEX I - 12              | 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.                                                                 |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 3 - ANNEX I - 12              | 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.                                                                                                                                                                                      |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 3 - ANNEX I - 12              | 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.                                                                                                                                                                                                                              |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                                                      |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                                                                     |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                   |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 3 - ANNEX I - 12              | Traffic routes — danger areas                    | 12.5 (2)             | Appropriate measures must be taken to protect workers authorized to enter danger areas.                                                                                                                                                                                                                                                        |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 3 - ANNEX I - 12              | Traffic routes — danger areas                    | 12.5 (3)             | Danger areas must be clearly indicated.                                                                                                                                                                                                                                                                                                        |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 3 - ANNEX I - 13              | Specific measures for escalators and travelators | 13 (1)               | Escalators and travelators must function safely.                                                                                                                                                                                                                                                                                               |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 3 - ANNEX I - 13              | Specific measures for escalators and travelators | 13 (2)               | They must be equipped with any necessary safety devices.                                                                                                                                                                                                                                                                                       |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                                                                                                       |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                                                                                                     |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 3 - ANNEX I - 14              | Loading bays and ramps                           | 14.2 (1)             | Loading bays must have at least one exit point.                                                                                                                                                                                                                                                                                                |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |
| 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.                                                                                                                                                                                                                                                    |                                                        |         |       |                      |      |                     |           |                  |               |                                       |                                    |            |        |             |                    |

# 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,*

[illegible]

## TABLE OF CONCORDANCE

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

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

| EU DIRECTIVE LEGAL PROVISIONS |                                                    |                      |                                                                                                                                                                                                                                                                                                                                                                                | CORRESPONDING OR EQUIVALENT UKRAINIAN LEGAL PROVISIONS |         |       |                      | LEVEL OF COMPLIANCE |      |           |                  | RECOMMENDATIONS FOR FURTHER ACTION |                                       |          |            |        |             |                    |
|-------------------------------|----------------------------------------------------|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------|-------|----------------------|---------------------|------|-----------|------------------|------------------------------------|---------------------------------------|----------|------------|--------|-------------|--------------------|
| ARTICLE                       | TITLE                                              | PARA, SUB-PARA, LINE | PROVISION                                                                                                                                                                                                                                                                                                                                                                      | CODE (NUMBER 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 |
| 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. |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 3 - ANNEX I - 21              | Outdoor workplaces (special provisions)            | 21.1 (3)             | Section 12 (Traffic routes — danger areas) is also applicable to outdoor workplaces.                                                                                                                                                                                                                                                                                           |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 3 - ANNEX I - 21              | Outdoor workplaces (special provisions)            | 21,2                 | Workplaces outdoors must be adequately lit by artificial lighting if daylight is not adequate.                                                                                                                                                                                                                                                                                 |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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;                                                                                                                                                         |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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;                                                                                                                                            |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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;                                                                                                                                              |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                                                                 |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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).                                                                                                                                                                              |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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 - 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 - 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 - 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 - 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 - 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 - ANNEX II - 4              | Emergency routes and exits                         | 4,3                  | There must be an adequate number of escape routes and emergency exits.                                                                                                                                                                                                                                                                                                         |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 4 - ANNEX II - 4              | Emergency routes and exits                         | 4.4 (1)              | Emergency doors must open outwards.                                                                                                                                                                                                                                                                                                                                            |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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 - 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 - 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 - ANNEX II - 4              | Emergency routes and exits                         | 4.5 (2)              | Such signs must be placed at appropriate points and be made to last.                                                                                                                                                                                                                                                                                                           |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 4 - ANNEX II - 4              | Emergency routes and exits                         | 4.6 (1)              | Emergency doors must not be locked.                                                                                                                                                                                                                                                                                                                                            |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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 - 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 - 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 - ANNEX II - 5              | Fire detection and fire fighting                   | 5.2 (1)              | Non-automatic fire-fighting equipment must be easily accessible and simple to use.                                                                                                                                                                                                                                                                                             |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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 77/576/EEC into law.                                                                                                                                                                                                                                                |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                                                                                                                                           |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                         |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 4 - ANNEX II - 6              | Ventilation of enclosed workplaces                 | (2)                  | If a forced ventilation system is used, it shall be maintained in working order.                                                                                                                                                                                                                                                                                               |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                                                                                                               |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                      |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                                            |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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 lightline adequate for workers' safety and health.                                                                                                                                                                                                                         |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |



## 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,*

| EU DIRECTIVE LEGAL PROVISIONS |                                                      |                      |                                                                                                                                                                                                                                                                                                                                                          | CORRESPONDING OR EQUIVALENT UKRAINIAN LEGAL PROVISIONS |         |       |                      | LEVEL OF COMPLIANCE |      |           |                  | RECOMMENDATIONS FOR FURTHER ACTION |                                       |          |            |        |             |                    |
|-------------------------------|------------------------------------------------------|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------|-------|----------------------|---------------------|------|-----------|------------------|------------------------------------|---------------------------------------|----------|------------|--------|-------------|--------------------|
| ARTICLE                       | TITLE                                                | PARA, SUB-PARA, LINE | PROVISION                                                                                                                                                                                                                                                                                                                                                | CODE (NUMBER 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 |
| 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.                                                                                                                                                                               |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 4 - ANNEX II - 9              | Doors and gates                                      | 9,1                  | Transparent doors must be appropriately marked at a conspicuous level.                                                                                                                                                                                                                                                                                   |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 4 - ANNEX II - 9              | Doors and gates                                      | 9,2                  | Swing doors and gates must be transparent or have see-through panels.                                                                                                                                                                                                                                                                                    |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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 - ANNEX II - 10             | Danger areas                                         | (2)                  | Appropriate measures must be taken to protect workers authorized to enter danger areas.                                                                                                                                                                                                                                                                  |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 4 - ANNEX II - 10             | Danger areas                                         | (3)                  | Danger areas must be clearly indicated.                                                                                                                                                                                                                                                                                                                  |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                          |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                                                                 |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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 - 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 - 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.                                                                                                                                                                                                                                                           |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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 - ANNEX II - 13             | Sanitary equipment - Changing rooms and lockers      | 13.1.1 (2)           | Changing rooms must be easily accessible and of sufficient capacity.                                                                                                                                                                                                                                                                                     |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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 - 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 - 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 - 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 - 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 - 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 - 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 - 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 - ANNEX II - 14             | First aid equipment                                  | (1)                  | Workplaces must be fitted with first aid equipment.                                                                                                                                                                                                                                                                                                      |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 4 - ANNEX II - 14             | First aid equipment                                  | (2)                  | The equipment must be suitably marked and easily accessible                                                                                                                                                                                                                                                                                              |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 4 - ANNEX II - 15             | Handicapped workers                                  | (1)                  | Workplaces must be organized to take account of handicapped workers, if necessary.                                                                                                                                                                                                                                                                       |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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.                                                                                                                                                                           |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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 - 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 - 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 - 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 - 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.                                                                                                                                                                                                           |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 5                             | Employers' obligations - Modifications to workplaces | (1)                  | When workplaces undergo <b>modifications, extensions and/or conversions after 31 December 1992</b> , the employer shall take the measures necessary to ensure that those modifications, extensions and/or conversions are in <b>compliance</b> with the corresponding minimum requirements laid down in <b>Annex I</b> .                                 |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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;                                                                                                                                                                                 |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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; |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |
| 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, are regularly cleaned to an adequate level of hygiene;                                                                                     |                                                        |         |       |                      |                     |      |           |                  |                                    |                                       |          |            |        |             |                    |

# 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*

[illegible]

## TABLE OF CONCORDANCE WORKPLAN

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)*

[illegible]

**EU-ILO Project**  
**“Enhancing the labour administration capacity to improve working conditions and tackle undeclared work”**  
**Ukraine**  
**Timetable for activities 1.1.2-1.1.4 under the Outcome 1**

|                                                                         | 27-30 November 2017 |          |          | 4-8 December 2017 |          |          |          |         | 11-15<br>December 2017 | 18-22<br>December 2017 |
|-------------------------------------------------------------------------|---------------------|----------|----------|-------------------|----------|----------|----------|---------|------------------------|------------------------|
| Trainings on EU directives and development of the tables of concordance |                     |          |          |                   |          |          |          |         |                        |                        |
| EU Directive                                                            | 28.11.17            | 29.11.17 | 30.11.17 | 04.12.17          | 05.12.17 | 06.12.17 | 07.12.17 | 8.12.17 | 11.12.17               |                        |
| Directive <b>89/391</b>                                                 | training            |          |          |                   |          |          |          |         |                        |                        |
| Development of the table № 2 by workgroup for Dir. 89/391               |                     |          |          |                   |          |          |          |         |                        |                        |
| Directive <b>89/654</b>                                                 |                     | training |          |                   |          |          |          |         |                        |                        |
| Development of the table № 2 by workgroup for Dir. 89/654               |                     |          |          |                   |          |          |          |         |                        |                        |
| Директива <b>2009/104</b>                                               |                     |          | training |                   |          |          |          |         |                        |                        |
| Development of the table № 2 by workgroup for Dir. 2009/104             |                     |          |          |                   |          |          |          |         |                        |                        |
| Directive <b>89/656</b>                                                 |                     |          |          | training          |          |          |          |         |                        |                        |
| Development of the table № 2 by workgroup for Dir. 89/656               |                     |          |          |                   |          |          |          |         |                        |                        |
| Directive <b>2003/88</b>                                                |                     |          |          |                   | training |          |          |         |                        |                        |
| Development of the table № 2 by workgroup for Dir. 2003/88              |                     |          |          |                   |          |          |          |         |                        |                        |
| Directive <b>91/533</b>                                                 |                     |          |          |                   |          |          |          |         | training               |                        |
| Development of the table № 2 by workgroup for Dir. 91/533               |                     |          |          |                   |          |          |          |         |                        |                        |

| <b>Finalization of the tables of concordance</b>                                  |                        |                   |                          |                       |                          |                  |
|-----------------------------------------------------------------------------------|------------------------|-------------------|--------------------------|-----------------------|--------------------------|------------------|
|                                                                                   | 25-30 December<br>2017 | 8-12 January 2018 | 15-19<br>January<br>2018 | 22-26 January<br>2018 | 29-31<br>January<br>2018 | February<br>2018 |
| <b>Finalization of the tables</b> by MSP and SLS and submission to EU-ILO Project |                        |                   |                          |                       |                          |                  |
| Translation of the tables and submission to the experts                           |                        |                   |                          |                       |                          |                  |
| <b>Studying of the table by the experts</b>                                       |                        |                   |                          |                       |                          |                  |
| Tripartite workshop based on the results of the workgroups                        |                        |                   |                          |                       |                          |                  |