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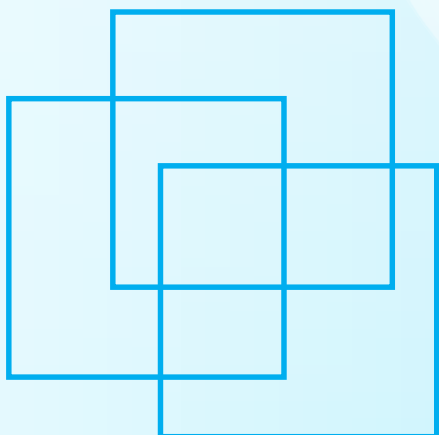


Проект виконується
Міжнародною організацією праці

«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. 89/656/EEC OF 30 NOVEMBER 1989**

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



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This Project is funded by
the European Union



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the International Labour Organization

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. 89/656/EEC of 30 November 1989, on the minimum
health and safety requirements for the use by workers of personal protective
equipment at the workplace**

04 December 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 Council Directive 89/656/EEC of 30 November 1989 and explanation of its key provisions

Antonio Santos , 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 89/656/EEC

Antonio Santos , 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 89/656/EEC |

Distribution materials:

1. Council Directive 89/656/EEC;
2. Table of the List of legislation to be revised;
3. Table of Concordance between the national legislation and the Council Directive 89/656/EEC;
4. PP Presentation on the provisions of the Council Directive 89/656/EEC.

Content

1. Council Directive № 89/391/EEC of 12 June 1989
2. Council Directive № 89/656/EEC of 30 November 1989
3. Presentation of the Council Directive № 89/656/EEC of 30 November 1989
4. Table 1 (List of revised legislation)
5. Table 2 (Table of concordance)
6. Table 3 (Table of concordance workplan)
7. Timetable for the Trainings on EU Directives

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

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COUNCIL DIRECTIVE

of 12 June 1989

on the introduction of measures to encourage improvements in the safety and health of workers at work

(89/391/EEC)

(OJ L 183, 29.6.1989, p. 1)

Amended by:

		Official Journal		
		No	page	date
► <u>M1</u>	Regulation (EC) No 1882/2003 of the European Parliament and of the Council of 29 September 2003	L 284	1	31.10.2003
► <u>M2</u>	Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007	L 165	21	27.6.2007
► <u>M3</u>	Regulation (EC) No 1137/2008 of the European Parliament and of the Council of 22 October 2008	L 311	1	21.11.2008

Corrected by:

- **C1** Corrigendum, OJ L 275, 5.10.1990, p. 42 (89/391/EEC)



COUNCIL DIRECTIVE

of 12 June 1989

**on the introduction of measures to encourage improvements in the
safety and health of workers at work**

(89/391/EEC)

THE COUNCIL OF THE EUROPEAN COMMUNITIES,

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

Having regard to the proposal from the Commission ⁽¹⁾, drawn up after consultation with the Advisory Committee on Safety, Hygiene and Health Protection at Work,

In cooperation with the European Parliament ⁽²⁾,

Having regard to the opinion of the Economic and Social Committee ⁽³⁾,

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 guarantee a better level of protection of the safety and health of workers;

Whereas this Directive does not justify any reduction in levels of protection already achieved in individual Member States, the Member State being committed, under the Treaty, to encouraging improvements in conditions in this area and to harmonizing conditions while maintaining the improvements made;

Whereas it is known that workers can be exposed to the effects of dangerous environmental factors at the work place during the course of their working life;

Whereas, pursuant to Article 118a of the Treaty, such Directives must avoid imposing administrative, financial and legal constraints 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 ⁽⁴⁾ provides for the adoption of Directives designed to guarantee the safety and health of workers;

Whereas the Council, in its resolution of 21 December 1987 on safety, hygiene and health at work ⁽⁵⁾, took note of the Commission's intention to submit to the Council in the near future a Directive on the organization of the safety and health of workers at the work place;

Whereas in February 1988 the European Parliament adopted four resolutions following the debate on the internal market and worker protection; whereas these resolutions specifically invited the Commission to draw up a framework Directive to serve as a basis for more specific Directives covering all the risks connected with safety and health at the work place;

Whereas Member States have a responsibility to encourage improvements in the safety and health of workers on their territory;

⁽¹⁾ OJ No C 141, 30. 5. 1988, p. 1.

⁽²⁾ OJ No C 326, 19. 12. 1988, p. 102, and OJ No C 158, 26. 6. 1989.

⁽³⁾ OJ No C 175, 4. 7. 1988, p. 22.

⁽⁴⁾ OJ No C 28, 3. 2. 1988, p. 3.

⁽⁵⁾ OJ No C 28, 3. 2. 1988, p. 1.

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whereas taking measures to protect the health and safety of workers at work also helps, in certain cases, to preserve the health and possibly the safety of persons residing with them;

Whereas Member States' legislative systems covering safety and health at the work place differ widely and need to be improved; whereas national provisions on the subject, which often include technical specifications and/ or self-regulatory standards, may result in different levels of safety and health protection and allow competition at the expense of safety and health;

Whereas the incidence of accidents at work and occupational diseases is still too high; whereas preventive measures must be introduced or improved without delay in order to safeguard the safety and health of workers and ensure a higher degree of protection;

Whereas, in order to ensure an improved degree of protection, workers and/ or their representatives must be informed of the risks to their safety and health and of the measures required to reduce or eliminate these risks; whereas they must also be in a position to contribute, by means of balanced participation in accordance with national laws and/ or practices, to seeing that the necessary protective measures are taken;

Whereas information, dialogue and balanced participation on safety and health at work must be developed between employers and workers and/ or their representatives by means of appropriate procedures and instruments, in accordance with national laws and/ or practices;

Whereas the improvement of workers' safety, hygiene and health at work is an objective which should not be subordinated to purely economic considerations;

Whereas employers shall be obliged to keep themselves informed of the latest advances in technology and scientific findings concerning workplace design, account being taken of the inherent dangers in their undertaking, and to inform accordingly the workers' representatives exercising participation rights under this Directive, so as to be able to guarantee a better level of protection of workers' health and safety;

Whereas the provisions of this Directive apply, without prejudice to more stringent present or future Community provisions, to all risks, and in particular to those arising from the use at work of chemical, physical and biological agents covered by Directive 80/1107/EEC ⁽¹⁾, as last amended by Directive 88/642/EEC ⁽²⁾;

Whereas, pursuant to Decision 74/325/EEC ⁽³⁾, the Advisory Committee on Safety, Hygiene and Health Protection at Work is consulted by the Commission on the drafting of proposals in this field;

Whereas a Committee composed of members nominated by the Member States needs to be set up to assist the Commission in making the technical adaptations to the individual Directives provided for in this Directive.

HAS ADOPTED THIS DIRECTIVE:

⁽¹⁾ OJ No L 327, 3. 12. 1980, p. 8.

⁽²⁾ OJ No L 356, 24. 12. 1988, p. 74.

⁽³⁾ OJ No L 185, 9. 7. 1974, p. 15.



SECTION I

GENERAL PROVISIONS

Article 1

Object

1. The object of this Directive is to introduce measures to encourage improvements in the safety and health of workers at work.
2. To that end it contains general principles concerning the prevention of occupational risks, the protection of safety and health, the elimination of risk and accident factors, the informing, consultation, balanced participation in accordance with national laws and/ or practices and training of workers and their representatives, as well as general guidelines for the implementation of the said principles.
3. This Directive shall be without prejudice to existing or future national and Community provisions which are more favourable to protection of the safety and health of workers at work.

Article 2

Scope

1. This Directive shall apply to all sectors of activity, both public and private (industrial, agricultural, commercial, administrative, service, educational, cultural, leisure, etc.).
2. This Directive shall not be applicable where characteristics peculiar to certain specific public service activities, such as the armed forces or the police, or to certain specific activities in the civil protection services inevitably conflict with it.

In that event, the safety and health of workers must be ensured as far as possible in the light of the objectives of this Directive.

Article 3

Definitions

For the purposes of this Directive, the following terms shall have the following meanings:

- (a) worker: any person employed by an employer, including trainees and apprentices but excluding domestic servants;
- (b) employer: any natural or legal person who has an employment relationship with the worker and has responsibility for the undertaking and/ or establishment;
- (c) workers' representative with specific responsibility for the safety and health of workers: any person elected, chosen or designated in accordance with national laws and/ or practices to represent workers where problems arise relating to the safety and health protection of workers at work;
- (d) prevention: all the steps or measures taken or planned at all stages of work in the undertaking to prevent or reduce occupational risks.

Article 4

1. Member States shall take the necessary steps to ensure that employers, workers and workers' representatives are subject to the legal provisions necessary for the implementation of this Directive.

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2. In particular, Member States shall ensure adequate controls and supervision.

SECTION II**EMPLOYERS' OBLIGATIONS***Article 5***General provision**

1. The employer shall have a duty to ensure the safety and health of workers in every aspect related to the work.
2. Where, pursuant to Article 7 (3), an employer enlists competent external services or persons, this shall not discharge him from his responsibilities in this area.
3. The workers' obligations in the field of safety and health at work shall not affect the principle of the responsibility of the employer.
4. This Directive shall not restrict the option of Member States to provide for the exclusion or the limitation of employers' responsibility where occurrences are due to unusual and unforeseeable circumstances, beyond the employers' control, or to exceptional events, the consequences of which could not have been avoided despite the exercise of all due care.

Member States need not exercise the option referred to in the first subparagraph.

*Article 6***General obligations on employers**

1. Within the context of his responsibilities, the employer shall take the measures necessary for the safety and health protection of workers, including prevention of occupational risks and provision of information and training, as well as provision of the necessary organization and means.

The employer shall be alert to the need to adjust these measures to take account of changing circumstances and aim to improve existing situations.

2. The employer shall implement the measures referred to in the first subparagraph of paragraph 1 on the basis of the following general principles of prevention:

- (a) avoiding risks;
- (b) evaluating the risks which cannot be avoided;
- (c) combating the risks at source;
- (d) adapting the work to the individual, especially as regards the design of work places, the choice of work equipment and the choice of working and production methods, with a view, in particular, to alleviating monotonous work and work at a predetermined work-rate and to reducing their effect on health.
- (e) adapting to technical progress;
- (f) replacing the dangerous by the non-dangerous or the less dangerous;
- (g) developing a coherent overall prevention policy which covers technology, organization of work, working conditions, social relationships and the influence of factors related to the working environment;

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- (h) giving collective protective measures priority over individual protective measures;
- (i) giving appropriate instructions to the workers.

3. Without prejudice to the other provisions of this Directive, the employer shall, taking into account the nature of the activities of the enterprise and/ or establishment:

- (a) evaluate the risks to the safety and health of workers, *inter alia* in the choice of work equipment, the chemical substances or preparations used, and the fitting-out of work places.

Subsequent to this evaluation and as necessary, the preventive measures and the working and production methods implemented by the employer must:

- assure an improvement in the level of protection afforded to workers with regard to safety and health,
- be integrated into all the activities of the undertaking and/ or establishment and at all hierarchical levels;
- (b) where he entrusts tasks to a worker, take into consideration the worker's capabilities as regards health and safety;
- (c) ensure that the planning and introduction of new technologies are the subject of consultation with the workers and/ or their representatives, as regards the consequences of the choice of equipment, the working conditions and the working environment for the safety and health of workers;
- (d) take appropriate steps to ensure that only workers who have received adequate instructions may have access to areas where there is serious and specific danger.

4. Without prejudice to the other provisions of this Directive, where several undertakings share a work place, the employers shall cooperate in implementing the safety, health and occupational hygiene provisions and, taking into account the nature of the activities, shall coordinate their actions in matters of the protection and prevention of occupational risks, and shall inform one another and their respective workers and/ or workers' representatives of these risks.

5. Measures related to safety, hygiene and health at work may in no circumstances involve the workers in financial cost.

Article 7

Protective and preventive services

1. Without prejudice to the obligations referred to in Articles 5 and 6, the employer shall designate one or more workers to carry out activities related to the protection and prevention of occupational risks for the undertaking and/ or establishment.

2. Designated workers may not be placed at any disadvantage because of their activities related to the protection and prevention of occupational risks.

Designated workers shall be allowed adequate time to enable them to fulfil their obligations arising from this Directive.

3. If such protective and preventive measures cannot be organized for lack of competent personnel in the undertaking and/ or establishment, the employer shall enlist competent external services or persons.

4. Where the employer enlists such services or persons, he shall inform them of the factors known to affect, or suspected of affecting, the safety and health of the workers and they must have access to the information referred to in Article 10 (2).

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5. In all cases:

- the workers designated must have the necessary capabilities and the necessary means,
- the external services or persons consulted must have the necessary aptitudes and the necessary personal and professional means, and
- the workers designated and the external services or persons consulted must be sufficient in number

to deal with the organization of protective and preventive measures, taking into account the size of the undertaking and/ or establishment and/ or the hazards to which the workers are exposed and their distribution throughout the entire undertaking and/ or establishment.

6. The protection from, and prevention of, the health and safety risks which form the subject of this Article shall be the responsibility of one or more workers, of one service or of separate services whether from inside or outside the undertaking and/ or establishment.

The worker(s) and/ or agency(ies) must work together whenever necessary.

7. Member States may define, in the light of the nature of the activities and size of the undertakings, the categories of undertakings in which the employer, provided he is competent, may himself take responsibility for the measures referred to in paragraph 1.

8. Member States shall define the necessary capabilities and aptitudes referred to in paragraph 5.

They may determine the sufficient number referred to in paragraph 5.

Article 8

First aid, fire-fighting and evacuation of workers, serious and imminent danger

1. The employer shall:

- take the necessary measures for first aid, fire-fighting and evacuation of workers, adapted to the nature of the activities and the size of the undertaking and/ or establishment and taking into account other persons present,
- arrange any necessary contacts with external services, particularly as regards first aid, emergency medical care, rescue work and fire-fighting.

2. Pursuant to paragraph 1, the employer shall, *inter alia*, for first aid, fire-fighting and the evacuation of workers, designate the workers required to implement such measures.

The number of such workers, their training and the equipment available to them shall be adequate, taking account of the size and/ or specific hazards of the undertaking and/ or establishment.

3. The employer shall:

- (a) as soon as possible, inform all workers who are, or may be, exposed to serious and imminent danger of the risk involved and of the steps taken or to be taken as regards protection;
- (b) take action and give instructions to enable workers in the event of serious, imminent and unavoidable danger to stop work and/ or immediately to leave the work place and proceed to a place of safety;
- (c) save in exceptional cases for reasons duly substantiated, refrain from asking workers to resume work in a working situation where there is still a serious and imminent danger.

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4. Workers who, in the event of serious, imminent and unavoidable danger, leave their workstation and/ or a dangerous area may not be placed at any disadvantage because of their action and must be protected against any harmful and unjustified consequences, in accordance with national laws and/ or practices.

5. The employer shall ensure that all workers are able, in the event of serious and imminent danger to their own safety and/ or that of other persons, and where the immediate superior responsible cannot be contacted, to take the appropriate steps in the light of their knowledge and the technical means at their disposal, to avoid the consequences of such danger.

Their actions shall not place them at any disadvantage, unless they acted carelessly or there was negligence on their part.

*Article 9***Various obligations on employers**

1. The employer shall:

- (a) be in possession of an assessment of the risks to safety and health at work, including those facing groups of workers exposed to particular risks;
- (b) decide on the protective measures to be taken and, if necessary, the protective equipment to be used;
- (c) keep a list of occupational accidents resulting in a worker being unfit for work for more than three working days;
- (d) draw up, for the responsible authorities and in accordance with national laws and/ or practices, reports on occupational accidents suffered by his workers.

2. Member States shall define, in the light of the nature of the activities and size of the undertakings, the obligations to be met by the different categories of undertakings in respect of the drawing-up of the documents provided for in paragraph 1 (a) and (b) and when preparing the documents provided for in paragraph 1 (c) and (d).

*Article 10***Worker information**

1. The employer shall take appropriate measures so that workers and/ or their representatives in the undertaking and/ or establishment receive, in accordance with national laws and/ or practices which may take account, *inter alia*, of the size of the undertaking and/ or establishment, all the necessary information concerning:

- (a) the safety and health risks and protective and preventive measures and activities in respect of both the undertaking and/ or establishment in general and each type of workstation and/ or job;
- (b) the measures taken pursuant to Article 8 (2).

2. The employer shall take appropriate measures so that employers of workers from any outside undertakings and/ or establishments engaged in work in his undertaking and/ or establishment receive, in accordance with national laws and/ or practices, adequate information concerning the points referred to in paragraph 1 (a) and (b) which is to be provided to the workers in question.

3. The employer shall take appropriate measures so that workers with specific functions in protecting the safety and health of workers, or workers' representatives with specific responsibility for the safety and

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health of workers shall have access, to carry out their functions and in accordance with national laws and/ or practices, to:

- (a) the risk assessment and protective measures referred to in Article 9 (1) (a) and (b);
- (b) the list and reports referred to in Article 9 (1) (c) and (d);
- (c) the information yielded by protective and preventive measures, inspection agencies and bodies responsible for safety and health.

*Article 11***Consultation and participation of workers**

1. Employers shall consult workers and/ or their representatives and allow them to take part in discussions on all questions relating to safety and health at work.

This presupposes:

- the consultation of workers,
- the right of workers and/ or their representatives to make proposals,
- balanced participation in accordance with national laws and/ or practices.

2. Workers or workers' representatives with specific responsibility for the safety and health of workers shall take part in a balanced way, in accordance with national laws and/ or practices, or shall be consulted in advance and in good time by the employer with regard to:

- (a) any measure which may substantially affect safety and health;
- (b) the designation of workers referred to in Articles 7 (1) and 8 (2) and the activities referred to in Article 7 (1);
- (c) the information referred to in Articles 9 (1) and 10;
- (d) the enlistment, where appropriate, of the competent services or persons outside the undertaking and/ or establishment, as referred to in Article 7 (3);
- (e) the planning and organization of the training referred to in Article 12.

3. Workers' representatives with specific responsibility for the safety and health of workers shall have the right to ask the employer to take appropriate measures and to submit proposals to him to that end to mitigate hazards for workers and/ or to remove sources of danger.

4. The workers referred to in paragraph 2 and the workers' representatives referred to in paragraphs 2 and 3 may not be placed at a disadvantage because of their respective activities referred to in paragraphs 2 and 3.

5. Employers must allow workers' representatives with specific responsibility for the safety and health of workers adequate time off work, without loss of pay, and provide them with the necessary means to enable such representatives to exercise their rights and functions deriving from this Directive.

6. Workers and/ or their representatives are entitled to appeal, in accordance with national law and/ or practice, to the authority responsible for safety and health protection at work if they consider that the measures taken and the means employed by the employer are inadequate for the purposes of ensuring safety and health at work.

Workers' representatives must be given the opportunity to submit their observations during inspection visits by the competent authority.



Article 12

Training of workers

1. The employer shall ensure that each worker receives adequate safety and health training, in particular in the form of information and instructions specific to his workstation or job:

- on recruitment,
- in the event of a transfer or a change of job,
- in the event of the introduction of new work equipment or a change in equipment,
- in the event of the introduction of any new technology.

The training shall be:

- adapted to take account of new or changed risks, and
- repeated periodically if necessary.

2. The employer shall ensure that workers from outside undertakings and/ or establishments engaged in work in his undertaking and/ or establishment have in fact received appropriate instructions regarding health and safety risks during their activities in his undertaking and/ or establishment.

3. Workers' representatives with a specific role in protecting the safety and health of workers shall be entitled to appropriate training.

4. The training referred to in paragraphs 1 and 3 may not be at the workers' expense or at that of the workers' representatives.

The training referred to in paragraph 1 must take place during working hours.

The training referred to in paragraph 3 must take place during working hours or in accordance with national practice either within or outside the undertaking and/ or the establishment.

SECTION III

WORKERS' OBLIGATIONS

Article 13

1. It shall be the responsibility of each worker to take care as far as possible of his own safety and health and that of other persons affected by his ►**C1** acts or omissions ◀ at work in accordance with his training and the instructions given by his employer.

2. To this end, workers must in particular, in accordance with their training and the instructions given by their employer:

- (a) make correct use of machinery, apparatus, tools, dangerous substances, transport equipment and other means of production;
- (b) make correct use of the personal protective equipment supplied to them and, after use, return it to its proper place;
- (c) refrain from disconnecting, changing or removing arbitrarily safety devices fitted, e.g. to machinery, apparatus, tools, plant and buildings, and use such safety devices correctly;
- (d) immediately inform the employer and/ or the workers with specific responsibility for the safety and health of workers of any work situation they have reasonable grounds for considering represents a serious and immediate danger to safety and health and of any shortcomings in the protection arrangements;

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- (e) cooperate, in accordance with national practice, with the employer and/ or workers with specific responsibility for the safety and health of workers, for as long as may be necessary to enable any tasks or requirements imposed by the competent authority to protect the safety and health of workers at work to be carried out;
- (f) cooperate, in accordance with national practice, with the employer and/ or workers with specific responsibility for the safety and health of workers, for as long as may be necessary to enable the employer to ensure that the working environment and working conditions are safe and pose no risk to safety and health within their field of activity.

SECTION IV**MISCELLANEOUS PROVISIONS***Article 14***Health surveillance**

1. To ensure that workers receive health surveillance appropriate to the health and safety risks they incur at work, measures shall be introduced in accordance with national law and/ or practices.
2. The measures referred to in paragraph 1 shall be such that each worker, if he so wishes, may receive health surveillance at regular intervals.
3. Health surveillance may be provided as part of a national health system.

*Article 15***Risk groups**

Particularly sensitive risk groups must be protected against the dangers which specifically affect them.

*Article 16***Individual Directives — Amendments —****General scope of this Directive**

1. The Council, acting on a proposal from the Commission based on Article 118a of the Treaty, shall adopt individual Directives, *inter alia*, in the areas listed in the Annex.
2. This Directive and, without prejudice to the procedure referred to in Article 17 concerning technical adjustments, the individual Directives may be amended in accordance with the procedure provided for in Article 118a of the Treaty.
3. The provisions of this Directive shall apply in full to all the areas covered by the individual Directives, without prejudice to more stringent and/ or specific provisions contained in these individual Directives.

▼ **M3***Article 17***Committee procedure**

1. The Commission shall be assisted by a committee to make purely technical adjustments to the individual directives provided for in Article 16(1) in order to take account of:

- (a) the adoption of directives in the field of technical harmonisation and standardisation;
- (b) technical progress, changes in international regulations or specifications and new findings.

Those measures, designed to amend non-essential elements of the individual directives, shall be adopted in accordance with the regulatory procedure with scrutiny referred to in paragraph 2. On imperative grounds of urgency, the Commission may have recourse to the urgency procedure referred to in paragraph 3.

2. Where reference is made to this paragraph, Article 5a(1) to (4) and Article 7 of Decision 1999/468/EC shall apply, having regard to the provisions of Article 8 thereof.

3. Where reference is made to this paragraph, Article 5a(1), (2), (4) and (6) and Article 7 of Decision 1999/468/EC shall apply, having regard to the provisions of Article 8 thereof.

▼ **M2***Article 17a***Implementation reports**

1. Every five years, the Member States shall submit a single report to the Commission on the practical implementation of this Directive and individual Directives within the meaning of Article 16(1), indicating the points of view of the social partners. The report shall assess the various points related to the practical implementation of the different Directives and, where appropriate and available, provide data disaggregated by gender.

2. The structure of the report, together with a questionnaire specifying its content, shall be defined by the Commission, in cooperation with the Advisory Committee on Safety and Health at Work.

The report shall include a general part on the provisions of this Directive relating to the common principles and points applicable to all of the Directives referred to in paragraph 1.

To complement the general part, specific chapters shall deal with implementation of the particular aspects of each Directive, including specific indicators, where available.

3. The Commission shall submit the structure of the report, together with the above-mentioned questionnaire specifying its content, to the Member States at least six months before the end of the period covered by the report. The report shall be transmitted to the Commission within 12 months of the end of the five-year period that it covers.

4. Using these reports as a basis, the Commission shall evaluate the implementation of the Directives concerned in terms of their relevance, of research and of new scientific knowledge in the various fields in question. It shall, within 36 months of the end of the five-year period, inform the European Parliament, the Council, the European Economic and Social Committee and the Advisory Committee on Safety and Health at Work of the results of this evaluation and, if necessary, of any initiatives to improve the operation of the regulatory framework.

5. The first report shall cover the period 2007 to 2012.

▼ B*Article 18***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.

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 covered by this Directive.

▼ M2
_____**▼ B***Article 19*

This Directive is addressed to the Member States.

*ANNEX***List of areas referred to in Article 16 (1)**

- Work places
- Work equipment
- Personal protective equipment
- Work with visual display units
- Handling of heavy loads involving risk of back injury
- Temporary or mobile work sites
- Fisheries and agriculture

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COUNCIL DIRECTIVE

of 30 November 1989

on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace (third individual directive within the meaning of Article 16 (1) of Directive 89/391/EEC)

(89/656/EEC)

(OJ L 393, 30.12.1989, p. 18)

Amended by:

Official Journal			
	No	page	date
► <u>M1</u>	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 59, 6.3.1991, p. 24 (89/656/EEC)



COUNCIL DIRECTIVE

of 30 November 1989

on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace (third individual directive within the meaning of Article 16 (1) of Directive 89/391/EEC)

(89/656/EEC)

THE COUNCIL OF THE EUROPEAN COMMUNITIES,

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

Having regard to the Commission proposal ⁽¹⁾, submitted after consultation with the Advisory Committee on Safety, Hygiene and Health Protection at Work,

In cooperation with the European Parliament ⁽²⁾,

Having regard to the opinion of the Economic and Social Committee ⁽³⁾,

Whereas Article 118a of the Treaty provides that the Council shall adopt, by means of directives, minimum requirements designed to encourage improvements, especially in the working environment, to guarantee greater protection of the health and safety of workers;

Whereas, under the said Article, such directives shall 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 Commission communication on its programme concerning safety, hygiene and health at work ⁽⁴⁾ provides for the adoption of a directive on the use of personal protective equipment at work;

Whereas the Council, in its resolution of 21 December 1987 concerning safety, hygiene and health at work ⁽⁵⁾, noted the Commission's intention of submitting to it in the near future minimum requirements concerning the organization of the safety and health of workers at work;

Whereas compliance with the minimum requirements designed to guarantee greater health and safety for the user of personal protective equipment 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 ⁽⁶⁾; whereas, consequently, the provisions of the said Directive apply fully to the use by workers of personal protective equipment at the workplace, without prejudice to more stringent and/or specific provisions contained in this Directive;

Whereas this Directive constitutes a practical step towards the achievement of the social dimension of the internal market;

Whereas collective means of protection shall be accorded priority over individual protective equipment; whereas the employer shall be required to provide safety equipment and take safety measures;

⁽¹⁾ OJ No C 161, 20.6.1988, p. 1,
OJ No C 115, 8.5.1989, p. 27 and
OJ No C 287, 15.11.1989, p. 11.

⁽²⁾ OJ No C 12, 16.1.1989, p. 92 and
OJ No C 256, 9.10.1989, p. 61.

⁽³⁾ OJ No C 318, 12.12.1988, p. 30.

⁽⁴⁾ OJ No C 28, 3.2.1988, p. 3.

⁽⁵⁾ OJ No C 28, 3.2.1988, p. 1.

⁽⁶⁾ OJ No L 183, 29.6.1989, p. 1.

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Whereas the requirements laid down in this Directive should not entail alterations to personal protective equipment whose design and manufacture complied with Community directives relating to safety and health at work;

Whereas provision should be made for descriptions which Member States may use when laying down general rules for the use of individual protective equipment;

Whereas, pursuant to Decision 74/325/EEC ⁽¹⁾, 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 with a view to drawing up proposals in this field,

HAS ADOPTED THIS DIRECTIVE:

SECTION I

GENERAL PROVISIONS

*Article 1***Subject**

1. This Directive, which is the third individual directive within the meaning of Article 16 (1) of Directive 89/391/EEC, lays down minimum requirements for personal protective equipment used by workers at work.
2. The provisions of Directive 89/391/EEC are fully applicable to the whole scope referred to in paragraph 1, without prejudice to more ►C1 stringent ◀ and/or specific provisions contained in this Directive.

*Article 2***Definition**

1. For the purposes of this Directive, personal protective equipment shall mean all equipment designed to be worn or held by the worker to protect him against one or more hazards likely to endanger his safety and health at work, and any addition or accessory designed to meet this objective.
2. The definition in paragraph 1 excludes:
 - (a) ordinary working clothes and uniforms not specifically designed to protect the safety and health of the worker;
 - (b) equipment used by emergency and rescue services;
 - (c) personal protective equipment worn or used by the military, the police and other public order agencies;
 - (d) personal protective equipment for means of road transport;
 - (e) sports equipment;
 - (f) self-defence or deterrent equipment;
 - (g) portable devices for detecting and signalling risks and nuisances.

*Article 3***General rule**

Personal protective equipment shall be used when the risks cannot be avoided or sufficiently limited by technical means of collective protection or by measures, methods or procedures of work organization.

⁽¹⁾ OJ No L 185, 9.7.1974, p. 15.



SECTION II
EMPLOYERS' OBLIGATIONS

Article 4

General provisions

1. Personal protective equipment must comply with the relevant Community provisions on design and manufacture with respect to safety and health.

All personal protective equipment must:

- (a) be appropriate for the risks involved, without itself leading to any increased risk;
- (b) correspond to existing conditions at the workplace;
- (c) take account of ergonomic requirements and the worker's state of health;
- (d) fit the wearer correctly after any necessary adjustment.

2. Where the presence of more than one risk makes it necessary for a worker to wear simultaneously more than one item of personal protective equipment, such equipment must be compatible and continue to be effective against the risk or risks in question.

3. The conditions of use of personal protective equipment, in particular the period for which it is worn, shall be determined on the basis of the seriousness of the risk, the frequency of exposure to the risk, the characteristics of the workstation of each worker and the performance of the personal protective equipment.

4. Personal protective equipment is, in principle, intended for personal use.

If the circumstances require personal protective equipment to be worn by more than one person, appropriate measures shall be taken to ensure that such use does not create any health or hygiene problem for the different users.

5. Adequate information on each item of personal protective equipment, required under paragraphs 1 and 2, shall be provided and made available within the undertaking and/or establishment.

6. Personal protective equipment shall be provided free of charge by the employer, who shall ensure its good working order and satisfactory hygienic condition by means of the necessary maintenance, repair and replacements.

However, Member States may provide, in accordance with their national practice, that the worker be asked to contribute towards the cost of certain personal protective equipment in circumstances where use of the equipment is not exclusive to the workplace.

7. The employer shall first inform the worker of the risks against which the wearing of the personal protective equipment protects him.

8. The employer shall arrange for training and shall, if appropriate, organize demonstrations in the wearing of personal protective equipment.

9. Personal protective equipment may be used only for the purposes specified, except in specific and exceptional circumstances.

It must be used in accordance with instructions.

Such instructions must be understandable to the workers.

▼B*Article 5***Assessment of personal protective equipment**

1. Before choosing personal protective equipment, the employer is required to assess whether the personal protective equipment he intends to use satisfies the requirements of Article 4(1) and (2).

This assessment shall involve:

- (a) an analysis and assessment of risks which cannot be avoided by other means;
 - (b) the definition of the characteristics which personal protective equipment must have in order to be effective against the risks referred to in (a), taking into account any risks which this equipment itself may create;
 - (c) comparison of the characteristics of the personal protective equipment available with the characteristics referred to in (b).
2. The assessment provided for in paragraph 1 shall be reviewed if any changes are made to any of its elements.

Article 6 ()***Rules for use**

1. Without prejudice to Articles 3, 4 and 5, Member States shall ensure that general rules are established for the use of personal protective equipment and/or rules covering cases and situations where the employer must provide the personal protective equipment, taking account of Community legislation on the free movement of such equipment.

These rules shall indicate in particular the circumstances or the risk situations in which, without prejudice to the priority to be given to collective means of protection, the use of personal protective equipment is necessary.

Annexes I, II and III, which constitute a guide, contain useful information for establishing such rules.

2. When Member States adapt the rules referred to in paragraph 1, they shall take account of any significant changes to the risk, collective means of protection and personal protective equipment brought about by technological developments.

3. Member States shall consult the employers' and workers' organization on the rules referred to in paragraphs 1 and 2.

*Article 7***Information for 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 with regard to the health and safety of workers when personal protective equipment is used by workers at work.

*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.

(*) See the Commission communication (OJ No C 328, 30.12.1989, p. 3).

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SECTION III
MISCELLANEOUS PROVISIONS

Article 9

Adjustment of the Annexes

Alterations of a strictly technical nature to Annexes I, II and III resulting from:

- the adoption of technical harmonization and standardization directives relating to personal protective equipment, and/or
- technical progress and changes in international regulations and specifications or knowledge in the field of personal protective equipment,

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

Article 10

Final provisions

1. Member States shall bring; into force the laws, regulations and administrative provisions necessary to comply with this Directive not later than 31 December 1992. They shall immediately inform the Commission thereof.
2. Member States shall communicate to the Commission the text of the provisions of national law which they adopt, as well as those already adopted, in the field covered by this Directive.

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Article 11

This Directive is addressed to the Member States.

SPECIMEN RISK SURVEY TABLE FOR THE USE OF PERSONAL PROTECTIVE EQUIPMENT

[illegible]

*ANNEX II***NON-EXHAUSTIVE GUIDE LIST OF ITEMS OF PERSONAL PROTECTIVE EQUIPMENT****HEAD PROTECTION**

- Protective helmets for use in industry (mines, building sites, other industrial uses).
- Scalp protection (caps, bonnets, hairnets— with or without eye shade).
- Protective headgear (bonnets, caps, sou'westers, etc. in fabric, fabric with proofing, etc.).

HEARING PROTECTION

- Earplugs and similar devices.
- Full acoustic helmets.
- Earmuffs which can be fitted to industrial helmets.
- Ear defenders with receiver for LF induction loop.
- Ear protection with intercom equipment.

EYE AND FACE PROTECTION

- Spectacles.
- Goggles.
- X-ray goggles, laser-beam goggles, ultra-violet, infra-red, visible radiation goggles.
- Face shields.
- Arc-welding masks and helmets (hand masks, headband masks or masks which can be fitted to protective helmets).

RESPIRATORY PROTECTION

- Dust filters, gas filters and radioactive dust filters.
- Insulating appliances with an air supply.
- Respiratory devices including a removable welding mask.
- Diving equipment.
- Diving suits.

HAND AND ARM PROTECTION

- Gloves to provide protection:
 - from machinery (piercing, cuts, vibrations, etc.),
 - from chemicals,
 - for electricians and from heat.
- Mittens.
- Finger stalls.
- Over sleeves.
- Wrist protection for heavy work.
- Fingerless gloves.
- Protective gloves.

FOOT AND LEG PROTECTION

- Low shoes, ankle boots, calf-length boots, safety boots.

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- Shoes which can be unlaced or unhooked rapidly.
- Shoes with additional protective toe-cap.
- Shoes and overshoes with heat-resistant soles.
- Heat-resistant shoes, boots and overboots.
- Thermal shoes, boots and overboots.
- Vibration-resistant shoes, boots and overboots.
- Anti-static shoes, boots and overboots.
- Insulating shoes, boots and overboots.
- Protective boots for chain saw operators.
- Clogs.
- Kneepads.
- Removable instep protectors.
- Gaiters.
- Removable soles (heat-proof, pierce-proof or sweat-proof).
- Removable spikes for ice, snow or slippery flooring.

SKIN PROTECTION

- Barrier creams/ointments.

TRUNK AND ABDOMEN PROTECTION

- Protective waistcoats, jackets and aprons to provide protection from machinery (piercing, cutting, molten metal splashes, etc.).
- Protective waistcoats, jackets and aprons to provide protection from chemicals.
- Heated Waistcoats.
- Life jackets.
- Protective X-ray aprons.
- Body belts.

WHOLE BODY PROTECTION— **Equipment designed to prevent falls**

- Fall-prevention equipment (full equipment with all necessary accessories).
- Braking equipment to absorb kinetic energy (full equipment with all necessary accessories).
- Body-holding devices (safety harness).

— **Protective clothing**

- ‘Safety’ working clothing (two-piece and overalls).
- Clothing to provide protection from machinery (piercing, cutting, etc.).
- Clothing to provide protection from chemicals.
- Clothing to provide protection from molten metal splashes and infra-red radiation.
- Heat-resistant clothing.
- Thermal clothing.
- Clothing to provide protection from radioactive contamination.
- Dust-proof clothing.
- Gas-proof clothing.

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- Fluorescent signalling, retro-reflecting clothing and accessories (armbands, gloves, etc.).
- Protective coverings.



ANNEX III

NON-EXHAUSTIVE GUIDE LIST OF ACTIVITIES AND SECTORS OF ACTIVITY WHICH MAY REQUIRE THE PROVISION OF PERSONAL PROTECTIVE EQUIPMENT

1. HEAD PROTECTION (SKULL PROTECTION)

Protective helmets

- Building work, particularly work on, underneath or in the vicinity of scaffolding and elevated workplaces, erection and stripping of formwork, assembly and installation work, work on scaffolding and demolition work.
- Work on steel bridges, steel building construction, masts, towers, steel hydraulic structures, blast furnaces, steel works and rolling mills, large containers, large pipelines, boiler plants and power stations.
- Work in pits, trenches, shafts and tunnels.
- Earth and rock works.
- Work in underground workings, quarries, open diggings, coal stock removal.
- Work with bolt-driving tools.
- Blasting work.
- Work in the vicinity of lifts, lifting gear, cranes and conveyors.
- Work with blast furnaces, direct reduction plants, steelworks, rolling mills, metalworks, forging, drop forging and casting.
- Work with industrial furnaces, containers, machinery, silos, bunkers and pipelines.
- Shipbuilding.
- Railway shunting work.
- Slaughterhouses.

2. FOOT PROTECTION

Safety shoes with puncture-proof soles

- Carcase work, foundation work and road works.
- Scaffolding work.
- The demolition of carcase work.
- Work with concrete and prefabricated parts involving formwork erection and stripping.
- Work in contractors' yards and warehouses.
- Roof work.

Safety shoes without pierce-proof soles

- Work on steel bridges, steel building construction, masts, towers, lifts, steel hydraulic structures, blast furnaces, steelworks and rolling mills, large containers, large pipelines, cranes, boiler plants and power stations.
- Furnace construction heating and ventilation installation and metal assembly work.
- Conversion and maintenance work.
- Work with blast furnaces, direct reduction plants, steelworks, rolling mills, metalworks, forging, drop forging, hot pressing and drawing plants.
- Work in quarries and open diggings, coal stock removal.
- Working and processing of rock.

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- Flat glass products and container glassware manufacture, working and processing.
- Work with moulds in the ceramics industry.
- Lining of kilns in the ceramics industry.
- Moulding work in the ceramic ware and building materials industry.
- Transport and storage.
- Work with frozen meat blocks and preserved foods packaging.
- Shipbuilding.
- Railway shunting work.

Safety shoes with heels or wedges and pierce-proof soles

- Roof work.

Protective shoes with insulated soles

- Work with and on very hot or very cold materials.

Safety shoes which can easily be removed

- Where there is a risk of penetration by molten substances.

3. EYE OR FACE PROTECTION**Protective goggles, face shields or screens**

- Welding, grinding and separating work.
- Caulking and chiselling.
- Rock working and processing.
- Work with bolt-driving tools.
- Work on stock removing machines for small chippings.
- Drop forging.
- The removal and breaking up of fragments.
- Spraying of abrasive substances.
- Work with acids and caustic solutions, disinfectants and corrosive cleaning products.
- Work with liquid sprays.
- Work with and in the vicinity of molten substances.
- Work with radiant heat.
- Work with lasers.

4. RESPIRATORY PROTECTION**Respirators/breathing apparatus**

- Work in containers, restricted areas and gas-fired industrial furnaces where there may be gas or insufficient oxygen.
- Work in the vicinity of the blast furnace charge.
- Work in the vicinity of gas converters and blast furnace gas pipes.
- Work in the vicinity of blast furnace taps where there may be heavy metal fumes.
- Work on the lining of furnaces and ladles where there may be dust.
- Spray painting where dedusting is inadequate.
- Work in shafts, sewers and other underground areas connected with sewage.
- Work in refrigeration plants where there is a danger that the refrigerant may escape.

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5. HEARING PROTECTION

Ear protectors

- Work with metal presses.
- Work with pneumatic drills.
- The work of ground staff at airports.
- Pile-driving work.
- Wood and textile working.

6. BODY, ARM AND HAND PROTECTION

Protective clothing

- Work with acids and caustic solutions, disinfectants and corrosive cleaning substances.
- Work with or in the vicinity of hot materials and where the effects of heat are felt.
- Work on flat glass products.
- Shot blasting.
- Work in deep-freeze rooms.

Fire-resistant protective clothing

- Welding in restricted areas.

Pierce-proof aprons

- Boning and cutting work.
- Work with hand knives involving drawing the knife towards the body.

Leather aprons

- Welding.
- Forging.
- Casting.

Forearm protection

- Boning and cutting.

Gloves

- Welding.
- Handling of sharp-edged objects, other than machines where there is a danger of the glove's being caught.
- Unprotected work with acids and caustic solutions.

Metal mesh gloves

- Boning and cutting.
- Regular cutting using a hand knife for production and slaughtering.
- Changing the knives of cutting machines.

7. WEATHERPROOF CLOTHING

- Work in the open air in rain and cold weather.

8. REFLECTIVE CLOTHING

- Work where the workers must be clearly visible.

9. SAFETY HARNESSES

- Work on scaffolding.
- Assembly of prefabricated parts.
- Work on masts.

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10. SAFETY ROPES

- Work in high crane cabs.
- Work in high cabs of warehouse stacking and retrieval equipment.
- Work in high sections of drilling towers.
- Work in shafts and sewers.

11. SKIN PROTECTION

- Processing of coating materials.
- Tanning.



Проект фінансується
Європейським Союзом



Проект виконується
Міжнародною організацією праці

Директива Ради № 89/656/ЄЕС від 30 листопада 1989 року про мінімальні вимоги безпеки і охорони здоров'я при використанні працівниками засобів індивідуального захисту на робочому місці

Council Directive No. 89/656/EEC, of 30 November 1989, on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace

Проект ЄС-МОП «Зміцнення адміністрації праці з метою покращення умов праці і подолання незадекларованої праці»

EU-ILO Project «Enhancing the labour administration capacity to improve working conditions and tackle undeclared work»

Антоніу Сантуш / António Santos
Менеджер проекту / Project manager

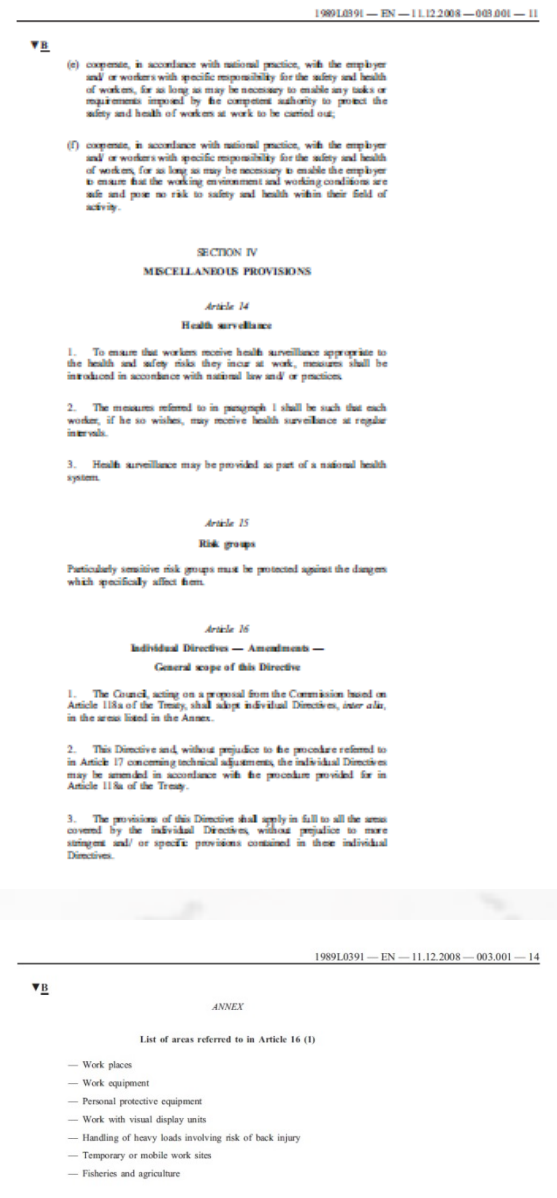
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Contents:

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- EU Council Directive No. 89/656/EEC:
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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. 89/656/EEC
- Table of Concordance Workplan.

Why Directive No. 89/656/EEC?

- To comply with **Article 16 (1)** of Council Directive 89/391/EEC, of 12 June 1989, which foresees the adoption of several individual Directives, *inter alia*, on the use of Personal Protective Equipment (PPE);
- To establish **harmonized minimum OSH requirements** concerning the use of PPE;
- Because **compliance** with the minimum requirements to guarantee greater health and safety on the use of PPE is essential to ensure the safety and health of workers.



What does Directive No. 89/656/EEC ?

- Lays down and harmonizes in the EU the OSH minimum requirements for the use of work equipment by workers at work;
- The provisions of the EU OSH framework Directive 89/391/EEC are fully applicable to the use of work equipment, without prejudice to more stringent and/or specific provisions contained in this Directive.



Why aligning the Ukrainian legislation with Directive No. 89/656/EEC?

- To improve the working conditions in Ukraine;
- 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's provisions shall be implemented within 7 years of the entry into force of the

AA (cf. AA: articles 419.^o and 420.^o to 424.^o of chapter 21, p. 156-157; and Annex XL to

chapter 21, p. 1981), i.e., by 31 August 2024.

Timetable: the Directive's provisions shall be implemented within 2 years of the entry into force of this Agreement. Workplaces already in use before the date on which this Directive is implemented must satisfy the minimum safety and health requirements laid down in the Annex as soon as possible and at the latest 5 years after that date.

Council Directive 92/104/EEC of 3 December 1992 on the minimum requirements for improving the safety and health protection of workers in surface and underground mineral-extracting industries (twelfth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)

Timetable: the Directive's provisions shall be implemented within 2 years of the entry into force of this Agreement. Workplaces already in use before the date on which this Directive is implemented must satisfy the minimum safety and health requirements laid down in the Annex as soon as possible and at the latest 9 years after that date.

Council Directive 89/656/EEC of 30 November 1989 on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace (third individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)

Timetable: the Directive's provisions shall be implemented within 7 years of the entry into force of this Agreement.

- Lays down **minimum requirements** for the use of PPE by workers at work;
- Provisions of **Directive 89/391/EEC** are fully applicable to the use of PPE by workers at work, **without prejudice** to more stringent or specific provisions contained in this Directive.



- **PPE** - all equipment designed to be worn or held by the worker to:
 - ✓ **Protect** him **against** one or more **hazards** likely to endanger his safety and health at work; and
 - ✓ Any addition or **accessory** designed **to meet this objective**;
- **Exclusions**:
 - ✓ **Ordinary** working **clothes** and uniforms **not specifically designed to protect** the safety and health of the worker;
 - ✓ **Equipment** used by **emergency and rescue** services;
 - ✓ PPE worn or used by the **military, police** and other **public order agencies**;
 - ✓ PPE for **means** of road **transport**;
 - ✓ **Sports** equipment;
 - ✓ **Self-defense** or deterrent equipment;
 - ✓ Portable **devices for detecting and signaling risks** and nuisances.



PPE shall be used when the risks cannot be avoided or sufficiently limited by technical means of collective protection or by measures, methods or procedures of work organization.



Employers' obligations

- **General provisions (art. 4.º):**

✓ PPE must comply with the relevant **Community provisions** on **design** and **manufacture** with **respect to safety and health**, in particular, with:

- Until 21 April 2018: [Council Directive No. 89/686/EEC](#), of 21 December 1989, on the approximation of the laws of the Member States relating to personal protective equipment;
- After 21 April 2018: [Regulation \(EU\) 2016/425](#), of the European Parliament and of the Council, of 9 March 2016, on personal protective equipment, which repeals the Council Directive 89/686/EEC.



Employers' obligations

- **General provisions (art. 4.º):**

- ✓ All PPE must:

- Be **appropriate for the risks** involved, **without** itself leading to any increased risk;
- **Correspond** to existing conditions at the workplace;
- Consider **ergonomic requirements** and the **worker's** state of health;
- **Fit the wearer** correctly after any necessary adjustment.



Employers' obligations

Directive 89/656/EEC

- **General provisions (art. 4.º):**

- ✓ If a worker needs to wear simultaneously **more than one PPE** (e.g., when the presence of more than one risk makes it necessary), such **PPEs must be compatible** and **continue to be effective** against the risk or risks in question;
- ✓ The **conditions of use** of PPE (e.g., period for which it is worn), shall be **determined on the basis** of the:
 - ✓ **Seriousness of the risk;**
 - ✓ **Frequency of exposure** to the risk;
 - ✓ **Characteristics of the workstation** of each worker;
 - ✓ **Performance of the PPE.**



- **General provisions (art. 4.º):**

- ✓ **PPE is, in principle, intended for personal use;**
- ✓ **If PPE is to be worn by more than one person,** appropriate measures shall be taken to ensure that **such use does not create any health or hygiene problem** for the different users;
- ✓ Adequate **information on each required PPE shall be provided** and made available within the undertaking and/or establishment;
- ✓ **PPE shall be provided free of charge by the employer;**
- ✓ Member States **may foresee** that **worker may be asked to compensate part of the cost of certain PPE in special circumstances** (when the use of the PPE is not exclusive to the workplace).



- **General provisions (art. 4.º):**

- ✓ **Employer** shall ensure **PPE good working order** and **satisfactory hygiene** through maintenance, repair and replacements;
- ✓ The **employer** shall first **inform the worker of the risks against** which the wearing of the **PPE protects him**;
- ✓ The **employer** shall **arrange for training** and shall, if appropriate, organize **demonstrations in the wearing of PPE**;
- ✓ **PPE** may be **used only for the purposes specified**, except in specific and exceptional circumstances;
- ✓ It must be **used in accordance with instructions**;
- ✓ Such instructions **must be understandable to the workers**.



Employers' obligations

- **Assessment of personal protective equipment (art. 5.º):**

- ✓ **Employer** is **required**, before choosing the PPE, to **assess** if the **PPE** he intends to use **satisfies the above requirements** (and **review it**, if any changes are made to any of its elements);
- ✓ **Assessment of PPEs** shall involve:
 - Analysis and **assessment of risks which cannot be avoided** by other means;
 - **Definition** of the **characteristics** which **PPE must have** in order **to be effective** against the assessed risks, considering any risks which the PPE itself may create;
 - **Comparison** of the **characteristics of the available PPE** with the **characteristics which the must have** to be effective against the assessed risks.



- **Rules for use (art. 6.º):**

- ✓ Ukraine shall ensure the **establishment of general rules for the use of PPE** and/or rules **covering cases** and situations where the **employer must provide the PPE**, taking into account the applicable Community legislation (e.g., Directive No. 89/686/EEC or Regulation (EU) 2016/425) ;
- ✓ Such **rules shall indicate the situations in which** (without prejudice to the **priority to be given to collective means of protection**), the **use of PPE is necessary**;
- ✓ **Annexes I, II and III**, provide **guidance and information** for such rules.

- **Rules for use (art. 6.º):**

- ✓ Ukraine shall take into account, when adopting such rules, any significant changes to:
 - ✓ **Risks;**
 - ✓ **Collective** means of **protection;**
 - ✓ **PPE brought** about by **technological developments;**
- ✓ Member States shall **consult the employers' and workers' organization** on the establishment of such rules.

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

- ✓ **Employers have to inform the workers and/or of their Reps.** (without prejudice to Article 10 of Directive 89/391/EEC), about **all measures to be taken** with regard to the H&S of workers **when PPE is used** by workers at work.

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

- ✓ **Employers have to ensure the consultation and participation of workers and/or of their Reps.** (in accordance with Article 11 of Directive 89/391/EEC) on the **use of PPE** by workers at work.



- **Adjustment of the Annexes (art. 9.º):**

- ✓ **Alterations** of a **strictly technical** nature to **Annexes I, II and III**, shall be adopted (in accordance with the procedure provided for in Article 17 of Directive 89/391/EEC), **when resulting from** the:
 - ✓ Adoption of **technical harmonization and standardization directives** relating to PPE;
 - ✓ **Technical progress** and **changes** in **international regulations and specifications** or **knowledge** in the field of PPE.

Miscellaneous provisions

- **Final provisions (art. 10.º):**

✓ **Ukraine shall:**

- **Bring into force the laws, regulations and administrative provisions necessary to comply with this Directive's provisions within 7 years of the entry into force of the AA, i.e., by 31 August 2024, and inform the Commission thereof.**
- **Communicate to the Commission the text of the provisions of national law which they adopt, and those already adopted, in the field covered by this Directive.**

Directive 89/656/EEC



ANNEX I

Specimen risk survey table for the use of PPE

[Article 6(1)]

ANNEX I

SPECIMEN RISK SURVEY TABLE FOR THE USE OF PERSONAL PROTECTIVE EQUIPMENT

		RISKS																						
		PHYSICAL										CHEMICAL					BIOLOGICAL							
		MECHANICAL					THERMAL		ELEC-TRICAL	RADIATION		NOISE	AEROSOLS			LIQUIDS		GASES, VA-POURS	Harm-ful bacteria	Harm-ful viruses	Mycotic fungi	Non-micro-organisms		
		Falls from a height	Blows, cuts, impact, crushing	Stabs, cuts, grazes	Vibration	Slipping, falling over	Heat, fire	Cold		Non-ionizing	Ionizing		Dust, fibres	Fumes	Vapours	Im-mersion	Splashes, sprays							
PARTS OF THE BODY	HEAD	Cranium																						
		Ears																						
		Eyes																						
		Respiratory tract																						
		Face																						
		Whole head																						
	UPPER LIMBS	Hands																						
		Arms (parts)																						
	LOWER LIMBS	Foot																						
		Legs (parts)																						
	VARIOUS	Skin																						
		Trunk/abdomen																						
Parenteral passages																								
Whole body																								



ANNEX II

Non-exhaustive guide list of items of PPE

[Article 6(1)]



HEAD PROTECTION	HEARING PROTECTION	EYE AND FACE PROTECTION
Protective helmets for use in industry (mines, building sites, other industrial uses).	Earplugs and similar devices.	— Spectacles.
Scalp protection (caps, bonnets, hairnets— with or without eye shade).	Full acoustic helmets.	— Goggles.
Protective headgear (bonnets, caps, sou'westers, etc. in fabric, fabric with proofing, etc.).	Earmuffs which can be fitted to industrial helmets.	X-ray goggles, laser-beam goggles, ultra-violet, infra-red, visible radiation goggles.
	Ear defenders with receiver for LF induction loop.	Face shields.
	Ear protection with intercom equipment	Arc-welding masks and helmets (hand masks, headband masks or masks which can be fitted to protective helmets).

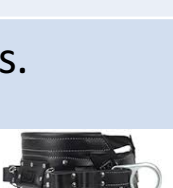




ANNEX II

Non-exhaustive guide list of items of PPE



RESPIRATORY PROTECTION	HAND AND ARM PROTECTION	TRUNK AND ABDOMEN PROTECTION
Dust filters, gas filters and radioactive dust filters. 	Gloves to provide protection from machinery (piercing, cuts, vibrations, etc.), chemicals and from electricity and heat.	Protective waistcoats, jackets and aprons to provide protection from machinery (piercing, cutting, molten metal splashes, etc.).
Insulating appliances with an air supply.	Mittens.  	Protective waistcoats, jackets and aprons to provide protection from chemicals. 
Respiratory devices including a removable welding mask.	Finger stalls.  	Heated Waistcoats. 
Diving equipment.	Over sleeves. 	Life jackets. 
Diving suits. 	Wrist protection for heavy work.	Protective X-ray aprons. 
	Fingerless gloves.  	Body belts. 
	Protective gloves.	



ANNEX II

Non-exhaustive guide list of items of PPE

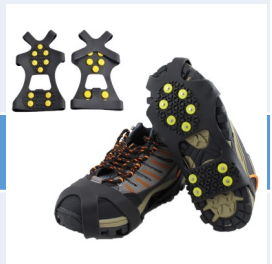


FOOT AND LEG PROTECTION

Low shoes, ankle boots, calf-length boots, safety boots.	Vibration-resistant shoes, boots and overboots.	Kneepads.	
Shoes which can be unlaced or unhooked rapidly.	Anti-static shoes, boots and overboots.	Removable instep protectors.	
Shoes with additional protective toe-cap.	Insulating shoes, boots and overboots.	Gaiters.	
Shoes and overshoes with heat-resistant soles.	Protective boots for chain saw operators.	Removable soles (heat-proof, pierce-proof or sweat-proof).	
Heat-resistant shoes, boots and overboots.	Clogs.	Removable spikes for ice, snow or slippery flooring.	
Thermal shoes, boots and overboots.			

SKIN PROTECTION

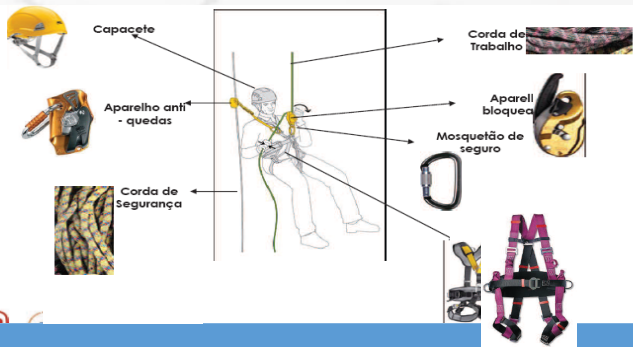
Barrier creams/ointments.





ANNEX II

Non-exhaustive guide list of items of PPE



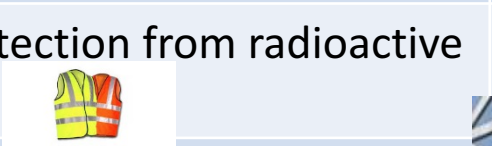
WHOLE BODY PROTECTION

Equipment designed to prevent falls

Fall-prevention equipment (full equipment with all necessary accessories).	Braking equipment to absorb kinetic energy (full equipment with all necessary accessories).	Body-holding devices (safety harness).
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Protective clothing

'Safety' working clothing (two-piece and overalls).	Heat-resistant clothing.	Dust-proof clothing.
Clothing to provide protection from machinery (piercing, cutting, etc.).	Thermal clothing.	Gas-proof clothing.
Clothing to provide protection from chemicals.	Clothing to provide protection from radioactive contamination.	Protective coverings.
Clothing to provide protection from molten metal splashes and infra-red radiation.	Fluorescent signaling, retro-reflecting clothing and accessories (armbands, gloves, etc.).	



ANNEX III

Non-exhaustive guide list of activities and sectors of Activity which may require the provision of PPE

[Article 6(1)]



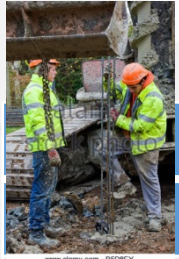
HEAD PROTECTION (SKULL PROTECTION)

Protective helmets

Building work, particularly work on, underneath or in the vicinity of scaffolding and elevated workplaces, erection and stripping of formwork, assembly and installation work, work on scaffolding and demolition work.	Work with blast furnaces, direct reduction plants, steelworks, rolling mills, metalworks, forging, drop forging and casting.	Shipbuilding.
Work on steel bridges, steel building construction, masts, towers, steel hydraulic structures, blast furnaces, steel works and rolling mills, large containers, large pipelines, boiler plants and power stations.	Work in underground workings, quarries, open diggings, coal stock removal.	Railway shunting work.
Work with industrial furnaces, containers, machinery, silos, bunkers and pipelines.	Work in pits, trenches, shafts and tunnels.	Earth and rock works.
Work in the vicinity of lifts, lifting gear, cranes and conveyors.	Work with bolt-driving tools.	Slaughterhouses.
Blasting work.		

ANNEX III

Non-exhaustive guide list of activities and sectors of Activity which may require the provision of PPE



FOOT PROTECTION

Safety shoes with puncture-proof soles

Carcase work, foundation work and road works.

Work with concrete and prefabricated parts involving formwork erection and stripping.

Work in contractors' yards and warehouses.

Scaffolding work.

The demolition of carcase work.

Roof work.

Safety shoes without pierce-proof soles

Work on steel bridges, steel building construction, masts, towers, lifts, steel hydraulic structures, blast furnaces, steelworks and rolling mills, large containers, large pipelines, cranes, boiler plants and power stations.

Work with molds in the ceramics industry.

Work with blast furnaces, direct reduction plants, steelworks, rolling mills, metalwork, forging, drop forging, hot pressing and drawing plants.

Lining of kilns in the ceramics industry.

Work with frozen meat blocks and preserved foods packaging.

Working and processing of rock.

Furnace construction heating and ventilation installation and metal assembly work.

Transport and storage.

Work in quarries and open diggings, coal stock removal.

Conversion and maintenance work.

Molding work in the ceramic ware and building materials industry.

Shipbuilding.

Flat glass products and container glassware manufacture, working and processing.

Railway shunting work.

ANNEX III

Non-exhaustive guide list of activities and sectors of Activity which may require the provision of PPE

FOOT PROTECTION		
Safety shoes with heels or wedges and pierce-proof soles	Protective shoes with insulated soles	Safety shoes which can easily be removed
Roof work.	Work with and on very hot or very cold materials.	Where there is a risk of penetration by molten substances.
EYE OR FACE PROTECTION (PROTECTIVE GOGGLES, FACE SHIELDS OR SCREENS)		
Work with acids and caustic solutions, disinfectants and corrosive cleaning products.		Drop forging.
Work on stock removing machines for small chippings.		The removal and breaking up of fragments.
Work with and in the vicinity of molten substances.		Spraying of abrasive substances.
Welding, grinding and separating work.		Work with liquid sprays.
Caulking and chiseling.		Work with radiant heat.
Rock working and processing.		Work with lasers
Work with bolt-driving tools.		
		

ANNEX III

Non-exhaustive guide list of activities and sectors of Activity which may require the provision of PPE

RESPIRATORY PROTECTION (RESPIRATORS/BREATHING APPARATUS)

Work in containers, restricted areas and gas-fired industrial furnaces where there may be gas or insufficient oxygen.

Work on the lining of furnaces and ladles where there may be dust.

Work in the vicinity of the blast furnace charge.

Spray painting where dedusting is inadequate.

Work in the vicinity of gas converters and blast furnace gas pipes.

Work in shafts, sewers and other underground areas connected with sewage.

Work in the vicinity of blast furnace taps where there may be heavy metal fumes.

Work in refrigeration plants where there is a danger that the refrigerant may escape.

HEARING PROTECTION (EAR PROTECTORS)

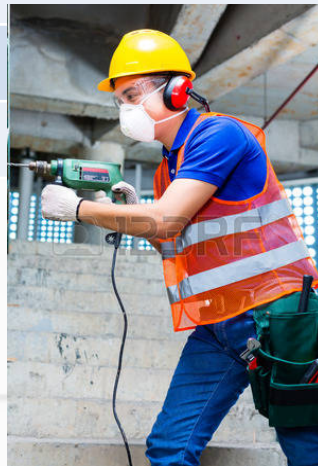
Work with metal presses.

Pile-driving work.

Work with pneumatic drills.

Wood and textile working.

The work of ground staff at airports.



ANNEX III

Non-exhaustive guide list of activities and sectors of Activity which may require the provision of PPE

BODY, ARM AND HAND PROTECTION

Protective clothing

Work with acids and caustic solutions, disinfectants and corrosive cleaning substances.

Work with or in the vicinity of hot materials and where the effects of heat are felt.

Work on flat glass products.

Work in deep-freeze rooms.

Shot blasting.

Fire-resistant protective clothing

Pierce-proof aprons

Forearm protection

Welding in restricted areas.

Boning and cutting work.

Boning and cutting.

Work with hand knives involving drawing the knife towards the body.



ANNEX III

Non-exhaustive guide list of activities and sectors of Activity which may require the provision of PPE

BODY, ARM AND HAND PROTECTION

Leather aprons	Gloves	Metal mesh gloves
Welding.	Welding.	Boning and cutting.
Forging.	Handling of sharp-edged objects, other than machines where there is a danger of the glove's being caught.	Regular cutting using a hand knife for production and slaughtering.
Casting	Unprotected work with acids and caustic solutions.	Changing the knives of cutting machines.



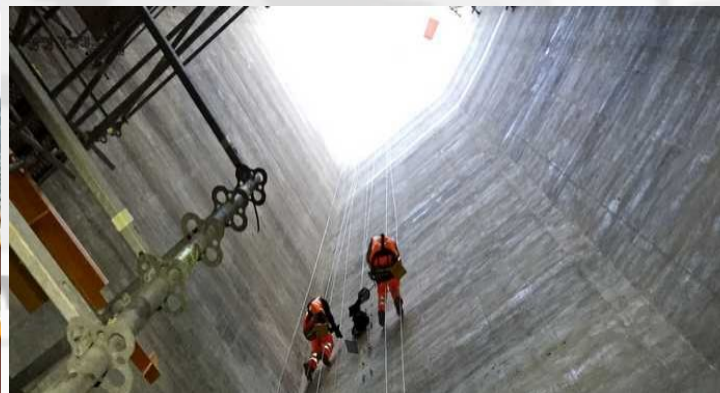
★★★★★ (30 Reviews)



ANNEX III

Non-exhaustive guide list of activities and sectors of Activity which may require the provision of PPE

WEATHERPROOF CLOTHING	REFLECTIVE CLOTHING	SKIN PROTECTION
Work in the open air in rain and cold weather.	Work where workers must be clearly visible.	Processing of coating material.
		Tanning.
SAFETY HARNESES	SAFETY ROPES	
Work on scaffolding.	Work in high crane cabs.	
Assembly of prefabricated parts.	Work in high cabs of warehouse stacking and retrieval equipment.	
Work on masts.	Work in high sections of drilling towers.	
	Work in shafts and sewers.	



LIST OF REVISED LEGISLATION

[Council Directive No. 89/656/EEC, of 30 November 1989, on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace](#)

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

CODE (NUMBER OF THE LEGISLATIVE ACT)	LEGISLATIVE DOCUMENT						LAST AMENDEMENTS INTRODUCED	
	ISSUER	LEGISLATIVE DOCUMENT	NUMBER	DATE OF ADDOPTION	NAME/SUBJECT OF THE LEGAL ACT	DATE OF ENTRY INTO FORCE	DATE OF LAST AMENDEMENT	LEGAL ACT
1. Ukrainian Parliament (Verkhovna Rada)								
1,1								
1,2								
1,3								
1,4								
1,5								
1,6								
1,7								
1,8								
1,9								
2. President of Ukraine								
2,1	President 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

[Council Directive No. 89/656/EEC, of 30 November 1989, on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace](#)

(Amended by the 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
1	General provisions - Subject	1	This Directive lays down minimum requirements for personal protective equipment used by workers at work.															
1	General provisions - Subject	2	The provisions of Directive 89/391/EEC are fully applicable to the minimum requirements for personal protective equipment used by workers at work, without prejudice to more stringent and/or specific provisions contained in this Directive.															
2	General provisions - Definition	1	Personal Protective Equipment (PPE): shall mean all equipment designed to be worn or held by the worker to protect him against one or more hazards likely to endanger his safety and health at work, and any addition or accessory designed to meet this objective.															
2	General provisions - Definition	2 (1)	The above definition of Personal Protective Equipment (PPE) excludes:															
2	General provisions - Definition	2 (1) (a)	Ordinary working clothes and uniforms not specifically designed to protect the safety and health of the worker;															
2	General provisions - Definition	2 (1) (b)	Equipment used by emergency and rescue services;															
2	General provisions - Definition	2 (1) (c)	PPE worn or used by the military, the police and other public order agencies;															
2	General provisions - Definition	2 (1) (d)	PPE for means of road transport;															
2	General provisions - Definition	2 (1) (e)	Sports equipment;															
2	General provisions - Definition	2 (1) (f)	Self-defence or deterrent equipment;															
2	General provisions - Definition	2 (1) (g)	Portable devices for detecting and signalling risks and nuisances.															
3	General provisions - General rule	(1)	Personal protective equipment shall be used when the risks cannot be avoided or sufficiently limited by technical means of collective protection or by measures, methods or procedures of work organization.															
4	Employers' obligations - General provisions	1 (1)	PPE must comply with the relevant Community provisions [in particular: until 21 April 2018 - with the provisions of the Council Directive No. 89/686/EEC, of 21 December 1989, on the approximation of the laws of the Member States relating to personal protective equipment; after 21 April 2018 - with the Regulation (EU) 2016/425, of the European Parliament and of the Council, of 9 March 2016, on personal protective equipment, which repeals the Council Directive 89/686/EEC] on design and manufacture with respect to safety and health.															
4	Employers' obligations - General provisions	1 (2) (a)	All PPE must be appropriate for the risks involved, without itself leading to any increased risk;															
4	Employers' obligations - General provisions	1 (2) (b)	All PPE must correspond to existing conditions at the workplace;															
4	Employers' obligations - General provisions	1 (2) (c)	All PPE must take account of ergonomic requirements and the worker's state of health;															
4	Employers' obligations - General provisions	1 (2) (d)	All PPE must fit the wearer correctly after any necessary adjustment.															
4	Employers' obligations - General provisions	2	Where the presence of more than one risk makes it necessary for a worker to wear simultaneously more than one item of PPE, such equipment must be compatible and continue to be effective against the risk or risks in question.															
4	Employers' obligations - General provisions	3	The conditions of use of PPE, in particular the period for which it is worn, shall be determined on the basis of the seriousness of the risk, the frequency of exposure to the risk, the characteristics of the workstation of each worker and the performance of the personal protective equipment.															
4	Employers' obligations - General provisions	4 (1)	PPE is, in principle, intended for personal use.															
4	Employers' obligations - General provisions	4 (2)	If the circumstances require PPE to be worn by more than one person, appropriate measures shall be taken to ensure that such use does not create any health or hygiene problem for the different users.															
4	Employers' obligations - General provisions	5	Adequate information on each item of PPE, required under paragraphs 1 and 2, shall be provided and made available within the undertaking and/or establishment.															
4	Employers' obligations - General provisions	6 (1)	PPE shall be provided free of charge by the employer, who shall ensure its good working order and satisfactory hygienic condition by means of the necessary maintenance, repair and replacements.															
4	Employers' obligations - General provisions	6 (2)	However, Member States may provide, in accordance with their national practice, that the worker be asked to contribute towards the cost of certain personal protective equipment in circumstances where use of the equipment is not exclusive to the workplace.															
4	Employers' obligations - General provisions	7	The employer shall first inform the worker of the risks against which the wearing of the PPE protects him.															
4	Employers' obligations - General provisions	8	The employer shall arrange for training and shall, if appropriate, organize demonstrations in the wearing of PPE.															
4	Employers' obligations - General provisions	9 (1)	PPE may be used only for the purposes specified, except in specific and exceptional circumstances.															
4	Employers' obligations - General provisions	9 (2)	It must be used in accordance with instructions.															
4	Employers' obligations - General provisions	9 (3)	Such instructions must be understandable to the workers.															
5	Employers' obligations - Assessment of personal protective equipment	1 (1)	Before choosing PPE, the employer is required to assess whether the PPE he intends to use satisfies the requirements of Article 4(1) and (2).															
5	Employers' obligations - Assessment of personal protective equipment	1 (2) (a)	This assessment shall involve an analysis and assessment of risks which cannot be avoided by other means;															
5	Employers' obligations - Assessment of personal protective equipment	1 (2) (b)	This assessment shall involve the definition of the characteristics which PPE must have in order to be effective against the risks referred to in (a), taking into account any risks which this equipment itself may create;															
5	Employers' obligations - Assessment of personal protective equipment	1 (2) (c)	This assessment shall involve comparison of the characteristics of the PPE available with the characteristics referred to in (b).															
5	Employers' obligations - Assessment of personal protective equipment	2	The assessment provided for in paragraph 1 shall be reviewed if any changes are made to any of its elements.															
6	Employers' obligations - Assessment of personal protective equipment	2	The assessment provided for in paragraph 1 shall be reviewed if any changes are made to any of its elements.															
6	Employers' obligations - Rules for use	1 (1)	Without prejudice to Articles 3, 4 and 5, Member States shall ensure that general rules are established for the use of PPE and/or rules covering cases and situations where the employer must provide the PPE, taking account of Community legislation on the free movement of such equipment [in particular: until 21 April 2018 - with the provisions of the Council Directive No. 89/686/EEC, of 21 December 1989, on the approximation of the laws of the Member States relating to personal protective equipment; after 21 April 2018 - with the Regulation (EU) 2016/425, of the European Parliament and of the Council, of 9 March 2016, on personal protective equipment, which repeals the Council Directive 89/686/EEC].															
6	Employers' obligations - Rules for use	1 (2)	These rules shall indicate in particular the circumstances or the risk situations in which, without prejudice to the priority to be given to collective means of protection, the use of PPE is necessary.															
6	Employers' obligations - Rules for use	1 (3)	Annexes I, II and III, which constitute a guide, contain useful information for establishing such rules															
6	Employers' obligations - Rules for use	2	When Member States adapt the rules referred to in paragraph 1 they shall take account of any significant changes to the risk, collective means of protection and PPE brought about by technological developments.															
6	Employers' obligations - Rules for use	3	Member States shall consult the employers' and workers' organization on the rules referred to in paragraphs 1 and 2.															
6 (1) (3) - ANNEX I	SPECIMEN RISK SURVEY TABLE FOR THE USE OF PPE		Constitutes an example of a risk survey table for the use of PPE, that should be followed for establishing the rules for the use of PPE.															
6 (1) (3) - ANNEX II	NON-EXHAUSTIVE GUIDE LIST OF ITEMS OF PPE		Constitutes an non-exhaustive guide list of PPE, that should be followed for establishing the rules for the use of PPE.															
6 (1) (3) - ANNEX II	HEAD PROTECTION		Protective helmets for use in industry (mines, building sites, other industrial uses).															
6 (1) (3) - ANNEX II	HEAD PROTECTION		Scalp protection (caps, bonnets, hairnets— with or without eye shade).															
6 (1) (3) - ANNEX II	HEAD PROTECTION		Protective headgear (bonnets, caps, sou'westers, etc.) in fabric, fabric with proofing, etc.).															
6 (1) (3) - ANNEX II	HEARING PROTECTION		Earplugs and similar devices.															
6 (1) (3) - ANNEX II	HEARING PROTECTION		Full acoustic helmets.															
6 (1) (3) - ANNEX II	HEARING PROTECTION		Earmuffs which can be fitted to industrial helmets.															
6 (1) (3) - ANNEX II	HEARING PROTECTION		Ear defenders with receiver for LF induction loop.															
6 (1) (3) - ANNEX II	HEARING PROTECTION		Ear protection with intercom equipment.															
6 (1) (3) - ANNEX II	HEARING PROTECTION		Spectacles.															
6 (1) (3) - ANNEX II	HEARING PROTECTION		Goggles.															
6 (1) (3) - ANNEX II	EYE AND FACE PROTECTION		X-ray goggles, laser-beam goggles, ultra-violet, infra-red, visible radiation goggles.															
6 (1) (3) - ANNEX II	EYE AND FACE PROTECTION		Face shields.															
6 (1) (3) - ANNEX II	EYE AND FACE PROTECTION		Arc-welding masks and helmets (hand masks, headband masks or masks which can be fitted to protective helmets).															
6 (1) (3) - ANNEX II	RESPIRATORY PROTECTION		Dust filters, gas filters and radioactive dust filters.															
6 (1) (3) - ANNEX II	RESPIRATORY PROTECTION		Insulating appliances with an air supply.															
6 (1) (3) - ANNEX II	RESPIRATORY PROTECTION		Respiratory devices including a removable welding mask.															
6 (1) (3) - ANNEX II	RESPIRATORY PROTECTION		Diving equipment.															
6 (1) (3) - ANNEX II	RESPIRATORY PROTECTION		Diving suits.															
6 (1) (3) - ANNEX II	HAND AND ARM PROTECTION		Gloves to provide protection from machinery (piercing, cuts, vibrations, etc.).															
6 (1) (3) - ANNEX II	HAND AND ARM PROTECTION		Gloves to provide protection from chemicals.															
6 (1) (3) - ANNEX II	HAND AND ARM PROTECTION		Gloves to provide protection for electricians and from heat.															
6 (1) (3) - ANNEX II	HAND AND ARM PROTECTION		Mittens.															
6 (1) (3) - ANNEX II	HAND AND ARM PROTECTION		Finger stalls.															
6 (1) (3) - ANNEX II	HAND AND ARM PROTECTION		Over sleeves.															
6 (1) (3) - ANNEX II	HAND AND ARM PROTECTION		Wrist protection for heavy work.															
6 (1) (3) - ANNEX II	HAND AND ARM PROTECTION		Fingerless gloves.															
6 (1) (3) - ANNEX II	HAND AND ARM PROTECTION		Protective gloves.															
6 (1) (3) - ANNEX II	FOOT AND LEG PROTECTION		Low shoes, ankle boots, calf-length boots, safety boots.															
6 (1) (3) - ANNEX II	FOOT AND LEG PROTECTION		Shoes which can be unlaced or unhooked rapidly.															
6 (1) (3) - ANNEX II	FOOT AND LEG PROTECTION		Shoes with additional protective toe-cap.															
6 (1) (3) - ANNEX II	FOOT AND LEG PROTECTION		Shoes and overshoes with heat-resistant soles.															
6 (1) (3) - ANNEX II	FOOT AND LEG PROTECTION		Heat-resistant shoes, boots and overboots.															
6 (1) (3) - ANNEX II	FOOT AND LEG PROTECTION		Thermal shoes, boots and overboots.															

TABLE OF CONCORDANCE

[Council Directive No. 89/656/EEC, of 30 November 1989, on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace](#)

Amended by the Directive No. 2007/30/EC, of the European Parliament and of the Council, of 20 June 2007.

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TABLE OF CONCORDANCE

Council Directive No. 89/656/EEC, of 30 November 1989, on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace

(Amended by the 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
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Protective clothing	6	Work with or in the vicinity of hot materials and where the effects of heat are felt.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Protective clothing	6	Work on flat glass products.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Protective clothing	6	Shot blasting.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Protective clothing	6	Work in deep-freeze rooms.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Fire-resistant protective clothing	6	Welding in restricted areas.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Pierce-proof aprons	6	Boning and cutting work.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Pierce-proof aprons	6	Work with hand knives involving drawing the knife towards the body.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Leather aprons	6	Welding.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Leather aprons	6	Forging.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Leather aprons	6	Castling.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Forearm protection	6	Boning and cutting.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Gloves	6	Welding.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Gloves	6	Handling of sharp-edged objects, other than machines where there is a danger of the glove's being caught.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Gloves	6	Unprotected work with acids and caustic solutions.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Metal mesh gloves	6	Boning and cutting.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Metal mesh gloves	6	Regular cutting using a hand knife for production and slaughtering.															
6 (1) (3) - ANNEX III	BODY, ARM AND HAND PROTECTION - Metal mesh gloves	6	Changing the knives of cutting machines.															
6 (1) (3) - ANNEX III	WEATHERPROOF CLOTHING	7	Work in the open air in rain and cold weather.															
6 (1) (3) - ANNEX III	REFLECTIVE CLOTHING	8	Work where the workers must be clearly visible.															
6 (1) (3) - ANNEX III	SAFETY HARNESSSES	9	Work on scaffolding.															
6 (1) (3) - ANNEX III	SAFETY HARNESSSES	9	Assembly of prefabricated parts.															
6 (1) (3) - ANNEX III	SAFETY HARNESSSES	9	Work on masts.															
6 (1) (3) - ANNEX III	SAFETY ROPES	10	Work in high crane cabs.															
6 (1) (3) - ANNEX III	SAFETY ROPES	10	Work in high cabs of warehouse stacking and retrieval equipment.															
6 (1) (3) - ANNEX III	SAFETY ROPES	10	Work in high sections of drilling towers.															
6 (1) (3) - ANNEX III	SAFETY ROPES	10	Work in shafts and sewers.															
6 (1) (3) - ANNEX III	SKIN PROTECTION	11	Processing of coating materials.															
6 (1) (3) - ANNEX III	SKIN PROTECTION	11	Tanning.															
7	Employers' obligations - Information for workers	(1)	Without prejudice to Article 10 of Directive 89/391/EEC, workers and/or their representatives shall be informed of all measures to be taken with regard to the health and safety of workers when PPE is used by workers at work.															
8	Employers' obligations - Consultation of workers and workers' participation	(1)	Consultation and participation of workers and/or of their representatives shall take place in accordance with Article 11 of Directive 89/391/EEC on the matters covered by this Directive, including the Annexes thereto.															
9	Miscellaneous provisions - Adjustment of the Annexes	(1) (1)	Alterations of a strictly technical nature to Annexes I, II and III, shall be adopted in accordance with the procedure provided for in Article 17 of Directive 89/391/EEC, when resulting from the adoption of technical harmonization and standardization directives relating to PPE;															
10	Miscellaneous provisions - Adjustment of the Annexes	(1) (2)	Alterations of a strictly technical nature to Annexes I, II and III, shall be adopted in accordance with the procedure provided for in Article 17 of Directive 89/391/EEC, when resulting from the technical progress and changes in international regulations and specifications or knowledge in the field of PPE.															
11	Miscellaneous provisions - Final provisions	1	Ukraine shall bring into force the laws, regulations and administrative provisions necessary to comply with this Directive's provisions within 7 years of the entry into force of the AA, i.e., by 31 August 2024, [cf. AA: articles 419. ⁸ and 420. ⁹ to 424. ⁹ of chapter 21, p. 156-157; and Annex XL to chapter 21, p. 1981]], and immediately inform the Commission thereof.															
11	Miscellaneous provisions - Final provisions	2	Ukraine shall communicate to the Commission the text of the provisions of national law which they adopt, as well as those already adopted, in the field covered by this Directive.															

TABLE OF CONCORDANCE WORKPLAN

Council Directive No. 89/656/EEC, of 30 November 1989, on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace

(Amended by the 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 December 2017	18-22 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 89/391	training									
Development of the table № 2 by workgroup for Dir. 89/391										
Directive 89/654		training								
Development of the table № 2 by workgroup for Dir. 89/654										
Директива 2009/104			training							
Development of the table № 2 by workgroup for Dir. 2009/104										
Directive 89/656				training						
Development of the table № 2 by workgroup for Dir. 89/656										
Directive 2003/88					training					
Development of the table № 2 by workgroup for Dir. 2003/88										
Directive 91/533									training	
Development of the table № 2 by workgroup for Dir. 91/533										

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