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»

www.ilo.org/UkraineEUProject
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
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
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

Distribution materials:

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;
Content

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.

**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)


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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)

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;

(3) OJ No C 175, 4. 7. 1988, p. 22.
(4) OJ No C 28, 3. 2. 1988, p. 3.
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 workplace 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:

(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.
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;
(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).
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 distri-
bution 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.
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 establish-
       ment 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
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.

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 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;
(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 ensure 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.
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.

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.
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.

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
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)

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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)

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
(4) OJ No C 28, 3.2.1988, p. 3.
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 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.
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).
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.

Article 11
This Directive is addressed to the Member States.
ANNEX I

SPECIMEN RISK SURVEY TABLE FOR THE USE OF PERSONAL PROTECTIVE EQUIPMENT

<table>
<thead>
<tr>
<th>PARTS OF THE BODY</th>
<th>PHYSICAL</th>
<th>RISKS</th>
<th>CHEMICAL</th>
<th>BIOLOGICAL</th>
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<tbody>
<tr>
<td>MECHANICAL</td>
<td></td>
<td>THERMAL</td>
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<tr>
<td>Falls from height</td>
<td></td>
<td>Vibration</td>
<td></td>
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<tr>
<td>Burns, cuts, impact, crushing</td>
<td></td>
<td>Slip, falling</td>
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<td>Scalds, grazes</td>
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<tr>
<td>EISEL-CAL</td>
<td></td>
<td>Radiation</td>
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<td>Noise</td>
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<td></td>
<td>Dust, fibres</td>
<td>Aerosols</td>
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<td>Fumes</td>
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<td>Vapours</td>
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<td>Im- merrting</td>
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<td></td>
<td>Splashes, sprays</td>
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<td>CASES, VA-POURS</td>
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<td></td>
<td>Harm- ful bacteria</td>
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<td>Harm- ful viruses</td>
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<td>Mycosi- fungal</td>
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<td>Non- microbe- logical</td>
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<td>HEAD</td>
<td>Cranium</td>
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<td></td>
<td>Ears</td>
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<td>Eyes</td>
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<td></td>
<td>Respiratory tract</td>
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<td>Face</td>
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<td></td>
<td>Whole head</td>
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<tr>
<td>PARTS OF THE BODY</td>
<td>Hands</td>
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<td></td>
<td>Upper limbs</td>
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<td></td>
<td>Arms (parts)</td>
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<td></td>
<td>Lower limbs</td>
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<td>Foot</td>
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<td></td>
<td>Legs (parts)</td>
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<td>Various</td>
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<tr>
<td></td>
<td>Skin</td>
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<td></td>
<td>Trunk/abdomen</td>
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<td></td>
<td>Parenteral passages</td>
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<tr>
<td></td>
<td>Whole body</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
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.
— 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.
— 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.
— 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.
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.
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.
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

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

António Santos / Project manager

www.iolo.org/UkraineEUProject
Contents:

• Why Directive No. 89/656/EEC?
• What does Directive No. 89/656/EEC?
• Why aligning the Ukrainian legislation with Directive No. 89/656/EEC?
• EU Council Directive No. 89/656/EEC:
  ✓ Subject (art. 1.º)
  ✓ Definition (art. 2.º)
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  ✓ Employers’ obligations:
    ➢ General provisions (art. 4.º)
    ➢ Assessment of PPE (art. 5.º)
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• ANNEX II [art. 6(1)] ➔ Non-exhaustive guide list of items of PPE
• ANNEX III [art. 6(1)] ➔ Non-exhaustive guide list of activities and sectors of activity which may require the provision of PPE
• 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.
Subject (art. 1.º)

• 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.**

Directive 89/656/EEC
Definition (art. 2°)

• 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.ª):

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


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

• **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.
Employers’ obligations

- 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).
Employers’ obligations

• 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.°):**

  ✓ **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.
Employers’ obligations

• Rules for use (art. 6.ª):

✓ 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.
Employers’ obligations

• Rules for use (art. 6.ª):

✔ 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.

Directive 89/656/EEC
Employers’ obligations

• **Information for workers (art. 7.ª):**

  ✓ **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.ª):**

  ✓ **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.ª):**

✓ 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.
## ANNEX I

**Specimen risk survey table for the use of PPE**

*[Article 6(1)]*
## ANNEX II
Non-exhaustive guide list of items of PPE
[Article 6(1)]

<table>
<thead>
<tr>
<th>HEAD PROTECTION</th>
<th>HEARING PROTECTION</th>
<th>EYE AND FACE PROTECTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Protective helmets for use in industry (mines, building sites, other industrial uses).</td>
<td>Earplugs and similar devices.</td>
<td>— Spectacles.</td>
</tr>
<tr>
<td>Scalp protection (caps, bonnets, hairnets—with or without eye shade).</td>
<td>Full acoustic helmets.</td>
<td>— Goggles.</td>
</tr>
<tr>
<td>Protective headgear (bonnets, caps, sou’westers, etc. in fabric, fabric with proofing, etc.).</td>
<td>Earmuffs which can be fitted to industrial helmets.</td>
<td>X-ray goggles, laser-beam goggles, ultra-violet, infra-red, visible radiation goggles.</td>
</tr>
<tr>
<td></td>
<td>Ear defenders with receiver for LF induction loop.</td>
<td>Face shields.</td>
</tr>
<tr>
<td></td>
<td>Ear protection with intercom equipment</td>
<td>Arc-welding masks and helmets (hand masks, headband masks or masks which can be fitted to protective helmets).</td>
</tr>
</tbody>
</table>
## ANNEX II
Non-exhaustive guide list of items of PPE

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

- Dust filters, gas filters, and radioactive dust filters are essential for respiratory protection. They are vital to prevent contact with harmful substances that could be inhaled or ingested.
- Gloves are crucial for hand protection. They provide protection from machinery (such as piercing, cutting, and vibrations), chemicals, and electricity.
- Protective waistcoats, jackets, and aprons are necessary to offer protection to the trunk and abdomen from machinery (such as piercing, cutting, and molten metal splashes).
- Insulating appliances with an air supply ensure the wearer remains insulated from the environment.
- Mittens offer additional protection to the hands.
- Finger stalls provide an extra layer of protection.
- Over sleeves provide an additional barrier to protect the arms.
- Heated waistcoats are designed to protect the body from cold environments.
- Life jackets are essential for water-based work environments.
- Wrist protection is crucial for heavy work.
- Protective X-ray aprons are used in environments where exposure to X-rays is a concern.
- Fingerless gloves offer a balance between protection and dexterity.
- Protective gloves are used in situations where the use of gloves is required, such as in chemical laboratories or industrial settings.

This list is non-exhaustive, and users should consult specific guidelines and regulations for the most appropriate protection in their work environments.
### FOOT AND LEG PROTECTION

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

### SKIN PROTECTION

| Barrier creams/ointments. | | |

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This table lists a non-exhaustive guide of items of PPE (Personal Protective Equipment). Each item is categorized under FOOT AND LEG PROTECTION and SKIN PROTECTION, providing examples of protective gear that can be used in various work environments to ensure safety and comfort.
### ANNEX II
Non-exhaustive guide list of items of PPE

<table>
<thead>
<tr>
<th>WHOLE BODY PROTECTION</th>
<th>Equipment designed to prevent falls</th>
<th>Protective clothing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall-prevention equipment (full equipment with all necessary accessories).</td>
<td>Braking equipment to absorb kinetic energy (full equipment with all necessary accessories).</td>
<td>Body-holding devices (safety harness).</td>
</tr>
<tr>
<td>‘Safety’ working clothing (two-piece and overalls).</td>
<td>Heat-resistant clothing.</td>
<td>Dust-proof clothing.</td>
</tr>
<tr>
<td>Clothing to provide protection from machinery (piercing, cutting, etc.).</td>
<td>Thermal clothing.</td>
<td>Gas-proof clothing.</td>
</tr>
<tr>
<td>Clothing to provide protection from chemicals.</td>
<td>Clothing to provide protection from radioactive contamination.</td>
<td>Protective coverings.</td>
</tr>
<tr>
<td>Clothing to provide protection from molten metal splashes and infra-red radiation.</td>
<td>Fluorescent signaling, retro-reflecting clothing and accessories (armbands, gloves, etc.).</td>
<td></td>
</tr>
</tbody>
</table>

**Protective clothing**
- Safety working clothing (two-piece and overalls).
- Heat-resistant clothing.
- Dust-proof clothing.
- Gas-proof clothing.
- Protective coverings.
### HEAD PROTECTION (SKULL PROTECTION)

<table>
<thead>
<tr>
<th>Protective helmets</th>
<th>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.</th>
<th>Work with blast furnaces, direct reduction plants, steelworks, rolling mills, metalworks, forging, drop forging and casting.</th>
<th>Shipbuilding.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>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.</td>
<td>Work in underground workings, quarries, open diggings, coal stock removal.</td>
<td>Railway shunting work.</td>
</tr>
<tr>
<td></td>
<td>Work with industrial furnaces, containers, machinery, silos, bunkers and pipelines.</td>
<td>Work in pits, trenches, shafts and tunnels.</td>
<td>Earth and rock works.</td>
</tr>
<tr>
<td></td>
<td>Work in the vicinity of lifts, lifting gear, cranes and conveyors.</td>
<td>Work with bolt-driving tools.</td>
<td>Slaughterhouses.</td>
</tr>
<tr>
<td></td>
<td>Blasting work.</td>
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<td></td>
</tr>
</tbody>
</table>
### ANNEX III
Non-exhaustive guide list of activities and sectors of Activity which may require the provision of PPE

<table>
<thead>
<tr>
<th>FOOT PROTECTION</th>
<th></th>
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</thead>
<tbody>
<tr>
<td><strong>Safety shoes with puncture-proof soles</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carcase work, foundation work and road works.</td>
<td>Work with concrete and prefabricated parts involving formwork erection and stripping.</td>
<td>Work in contractors' yards and warehouses.</td>
</tr>
<tr>
<td>Scaffolding work.</td>
<td>The demolition of carcase work.</td>
<td>Roof work.</td>
</tr>
<tr>
<td><strong>Safety shoes without pierce-proof soles</strong></td>
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<td></td>
</tr>
<tr>
<td>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.</td>
<td>Work with molds in the ceramics industry.</td>
<td></td>
</tr>
<tr>
<td>Work with blast furnaces, direct reduction plants, steelworks, rolling mills, metalwork, forging, drop forging, hot pressing and drawing plants.</td>
<td>Lining of kilns in the ceramics industry.</td>
<td></td>
</tr>
<tr>
<td>Work with frozen meat blocks and preserved foods packaging.</td>
<td>Working and processing of rock.</td>
<td></td>
</tr>
<tr>
<td>Furnace construction heating and ventilation installation and metal assembly work.</td>
<td>Transport and storage.</td>
<td></td>
</tr>
<tr>
<td>Work in quarries and open diggings, coal stock removal.</td>
<td>Conversion and maintenance work.</td>
<td></td>
</tr>
<tr>
<td>Molding work in the ceramic ware and building materials industry.</td>
<td>Shipbuilding.</td>
<td></td>
</tr>
<tr>
<td>Flat glass products and container glassware manufacture, working and processing.</td>
<td>Railway shunting work.</td>
<td></td>
</tr>
</tbody>
</table>
ANNEX III

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

<table>
<thead>
<tr>
<th>FOOT PROTECTION</th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Safety shoes with heels or wedges and pierce-proof soles</td>
<td></td>
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<tr>
<td>Roof work.</td>
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<td></td>
</tr>
<tr>
<td>Work with and on very hot or very cold materials.</td>
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<tr>
<td>Work with liquid sprays</td>
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<tr>
<td>Work on stock removing machines for small chippings.</td>
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<tr>
<td>Work with and in the vicinity of molten substances.</td>
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<td></td>
</tr>
<tr>
<td>Welding, grinding and separating work.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Caulking and chiseling.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rock working and processing.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work with bolt-driving tools.</td>
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<td></td>
</tr>
</tbody>
</table>

**EYE OR FACE PROTECTION (PROTECTIVE GOGGLES, FACE SHIELDS OR SCREENS)**

<table>
<thead>
<tr>
<th>FOOT PROTECTION</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Protective shoes with insulated soles</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work with and on very hot or very cold materials.</td>
<td></td>
<td></td>
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<tr>
<td>Where there is a risk of penetration by molten substances.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work with and in the vicinity of molten substances.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spraying of abrasive substances.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work with liquid sprays</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The removal and breaking up of fragments.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work with liquid sprays</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work with radiant heat.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work with lasers</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**FOOT PROTECTION**

- Safety shoes with heels or wedges and pierce-proof soles
- Protective shoes with insulated soles
- Safety shoes which can easily be removed
## ANNEX III

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

<table>
<thead>
<tr>
<th>RESPIRATORY PROTECTION (RESPIRATORS/BREATHING APPARATUS)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Work in containers, restricted areas and gas-fired industrial furnaces where there may be gas or insufficient oxygen.</td>
<td>Work on the lining of furnaces and ladles where there may be dust.</td>
</tr>
<tr>
<td>Work in the vicinity of the blast furnace charge.</td>
<td>Spray painting where dedusting is inadequate.</td>
</tr>
<tr>
<td>Work in the vicinity of gas converters and blast furnace gas pipes.</td>
<td>Work in shafts, sewers and other underground areas connected with sewage.</td>
</tr>
<tr>
<td>Work in the vicinity of blast furnace taps where there may be heavy metal fumes.</td>
<td>Work in refrigeration plants where there is a danger that the refrigerant may escape.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>HEARING PROTECTION (EAR PROTECTORS)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Work with metal presses.</td>
<td>Pile-driving work.</td>
</tr>
<tr>
<td>Work with pneumatic drills.</td>
<td>Wood and textile working.</td>
</tr>
<tr>
<td>The work of ground staff at airports.</td>
<td></td>
</tr>
</tbody>
</table>
## ANNEX III
Non-exhaustive guide list of activities and sectors of Activity which may require the provision of PPE

### BODY, ARM AND HAND PROTECTION

<table>
<thead>
<tr>
<th>Protective clothing</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Work with acids and caustic solutions, disinfectants and corrosive cleaning substances.</td>
<td>Work with or in the vicinity of hot materials and where the effects of heat are felt.</td>
</tr>
<tr>
<td>Work on flat glass products.</td>
<td>Work in deep-freeze rooms.</td>
</tr>
<tr>
<td>Shot blasting.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Fire-resistant protective clothing</th>
<th>Pierce-proof aprons</th>
<th>Forearm protection</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welding in restricted areas.</td>
<td>Boning and cutting work.</td>
<td>Boning and cutting.</td>
</tr>
<tr>
<td>Work with hand knives involving drawing the knife towards the body.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## ANNEX III
Non-exhaustive guide list of activities and sectors of Activity which may require the provision of PPE

<table>
<thead>
<tr>
<th>BODY, ARM AND HAND PROTECTION</th>
<th>Leather aprons</th>
<th>Gloves</th>
<th>Metal mesh gloves</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forging.</td>
<td></td>
<td>Handling of sharp-edged objects, other than machines where there is a danger of the glove's being caught.</td>
<td>Regular cutting using a hand knife for production and slaughtering.</td>
</tr>
<tr>
<td>Casting</td>
<td></td>
<td>Unprotected work with acids and caustic solutions.</td>
<td>Changing the knives of cutting machines.</td>
</tr>
</tbody>
</table>
### ANNEX III
Non-exhaustive guide list of activities and sectors of Activity which may require the provision of PPE

<table>
<thead>
<tr>
<th>WEATHERPROOF CLOTHING</th>
<th>REFLECTIVE CLOTHING</th>
<th>SKIN PROTECTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work in the open air in rain and cold weather.</td>
<td>Work where workers must be clearly visible.</td>
<td>Processing of coating material.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Tanning.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SAFETY HARNESS</th>
<th>SAFETY ROPE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work on scaffolding.</td>
<td>Work in high crane cabs.</td>
</tr>
<tr>
<td>Assembly of prefabricated parts.</td>
<td>Work in high cabs of warehouse stacking and retrieval equipment.</td>
</tr>
<tr>
<td>Work on masts.</td>
<td>Work in high sections of drilling towers.</td>
</tr>
<tr>
<td></td>
<td>Work in shafts and sewers.</td>
</tr>
</tbody>
</table>
# 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**


<table>
<thead>
<tr>
<th>CODE (NUMBER OF THE LEGISLATIVE ACT)</th>
<th>ISSUER</th>
<th>LEGISLATIVE DOCUMENT</th>
<th>NUMBER</th>
<th>DATE OF ADOPTION</th>
<th>NAME/SUBJECT OF THE LEGAL ACT</th>
<th>DATE OF ENTRY INTO FORCE</th>
<th>DATE OF LAST AMENDEMENT</th>
<th>LEGAL ACT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1 Ukrainian Parliament (Verkhovna Rada)</td>
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<td>2.1 President of Ukraine</td>
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<tr>
<td>3.1 Cabinet of Ministers of Ukraine</td>
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These rules shall indicate in particular the circumstances or the risk situations in which, without prejudice to the SCALE-UP LEGAL Mittens.

Protective helmets for use in industry (mines, building sites, other industrial uses).

3. Where the presence of more than one risk makes it necessary for a worker to wear simultaneously more than one Full acoustic helmets.

The above definition of Personal Protective Equipment (PPE) excludes:

Employers' obligations - General provisions

Personal protective equipment shall be used when the risks cannot be avoided or sufficiently limited by technical 

Gloves to provide protection from machinery (piercing, cuts, vibrations, etc.).

Employers' obligations - General provisions

Employers' obligations - General provisions

Over sleeves.

Diving equipment.

Employers' obligations - Assessment of personal protective equipment

6. The employer shall arrange for training and shall, if appropriate, organize demonstrations in the wearing of PPE.

Employers' obligations - General provisions 6 (1) (e)

Ear defenders with receiver for LF induction loop.

Heat-resistant shoes, boots and overboots.

Employers' obligations - Assessment of personal protective equipment

9 (3)

Employers' obligations - General provisions

Employers' obligations - General provisions

Thermal shoes, boots and overboots.

4 (1)

PPE worn or used by the military, the police and other public order agencies;

Spectacles.

Employers' obligations - General provisions 2 (1) (c)

Wrist protection for heavy work.

Employers' obligations - General provisions 2 (1) (g)

Shoes which can be unlaced or unhooked rapidly.

Before choosing PPE, the employer is required to assess whether the PPE he intends to use satisfies the 

Employers' obligations - General provisions 2 (1) (f)

It must be used in accordance with instructions.

Employers' obligations - General provisions

Employers' obligations - General provisions

Protective gloves.

Sports equipment;

This assessment shall involve the definition of the characteristics which PPE must have in order to be effective 

Equipment used by emergency and rescue services;

Fingerless gloves.

Gloves to provide protection for electricians and from heat.

Employers' obligations - General provisions

Employers' obligations - General provisions

Wrist protection for heavy work.

Gloves to provide protection from chemicals.

Face shields.

Shoes and overshoes with heat-resistant soles.

Employers' obligations - General provisions

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<td>PPE</td>
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<td>Head protection (skull protection) - Protective helmets</td>
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<td>PPE</td>
<td>3</td>
<td>Eye or face protection - Protective goggles, face shields or screens</td>
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<td>PPE</td>
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<td>Foot protection - Safety shoes</td>
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<td>Ear protection - Ear protectors</td>
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<td>Respiratory protection - Respirators/breathing apparatus</td>
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<td>Trunk and abdomen protection - Protective trousers</td>
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<table>
<thead>
<tr>
<th>Paragraph</th>
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<tr>
<td>1</td>
<td>Work in the vicinity of lifts, lifting gear, cranes and conveyors.</td>
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<td>2</td>
<td>Work with and on very hot or very cold materials.</td>
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<td>Vibration-resistant shoes, boots and overboots.</td>
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<td>4</td>
<td>Scaffolding work.</td>
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<tr>
<td>5</td>
<td>Building work, particularly work on, underneath or in the vicinity of scaffolding and elevated workplaces, erection of structural steelwork, metalwork structures and equipment.</td>
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<tr>
<td>6</td>
<td>Work with concrete and prefabricated parts involving formwork erection and stripping.</td>
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<tr>
<td>7</td>
<td>Work on the lining of furnaces and ladles where there may be dust.</td>
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<td>Life jackets.</td>
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<td>9</td>
<td>Work with pneumatic drills.</td>
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<td>Blasting work.</td>
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<td>Gaiters.</td>
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<td>Spraying of abrasive substances.</td>
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<td>13</td>
<td>Drop forging.</td>
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<tr>
<td>14</td>
<td>Work on stock removing machines for small chippings.</td>
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<tr>
<td>15</td>
<td>Work with bolt-driving tools.</td>
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<tr>
<td>16</td>
<td>Caulking and chiselling.</td>
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<tr>
<td>17</td>
<td>Railway shunting work.</td>
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<tr>
<td>18</td>
<td>Removable spikes for ice, snow or slippery flooring.</td>
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<tr>
<td>19</td>
<td>Fluorescent signalling, retro-reflecting clothing and accessories (armbands, gloves, etc.).</td>
</tr>
<tr>
<td>20</td>
<td>Work in the vicinity of the blast furnace charge.</td>
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<tr>
<td>21</td>
<td>Work in quarries and open diggings, coal stock removal.</td>
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<tr>
<td>22</td>
<td>Work in the vicinity of the metal rolling mill.</td>
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<tr>
<td>23</td>
<td>Railway maintenance work and rolling mills, large containers, large pipelines, boiler plants and power stations.</td>
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TABLE OF CONCORDANCE

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<tr>
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The Code of Practice for the use of personal protective equipment at work.
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

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(1) When applicable. (2) When applicable. (3) When applicable.
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<td>Finalization of the tables by MSP and SLS and submission to EU-ILO Project</td>
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<tr>
<td>Translation of the tables and submission to the experts</td>
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<tr>
<td>Studying of the table by the experts</td>
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<tr>
<td>Tripartite workshop based on the results of the workgroups</td>
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