

# Evaluation of the EU Occupational Safety and Health Directives

## COUNTRY SUMMARY REPORT FOR CYPRUS

VC/2013/0049



**COWI**

IOM 



June 2015

This Report has been prepared for COWI under Service Contract VC/2013/0049. It was completed by Marios CHARALAMBOUS, ERGONOMIA SA. Milieu was responsible for overall editing of the report.

The views expressed herein are those of the consultants alone and do not necessarily represent the official views of the European Commission.

Milieu Ltd. (Belgium), rue Blanche 15, B-1050 Brussels, tel: +32 2 506 1000; fax: +32 2 514 3603; nathy.rassmasson@milieu.be; web address: [www.milieu.be](http://www.milieu.be)

## Evaluation of the EU Occupational Safety and Health Directives

### TABLE OF CONTENTS

<b>TABLE OF TABLES .....</b>	<b>4</b>
<b>ABBREVIATIONS USED .....</b>	<b>6</b>
<b>INTRODUCTION .....</b>	<b>8</b>
<b>1 MAPPING QUESTION 1: STRUCTURAL COMPONENTS OF HEALTH AND SAFETY DIRECTIVES .....</b>	<b>9</b>
1.1 General legal framework .....	9
1.2 General institutional framework .....	18
1.2.1 Key policy Documents .....	19
1.2.2 Main authorities and stakeholders .....	20
1.2.3 Coordination .....	21
1.3 Legal coverage, observed discrepancies and more stringent measures ..	21
1.3.1 Observed discrepancies, more stringent and more detailed measures .....	21
1.3.2 Options .....	118
1.4 Interactions .....	118
<b>2 MAPPING QUESTION 2: GAPS IN CONTENT OR TIME.....</b>	<b>123</b>
2.1 Transitional periods .....	123
2.2 Derogations .....	123
<b>3 MAPPING QUESTION 3: LEVEL OF COMPLIANCE BY DIFFERENT STAKEHOLDERS ....</b>	<b>133</b>
3.1 Degree of compliance .....	133
3.2 Approaches to compliance .....	146
<b>4 MAPPING QUESTION 4: ACCOMPANYING ACTIONS THAT SUPPORT THE RESPECT OF THE RULE.....</b>	<b>149</b>
4.1 Existing accompanying actions .....	149
4.2 Use of accompanying actions .....	159
4.3 Gaps .....	160
<b>5 MAPPING QUESTION 5: ENFORCEMENT .....</b>	<b>161</b>
<b>6 MAPPING QUESTION 6: SPECIFIC GROUPS OF WORKERS .....</b>	<b>172</b>
<b>7 MAPPING QUESTION 7: SMES AND MICRO-ENTERPRISES.....</b>	<b>175</b>
<b>ANNEX I- BIBLIOGRAPHY .....</b>	<b>179</b>
<b>ANNEX II – INTERVIEWS.....</b>	<b>184</b>

## TABLE OF TABLES

Table 1- 1 General Legal Framework .....	10
Table 1- 2 Directive 89/391/EEC (Framework Directive) – Observed discrepancies, more stringent and more detailed requirements .....	23
Table 1- 3 Council Directive 89/654/EEC (workplace) - Observed discrepancies, more stringent and more detailed requirements .....	33
Table 1- 4 Directive 2009/104/EC (work equipment) - Observed discrepancies, more stringent and more detailed requirements .....	36
Table 1- 5 Council Directive 89/656/EEC (PPE) - Observed discrepancies, more stringent and more detailed requirements .....	38
Table 1- 6 Council Directive 92/58/EEC (OSH signs) - Observed discrepancies, more stringent and more detailed requirements .....	40
Table 1- 7 Directive 1999/92/EC (ATEX) - Observed discrepancies, more stringent and more detailed requirements .....	42
Table 1- 8 Council Directive 90/269/EEC (manual handling of loads) - Observed discrepancies, more stringent and more detailed requirements.....	45
Table 1- 9 Council Directive 90/270/EEC (display screen equipment) - Observed discrepancies, more stringent and more detailed requirements.....	48
Table 1- 10 Directive 2002/44/EC (vibration) - Observed discrepancies, more stringent and more detailed requirements .....	51
Table 1- 11 Directive 2003/10/EC (noise) - Observed discrepancies, more stringent and more detailed requirements .....	57
Table 1- 12 Directive 2004/40/EC (electromagnetic fields) - Observed discrepancies, more stringent and more detailed requirements .....	62
Table 1- 13 Directive 2006/25/EC (artificial optical radiation) - Observed discrepancies, more stringent and more detailed requirements .....	66
Table 1- 14 Directive 2004/37/EC (carcinogens or mutagens) - Observed discrepancies, more stringent and more detailed requirements .....	72
Table 1- 15 Council Directive 98/24/EC (chemical agents at work) - Observed discrepancies, more stringent and more detailed requirements .....	76
Table 1- 16 Directive 2009/148/EC (asbestos) - Observed discrepancies, more stringent and more detailed requirements .....	81
Table 1- 17 Directive 2000/54/EC (biological agents) - Observed discrepancies, more stringent and more detailed requirements .....	87
Table 1- 18 Council Directive 92/57/EEC (temporary or mobile construction sites) - Observed discrepancies, more stringent and more detailed requirements.....	92
Table 1- 19 Council Directive 92/104/EEC (surface and underground mineral-extracting industries) - Observed discrepancies, more stringent and more detailed requirements .....	94
Table 1- 20 Council Directive 92/91/EEC (mineral-extracting industries through drilling) - Observed discrepancies, more stringent and more detailed requirements .....	98
Table 1- 21 Council Directive 92/29/EEC (medical treatment on board vessels) - Observed discrepancies, more stringent and more detailed requirements.....	102
Table 1- 22 Council Directive 93/103/EC (work on board fishing vessels) - Observed discrepancies, more stringent and more detailed requirements.....	105
Table 1- 23 Council Directive 92/85/EEC (pregnant/breastfeeding workers) - Observed discrepancies, more stringent and more detailed requirements.....	107
Table 1- 24 Council Directive 91/383/EEC (temporary workers) - Observed discrepancies, more stringent and more detailed requirements .....	110

Table 1- 25 Council Directive 94/33/EC (young people at work) - Observed discrepancies, more stringent and more detailed requirements .....	113
Table 1- 26 Options.....	118
Table 1- 27 Interactions between CPMs across OSH Directives.....	119
Table 2- 1 Transitional Periods .....	123
Table 2- 2 Derogations.....	125
Table 3- 1 Degree of compliance: Common processes and mechanisms (across Directives)	135
Table 3- 2 Degree of compliance: Common processes and mechanisms (individual Directives) .....	142
Table 3- 3 Degree of compliance : Key requirements .....	143
Table 3- 4 Approaches to compliance.....	146
Table 4- 1 Accompanying Actions.....	155
Table 5- 1 Enforcement authorities.....	161
Table 5- 2 Inspections statistical data .....	163
Table 5- 3 Data on enforcement strategy .....	167
Table 5- 4 Result table – type and level of sanctions.....	167
Table 5 -2 a Inspections statistical data (per sector) .....	164
Table 5-5 a Number of infringements and court cases.....	169
Table 5-5 b Number of infringements and court cases per Law/Regulation .....	170
Table 5-5 c Number of infringements and court cases - delinquency.....	171
Table 6- 1 Tools addressing risk factors for all vulnerable groups.....	172
Table 7- 1 Overview of measures targeting SMEs and micro-enterprises.....	175
Table 7- 2 Description of measures targeting SMEs and micro-enterprises.....	176

## ABBREVIATIONS USED

AOR	Safety and Health at Work (Artificial Optical Radiation) Regulations of 2010
AR	Safety and Health at Work (Protection from Asbestos) Regulations of 2006
ATEXR	Safety and Health at Work (Minimum Requirements for the Protection of Persons at Work from Risks from Explosive Atmospheres) Regulations of 2002
BAR	Safety and Health at Work (Biological Agents) Regulations of 2001
CAR	Safety and Health at Work (Chemical Agents) Regulations
CCCI	Cyprus Chamber of Commerce and Industry
CMR	Safety and Health at Work (Carcinogenic and Mutagenic Agents) Regulations
CySHA	Cyprus Safety and Health Association
DEOK	Democratic Labour Federation of Cyprus
DLI	Department of Labour Inspection
DSER	Minimum Requirements for Safety and Health at Work with Visual Display Screen Equipment Regulations of 2001
ESPP	External Services for Protection and Prevention
ETEK	Cyprus Scientific and Technical Chamber
ETYK	Cyprus Union of Bank Employees
G.C.POVEK	Pancyprian Professional Small Shopkeepers Federation
ISPP	Internal Services for Protection and Prevention
MCSR	Safety and Health (Minimum Requirements for Temporary or Mobile Construction Sites) Regulations of 2002
MEIDR	Minimum Requirements for Safety and Health at Work (Extractive Industries Through Drilling) Regulations of 2002
MHLR	Safety and Health at Work (Manual Handling of Loads) Regulations of 2001
MLSI	Ministry of Labour and Social Insurance
MR	Management of Safety and Health at Work Issues Regulations 2002
MTBVL	Merchant Shipping (Minimum Requirements on Medical Treatment on Board Vessels) Law of 2002
MWR	Minimum Requirements for Safety and Health at the Workplace Regulations of 2002
NR	Safety and Health at Work (Protection from Noise) Regulations of 2006
OEB	Cyprus Employers and Industrialists Federation
OSEOK	Federation of Building Contractors Association Cyprus
OSH	Occupational Safety and Health
PASYSY	Pancyprian Public Employees Trade Union
PBFR	Maternity Protection (Safety and Health at Work) Regulations of 2002
PEO	Pancyprian Federation of Labour
PFITU	Pancyprian Federation of Independent Trade Unions

PPER	Minimum Requirements for Safety and Health (Use at Work Personal Protective Equipment) Regulations 2001
PSHC	Pancyprian Safety and Health Council
RAA	Regulatory Administrative Act
SEK	Cyprus Worker's Confederation
SHL	Safety and Health at Work Law 1996-2011
SR	Minimum Requirements for Safety and Health Signs at Work Regulations of 2000
SUMEIR	Minimum Requirements for Safety and Health at Work (Surface and Underground Extractive Industries) Regulations of 2002
T-MCSR	Safety and Health (Minimum Requirements for Temporary or Mobile Construction Sites) Regulations of 2002
TWR	Safety and Health at work of workers with fixed duration employment or temporary employment Regulations of 2002
VR	Safety and Health at Work (Protection from Vibrations) Regulations of 2005
WBFVL	Merchant Shipping (Minimum Requirements on Safety and Health at Work on Board Cyprus Fishing Vessels) Law of 2002
WER	Minimum Requirements for Safety and Health (Use of Work Equipment at Work) Regulations 2001
WR	Minimum Requirements for Safety and Health at the Workplace Regulations of 2002
YPR	Safety and Health at Work (Protection of Young Persons) Regulations of 2012

## INTRODUCTION

### General introduction to the report

This report presents a review of the main features of the practical implementation of 24 EU occupational safety and health (OSH) Directives in Cyprus. The information in this report has been gathered between October 2013 and June 2014. This Country Summary Report, together with the Summary Reports prepared for the other Member States, aims at mapping the implementation of the OSH Directives in the EU as a whole. It is based on a desk-study and interviews with national stakeholders (see Annex II for details on interviews carried out) and is one of the sources of information for the overall evaluation of the implementation. The Country Summary Reports will form an Appendix to the Final Report, which will compile the results of the evaluation and the associated recommendations.

This review is based on seven key mapping questions, which will inform the evaluation of the implementation of the OSH Directives in all Member States and the EU in general. The seven general Mapping Questions (MQs), which have been defined by the Commission and are answered in this Country Summary Report are the following:

Mapping question
<b>MQ1:</b> "Across the Member States, how are the different 'common processes' and 'mechanisms' foreseen by the Directives put in place and how do they operate and interact with each other?"
<b>MQ2:</b> "What derogations and transitional periods are applied or have been used under national law under several of the Directives concerned?"
<b>MQ3:</b> "What are the differences in approach to and degree of fulfilment of the requirements of the EU OSH Directives in private undertakings and public-sector bodies, across different sectors of economic activity and across different sizes of companies, especially for SMEs, microenterprises and self-employed?"
<b>MQ4:</b> "What accompanying actions to OSH legislation have been undertaken by different actors (the Commission, the national authorities, social partners, EU-OSHA, Eurofound, etc.) to improve the level of protection of health and safety at work and to what extent are they actually used by companies and establishments to pursue the objective of protecting health and safety of workers? Are there any information needs that are not met?"
<b>MQ5:</b> "What are the enforcement (including sanctions) and other related activities of the competent authorities at national level and how are the priorities set among the subjects covered by the Directives?"
<b>MQ6:</b> "What are the differences of approach across Member States and across establishments with regard to potentially vulnerable groups of workers depending on gender, age, disability, employment status, migration status, etc., and to what extent are their specificities, resulting in particular from their greater unfamiliarity, lack of experience, absence of awareness of existing or potential dangers or their immaturity, addressed by the arrangements under question?"
<b>MQ7:</b> "What measures have been undertaken by the Member States to support SMEs and microenterprises (e.g. lighter regimes, exemptions, incentives, guidance, etc.)?"

The template is structured according to these mapping questions.



# 1 MAPPING QUESTION 1: STRUCTURAL COMPONENTS OF HEALTH AND SAFETY DIRECTIVES

This first section focuses on how the national legal and institutional frameworks have been designed to reflect the main common processes and mechanisms (CPMs) of each Directive. It includes:

- A review of the national transposing legislation and the general structure of the legal framework;
- Mechanisms of coordination amongst the different authorities responsible for the implementation of the directives;
- The identification of any delays in transposing directives, focusing on most recent ones;
- Differences between the Directives' requirements and the national ones, looking at observed discrepancies, more stringent and more detailed provisions;
- Interactions between CPMs as embedded in the legislation.

## 1.1 GENERAL LEGAL FRAMEWORK

The legal system in Cyprus is based on national laws and regulations emanating from them. With regards to safety and health at work, a cluster of laws has been introduced during the last fifteen years with the purpose of introducing European standards. These laws actually transpose Directive 89/391/EEC (Framework Directive) and are brought together under the heading "The Safety and Health at Work Laws of 1996 to 2011" (SHL). It is therefore said that the Framework Directive is transposed by one main law which has been amended several times, while institutional aspects are covered by separate Regulations. The OSH individual Directives are – as a rule – transposed in one single act each, in the form of Regulations. The only exception concerns Directive 94/33/EC (young people at work), which was transposed through two Regulations and one Law on the Protection of Young Persons at Work.

The national legislation in the area of occupational health and safety covers all types and sectors, without distinction, including the public sector and SMEs. The Department of Labour Inspection is the enforcement body competent for occupational health and safety issues and the procedures in case of infringement in the public sector is the same as in the private sector.

Indeed, according to the provisions of Article 3(3) of the SHL, the Law shall apply where work is carried out by or on behalf of the Republic of Cyprus. Furthermore, Article 53(5) states clearly the following: "a) the Law shall apply to persons serving in the Civil Service or a Public Body as it applies to other persons. b) When an offence committed on the basis of this Law by persons serving in the Civil Service or a public-law body is proved to have been committed with the consent or cooperation or that the perpetration was aided by negligence on behalf of any Department Head or other person serving in the Civil Service or in the case of public-law body, the General Manager, Director or representative then these persons will be held liable for the offence and will be subject to prosecution and penalty".

Three infringement cases have been initiated against Cyprus. The case related to Directive 2006/25/EC (artificial optical radiation) was concerned with non-communication and is now closed. The case related to Directives 1992/29/EEC (medical treatment on board vessels) and 1993/103/EC (work on board fishing vessels) was concerned with non-conformity and has also been closed. In the case related to Directive 2003/10/EC (noise) on non-communication, national measures were adopted and notified following a letter of formal notice.

The following table provides an overview of the approach to transposition, indicating whether there is one law covering all OSH issues (O) as opposed to transposition spread over different acts (S). It then

lists transposing national legislation per directive, specifying whether there was legislation existing prior to transposition. Finally, it identifies any infringement proceedings, which were mentioned in an overview table provided by the Commission.

**Table 1- 1 General Legal Framework**

Directive	O	S	Transposing National Legislation	Legislation prior to transposition	Infringement proceedings
<b>Directive 89/391/EEC</b> (Framework Directive)		S	<p>The Safety and Health at Work Laws of 1996 to 2011 (<i>Οι περί Ασφάλειας και Υγείας στην Εργασία Νόμοι του 1996 έως 2011</i>) (<b>SHL</b>):</p> <ol style="list-style-type: none"> <li><b>Law. 89(I)/96</b> (O.G. Annex. I(I) N. 3096, 1.11.96) - entry into force on 1.1.1997</li> <li><b>Law. 158(I)/2001</b> (Amending) (O.G. Annex. I(I) N. 3565, 31.12.2001) - entry into force on 31.12.2001</li> <li><b>Law. 25(I)/2002</b> (Amending) (O.G. Annex. I(I) N. 3590, 29.3.2002) - entry into force on 1.1.2003</li> <li><b>Law. 41(I)/2003</b> (Amending) (O.G. Annex. I(I) N. 3715, 23.5.2003) - entry into force on 23.5.2003</li> <li><b>Law. 99(I)/2003</b> (Amending) (O.G. Annex. I(I) N. 3739, 25.7.2003) - entry into force on 25.7.2003</li> <li><b>Law. 33(I)/2011</b> (Amending) (O.G. Annex. I(I) N. 4274, 18.3.2011) - entry into force on 18.3.2011</li> </ol> <p>RAA 173/2002 The Management of Safety and Health at Work Issues Regulations of 2002 (<i>Οι περί Διαχείρισης Θεμάτων Ασφάλειας και Υγείας στην Εργασία Κανονισμοί του 2002</i>). Official Gazette, No. 3592 Annex III(I) page 1471 – page 1483,– Publication date 5.4.2002 (<b>MR</b>)</p>	<p>Before transposition there was a legislation [Factories Law 1956 (Chapter 134)] regulating the safety and health conditions for workers in factories, and for the safety requirements and inspection for certain types of machinery.</p> <p>Also there was a Law providing for the organisation of safety committees at work places, and for the creation of a Cypriot Safety and Health Council. No. 60. [CYP-1988-L-7804]).</p>	
<b>Council Directive 89/654/EEC</b> (workplace)	O		<p>RAA 174/2002 The Minimum Requirements for Safety and Health at the Workplace Regulations of 2002 (<i>Οι περί Ελάχιστων Προδιαγραφών Ασφάλειας και Υγείας στους Χώρους Εργασίας Κανονισμοί του 2002</i>). Official Gazette, No. 3592 Annex III(I) page 1484 – page 1510,– Publication date 5.4.2002 (<b>MWR</b>).</p> <p>RAA 494/2004 The Minimum Requirements for Safety and Health at the Workplace (Amending) Regulations of 2004 (<i>Οι περί Ελάχιστων Προδιαγραφών Ασφάλειας και Υγείας στους Χώρους Εργασίας [Τροποποιητικοί] Κανονισμοί του 2004</i>). Official Gazette, No. 3852 Annex III(I) page 4468 – page 4470,– Publication date 30.4.2004.</p>	<p>Before transposition there was a legislation [Factories Law 1956 (Chapter 134)] and relevant regulations regulating the safety and health conditions for workers in factories and for the safety requirements and inspection for certain types of machinery.</p> <p>The Standards for Health Provisions (in</p>	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition	Infringement proceedings
				<p>Factories) Regulations of 1973</p> <p>The Standards for Health Provisions (in Factories) (Amendment) Regulations of 1981</p> <p>The Standards for Health Provisions (in Factories) (Amendment) Regulations of 1986</p> <p>The Electricity in Factories Special Regulations of 1981 (PI 315/1981)</p>	
<b>Directive 2009/104/EC</b> (work equipment)	○		<p>RAA 444/2001 The Minimum Requirements for Safety and Health (Use of Work Equipment at Work) Regulations of 2001 (<i>Οι περί Ελάχιστων Προδιαγραφών Ασφάλειας και Υγείας [Χρησιμοποίηση κατά την Εργασία Εξοπλισμού Εργασίας] Κανονισμοί του 2001</i>). Official Gazette, No. 3551 Annex III(I) page 4705 – page 4716 – Publication date 30.11.2001 (<b>WER</b>).</p> <p>RAA 497/2004 The Minimum Requirements for Safety and Health (Use of Work Equipment at Work) (Amending) Regulations of 2004 (<i>Οι περί Ελάχιστων Προδιαγραφών Ασφάλειας και Υγείας (Χρησιμοποίηση κατά την Εργασία Εξοπλισμού Εργασίας) [Τροποποιητικοί] Κανονισμοί του 2004</i>). Official Gazette, No. 3852 Annex III(I) page 4478 – page 4486 – Publication date 30.4.2004.</p>	<p>Before transposition there was a legislation [Factories Law 1956 (Chapter 134)] and relevant regulations regulating the safety and health conditions for workers in factories and for the safety requirements and inspection for certain types of machinery.</p> <p>The Factories (Amendment) Law of 1989 (Law. 25/1989)</p> <p>The Woodworking Machinery Regulations of 1973 (PI 279/1973)</p> <p>The Building and Engineering Construction (Safety, Health and Welfare) Regulations of 1973</p>	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition	Infringement proceedings
				(PI 161/1973)  The Electricity in Factories Special Regulations of 1981 (PI 315/1981)	
<b>Council Directive 89/656/EEC</b> (PPE)	○		RAA 470/2001 The Minimum Requirements for Safety and Health (Use of Personal Protective Equipment at Work) Regulations of 2001 ( <i>Οι περί Ελάχιστων Προδιαγραφών Ασφάλειας και Υγείας [Χρήση στην Εργασία Εξοπλισμών Ατομικής Προστασίας] Κανονισμοί του 2001</i> ). Official Gazette, No. 3558 Annex III(I) page 4810 – page 4843 – Publication date 14.12.2001 ( <b>PPER</b> ).	Before transposition there was a legislation [Factories Law 1956 (Chapter 134)] and relevant regulations regulating the safety and health conditions for workers in factories and for the safety requirements and inspection for certain types of machinery.  The Building and Engineering Construction (Safety, Health and Welfare) Regulations of 1973 (PI 161/1973)	
<b>Council Directive 92/58/EEC</b> (OSH signs)	○		RAA 212/2000 The Minimum Requirements for Safety and Health Signs at Work Regulations of 2000 ( <i>Οι περί Ελάχιστων Προδιαγραφών για τη Σήμανση Ασφάλειας και Υγείας στην Εργασία Κανονισμοί του 2000</i> ). Official Gazette, No. 3429 Annex III(I) page 847 – page 867– Publication date 21.7.2000 ( <b>SR</b> ).	Before transposition there was a legislation [Factories Law 1956 (Chapter 134)] and relevant regulations regulating the safety and health conditions for workers in factories and for the safety requirements and inspection for certain types of machinery.	
<b>Directive 1999/92/EC</b> (ATEX)	○		RAA 291/2002 The Safety and Health at Work (Minimum Requirements for the Protection of Persons at Work from Risks from Explosive Atmospheres) Regulations of 2002 ( <i>Οι περί Ασφάλειας και Υγείας στην Εργασία</i>	Before transposition there was a legislation [Factories Law 1956 (Chapter 134)] and	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition	Infringement proceedings
			<i>[Ελάχιστες Απαιτήσεις για την Προστασία των Προσώπων στην Εργασία από Κινδύνους από Εκρήξιμες Ατμόσφαιρες]</i> Κανονισμοί του 2002). Official Gazette, No. 3612 Annex III(I) page 2847 – page 2860– Publication date 21.6.2002 ( <b>ATEXR</b> ).	relevant regulations regulating the safety and health conditions for workers in factories and for the safety requirements and inspection for certain types of machinery.  The Electricity in Factories Special Regulations of 1981 (PI 315/1981)	
<b>Council Directive 90/269/EEC</b> (manual handling of loads)	○		RAA 267/2001 The Safety and Health at Work (Manual Handling of Loads) Regulations of 2001 ( <i>Οι περί Ασφάλειας και Υγείας στην Εργασία [Χειρωνακτική Διακίνηση Φορτίων]</i> Κανονισμοί του 2001). Official Gazette, No. 3512 Annex III(I) page 2809 – page 2813 – Publication date 6.7.2001 ( <b>MHLR</b> ).	Before transposition there was a legislation [Factories Law 1956 (Chapter 134)] and relevant regulations regulating the safety and health conditions for workers in factories, and for the safety requirements and inspection for certain types of machinery.	
<b>Council Directive 90/270/EEC</b> (display screen equipment)	○		RAA 455/2001 The Minimum Requirements for Safety and Health at Work with Visual Display Screen Equipment Regulations of 2001 ( <i>Οι περί Ελάχιστων Προδιαγραφών Ασφάλειας και Υγείας κατά την Εργασία με Εξοπλισμό με Οθόνη Οπτικής Απεικόνισης</i> Κανονισμοί του 2001). Official Gazette, No. 3556 Annex III(I) page 4705 – page 4716,– Publication date 7.12.2001 ( <b>DSER</b> ).	N	
<b>Directive 2002/44/EC</b> (vibration)	○		RAA 332/2005 The Safety and Health at Work (Protection from Vibrations) Regulations of 2005 ( <i>Οι περί Ασφάλειας και Υγείας στην Εργασία [Προστασία από τους Κραδασμούς]</i> Κανονισμοί του 2005). Official Gazette, No. 4015 Annex III(I) page 2965 – page 2984 – Publication date 22.7.2005 ( <b>VR</b> ).	N	
<b>Directive 2003/10/EC</b>	○		RAA 317/2006 The Safety and Health at Work (Protection from Noise) Regulations of 2006	Before transposition there	Infringement proceeding

Directive	O	S	Transposing National Legislation	Legislation prior to transposition	Infringement proceedings
(noise)			<i>(Οι περί Ασφάλειας και Υγείας στην Εργασία [Προστασία από το Θόρυβο] Κανονισμοί του 2006). Official Gazette, No. 4124 Annex III(I) page 2723 – page 2740 – Publication 28.7.2006 (NR).</i>	was a legislation [Factories Law 1956 (Chapter 134)] and relevant regulations regulating the safety and health conditions for workers in factories and for the safety requirements and inspection for certain types of machinery.  The Standards for Health Provisions (in Factories) Regulations of 1973	06/380/CY: Case of non-communication; national measures adopted and notified following letter of formal notice
<b>Directive 2004/40/EC</b> (electromagnetic fields)			<i>N/A. The new Directive is now being transposed.</i>	N	
<b>Directive 2006/25/EC</b> (artificial optical radiation)	○		RAA 247/2010 The Safety and Health at Work (Artificial Optical Radiation) Regulations of 2010 <i>(Οι περί Ασφάλειας και Υγείας στην Εργασία [Τεχνητή Οπτική Ακτινοβολία] Κανονισμοί του 2010). Official Gazette, No. 4433 Annex III(I) page 1473 – page 1493 – Publication 11.6.2010 (AOR).</i>	N	Infringement case 2010/0297 on non-communication – case closed
<b>Directive 2004/37/EC</b> (carcinogens or mutagens)	○		RAA 153/2001 The Safety and Health at Work (Carcinogenic and Mutagenic Agents) Regulations of 2001 <i>(Οι περί Ασφάλειας και Υγείας στην Εργασία [Καρκινογόνοι και Μεταλλαξιγόνοι Παράγοντες] Κανονισμοί του 2001). Official Gazette, No. 3487 Annex III(I) page 1647 – page 1656 – Publication date 6.4.2001 (CMR).</i>  RAA 493/2004 The Safety and Health at Work (Carcinogenic and Mutagenic Agents) Regulations (Amending) of 2004 <i>(Οι περί Ασφάλειας και Υγείας στην Εργασία [Καρκινογόνοι και Μεταλλαξιγόνοι Παράγοντες] [Τροποποιητικοί] Κανονισμοί του 2004). Official Gazette, No. 3852 Annex III(I) page 4463 – page 4467 – Publication date 30.4.2004.</i>	N	
<b>Council Directive 98/24/EC</b>	○		RAA 268/2001 The Safety and Health at Work (Chemical Agents) Regulations of 2001 <i>(Οι</i>	Before transposition there	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition	Infringement proceedings
(chemical agents at work)			<p>περί Ασφάλειας και Υγείας στην Εργασία [Χημικοί Παράγοντες] Κανονισμοί του 2001). Official Gazette, No. 3487 Annex III(I) page 2814 – page 2828 – Publication date 6.7.2001 (CAR).</p> <p>RAA 55/2004 The Safety and Health at Work (Chemical Agents) (Amending) Regulations of 2004 (Οι περί Ασφάλειας και Υγείας στην Εργασία [Χημικοί Παράγοντες] [Τροποποιητικοί] Κανονισμοί του 2004). Official Gazette, No. 3805 Annex III(I) page 143 – page 147– Publication date 6.2.2004.</p> <p>RAA 295/2007 The Safety and Health at Work (Chemical Agents) (Amending) Regulations of 2007 (Οι περί Ασφάλειας και Υγείας στην Εργασία [Χημικοί Παράγοντες] [Τροποποιητικοί] Κανονισμοί του 2007). Official Gazette, No. 4208 Annex III(I) page 1973 – page 1977– Publication date 13.7.2007.</p> <p>RAA 70/2012 The Safety and Health at Work (Chemical Agents) (Amending) Regulations of 2012 (Οι περί Ασφάλειας και Υγείας στην Εργασία [Χημικοί Παράγοντες] [Τροποποιητικοί] Κανονισμοί του 2012). Official Gazette, No. 4552 Annex III(I) page 534 – page 535– Publication date 2.3.2012.</p>	<p>was a legislation [Factories Law 1956 (Chapter 134)] and relevant regulations regulating the safety and health conditions for workers in factories, and for the safety requirements and inspection for certain types of machinery.</p> <p>The Control of Factory Atmosphere and Dangerous Substances in Factories Regulations of 1973</p> <p>The Control of Factory Atmosphere and Dangerous Substances in Factories (Amendment) Regulations of 1981</p> <p>The Control of Factory Atmosphere and Dangerous Substances in Factories (Amendment) Regulations of 1986</p> <p>The Pest Control Operations (Safety, Health and Welfare) Regulations of 1982 (PI 271/1982)</p>	
<b>Directive 2009/148/EC</b> (asbestos)	○		<p>RAA 316/2006 The Safety and Health at Work (Protection from Asbestos) Regulations of 2006 (Οι περί Ασφάλειας και Υγείας στην Εργασία [Προστασία από τον Αμίαντο]</p>	<p>The Asbestos (Safety and Health of Persons at Work) Law, 1993 (L. 23 (I)</p>	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition	Infringement proceedings
			<i>Κανονισμοί του 2006</i> ). Official Gazette, No. 4124 Annex III(I) page 2683 – page 2722, Publication date 28.7.2006 ( <b>AR</b> ).	/ 93)	
<b>Directive 2000/54/EC</b> (biological agents)	○		RAA 144/2001 The Safety and Health at Work (Biological Agents) Regulations of 2001 ( <i>Οι περί Ασφάλειας και Υγείας στην Εργασία [Βιολογικοί Παράγοντες] Κανονισμοί του 2001</i> ). Official Gazette, No. 3487 Annex III(I) page 1572 – page 1603– Publication date 6.4.2001 ( <b>BAR</b> ).	N	
<b>Council Directive 92/57/EEC</b> (temporary or mobile construction sites)	○		RAA 172/2002 The Safety and Health (Minimum Requirements for Temporary or Mobile Construction Sites) Regulations of 2002 ( <i>Οι περί Ασφάλειας και Υγείας [Ελάχιστες Προδιαγραφές για Προσωρινά ή Κινητά Εργοτάξια] Κανονισμοί του 2002</i> ). Official Gazette, No. 3592 Annex III(I) page 1445 – page 1470– Publication date 5.4.2002 ( <b>MCSR</b> ).	Before transposition there was a legislation [Factories Law 1956 (Chapter 134)] and relevant regulations regulating the safety and health conditions for workers in factories and for the safety requirements and inspection for certain types of machinery.  The Building and Engineering Construction (Safety, Health and Welfare) Regulations of 1973 (PI 161/1973)	
<b>Council Directive 92/104/EEC</b> (surface and underground mineral-extracting industries)	○		RAA 275/2002 The Minimum Requirements for Safety and Health at Work (Surface and Underground Extractive Industries) Regulations of 2002 ( <i>Οι περί Ελάχιστων Προδιαγραφών Ασφάλειας και Υγείας στην Εργασία [Υπαίθριες ή Υπόγειες Εξορυκτικές Βιομηχανίες] Κανονισμοί του 2002</i> ). Official Gazette, No. 3610 Annex III(I) page 2728 – page 2775– Publication date 7.6.2002 ( <b>SUMEIR</b> ).	N	
<b>Council Directive 92/91/EEC</b> (mineral-extracting industries through drilling)	○		RAA 274/2002 The Minimum Requirements for Safety and Health at Work (Extractive Industries Through Drilling) Regulations of 2002 ( <i>Οι περί Ελάχιστων Προδιαγραφών Ασφάλειας και Υγείας στην Εργασία [Εξορυκτικές δια Γεωτρήσεων Βιομηχανίες] Κανονισμοί του 2002</i> ). Official Gazette, No.	N	



Directive	O	S	Transposing National Legislation	Legislation prior to transposition	Infringement proceedings
			3610 Annex III(I) page 2659 – page 2727– Publication date 7.6.2002 ( <b>MEIDR</b> ).		
<b>Council Directive 92/29/EEC</b> (medical treatment on board vessels)	O		Law 175(I)/2002 The Merchant Shipping (Minimum Requirements on Medical Treatment on Board Vessels) Law of 2002 ( <i>Ο περί Εμπορικής Ναυτιλίας [Ελάχιστες προδιαγραφές Ιατρικής Περίθαλψης στα Πλοία] Νόμος του 2002</i> ). Official Gazette, No. 3638 Annex I(I) page 2747– page 2775 – Publication date 27.9.2002 ( <b>MTBVR</b> ).	N	Infringement case 2005/2201 on non-conformity – case closed
<b>Council Directive 93/103/EC</b> (work on board fishing vessels)	O		Law 160(I)/2002 The Merchant Shipping (Minimum Requirements on Safety and Health at Work on Board Cyprus Fishing Vessels) Law of 2002 ( <i>Ο περί Εμπορικής Ναυτιλίας [Ελάχιστες προδιαγραφές Ασφάλειας και Υγείας κατά την Εργασία στα Κυπριακά Αλιευτικά Σκάφη] Νόμος του 2002</i> ). Official Gazette, No. 3629 Annex I(I) page 2607 – page 2656 – Publication date 9.8.2002 ( <b>WBFVR</b> ).	N	Infringement case 2005/2201 on non-conformity – case closed
<b>Council Directive 92/85/EEC</b> (pregnant/br eastfeeding workers)	O		RAA 255/2002 The Maternity Protection (Safety and Health at Work) Regulations of 2002 ( <i>Οι περί Προστασίας της Μητρότητας [Ασφάλεια και Υγεία στην Εργασία] Κανονισμοί του 2002</i> ). Official Gazette, No. 3608 Annex III(I) page 2274 – page 2283 – Publication date 31.5.2002 ( <b>PBFR</b> ).	N	
<b>Council Directive 91/383/EEC</b> (temporary workers)	O		RAA 184/2002 The Safety and Health at work of workers with fixed duration employment or temporary employment Regulations of 2002 ( <i>Οι περί Ασφάλειας και Υγείας κατά την Εργασία των Εργοδοτούμενων με Σχέση Εργασίας Ορισμένου Χρόνου ή με Σχέση Πρόσκαιρης Εργασίας Κανονισμοί του 2002</i> ). Official Gazette, No. 3594 Annex III(I) page 1526 – page 1528 – Publication date 12.4.2002 ( <b>TWR</b> ).	N	
<b>Council Directive 94/33/EC</b> (young people at work)		S	Law 48(I) /2001 The Protection of Young Persons at Work Law 2001 ( <i>Ο περί Προστασίας των Νέων κατά την Απασχόληση Νόμος του 2001</i> ). Official Gazette, No. 3487 Annex I(I) page 216 – page 238,– Publication date 6.4.2001.  Law 15(I)/2012The Protection of Young Persons at Work Law 2012 (Amending) ( <i>Ο περί Προστασίας των Νέων κατά την Απασχόληση Νόμος του 2012[Τροποποιητικός]</i> ). Official Gazete, No.4321 - Publication date 9.3.2012	N	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition	Infringement proceedings
			<p>RAA 77/2012 The Safety and Health at Work (Protection of Young Persons) Regulations of 2012 (Οι περί Ασφάλειας και Υγείας στην Εργασία [Προστασία των Νέων] Κανονισμοί του 2012). Official Gazette, No. 4553 Annex III(I) page 551 – page 562, Publication date 9.3.2012. (YPR)</p> <p>RAA 78/2012 The Protection of Young Persons at Work Regulations 2012 (Οι περί Προστασίας των Νέων κατά την Απασχόληση Κανονισμοί του 2012). Official Gazette, No. 4553 Annex III(I) page 563 – page 574 – Publication date 9.3.2012.</p>		

## 1.2 GENERAL INSTITUTIONAL FRAMEWORK

This section presents key policy documents and describes the institutional structure together with roles and responsibilities of the main authorities and other stakeholders. It reviews all mechanisms and structures for coordination amongst those authorities in the framework of the transposition and implementation of the directives. Control and enforcement authorities will be covered under Section 5 below.

Based on the Commission Communication “Improving quality and productivity at work: Community strategy 2007-2012 on health and safety at work”, Cyprus has designed the “Strategy of Cyprus on Safety and Health at Work for the Period 2007-2012”. The Strategy has been organized around eleven fundamental pillars. The “Cypriot Strategy for Safety and Health at Work for the period 2013 – 2020” is a continuation of the “Strategy of Cyprus on Safety and Health at Work 2007 – 2012” and sets the direction and priorities for the continuous and constant improvement of safety and health levels at work. Based on Strategy, the members of the Pancyprian Safety and Health Council agreed upon the Action Plan for the establishment and operation of a Workers Health Surveillance System, and the actions to be carried out by all stakeholders for achieving the objectives of the Strategy.

Competences in Cyprus over OSH are attributed to the Ministry of Labour and Social Insurance (MLSI). The Department of Labour Inspection (DLI) is part of the MLSI and is responsible for the implementation and surveillance of the national OSH policy. The Cyprus Safety and Health Association (CySHA), with more than 250 members, contributes and participates in efforts to promote health and safety at work and prevent risks.

Social dialogue at the national level is ensured through the Pancyprian Safety and Health Council (PSHC), which is a tripartite body that provides advice to the Minister of Labour and Social Insurance on new legislation and measures for the prevention of work accidents and occupational diseases. All legislative proposals are also discussed at the Labour Advisory Board.

Given the small size of the country, OSH services provided by the employer to his employees are directly associated with the social dialogue mechanisms at the enterprise level (Safety Committees).

### 1.2.1 Key policy Documents

- **Strategy of Cyprus on Safety and Health at Work for the Period 2007-2012<sup>1</sup>**

The main objective of the Strategy of Cyprus in the field of safety and health at work for the period 2007 - 2012 was to reduce the frequency of accidents by 25 % and the control and reduction of occupational diseases. The OSH Strategy of Cyprus was approved by the Council of Ministers on 10.06.2008 and signed by the Social Partners on 20.10.2008.

Based on the above strategy, the members of the Pancyprian Safety and Health Council agreed upon the Action Plan, and the actions to be carried out by all stakeholders for achieving the objectives of the Strategy. The results of the Strategy are considered to be successful and were used for the preparation and drafting of the new Strategy which will cover the time period 2013 – 2020 (see below).

Some of the results are presented below:

- I. The incidence rate of work accidents has decreased by 27.23 % exceeding the original and ambitious target of 25 %.
- II. The annual number of accidents causing the absence of employees from work for more than 3 days fell below the threshold of 2,000 for the first time. In 2012, 1741 accidents over 2010 accidents in 2011 were reported.
- III. Over 25,000 inspections were carried out for monitoring the implementation of legislation.
- IV. The institution of Safety Committees has been strengthened. In 2007, there were only 649 valid Safety Committees and in 2012 increased to 1,056 Safety Committees.
- V. The Department of Labour Inspection and the Social Partners, jointly or separately held a total of more than 500 awareness raising events (seminars, workshops) and training programs involving around 18,000 people.
- VI. At the same period 2007 - 2011 the Human Resource Development Authority subsidised 2,351 programs on safety and health at work in which participated 27,629 people<sup>2</sup>.

- **Cypriot strategy for Safety and Health at Work 2013 - 2020**

The Cypriot strategy for Safety and Health at Work 2013 - 2020 has been already approved by the Council of Ministers and will be signed by all the stakeholders and the Minister of Labour, Welfare and Social Insurance on the 3rd of July 2014<sup>3</sup>. It sets the direction and priorities to further achieve the above-mentioned objective. Particular emphasis will be given to micro enterprises i.e. those with less than 10 workers. These represent the vast majority of businesses in Cyprus. Moreover, the new strategy emphasises the dangers of psychosocial factors and musculoskeletal disorders.

For the preparation of the new strategy the following factors and documents were taken into account:

- Views of the stakeholders;
- Results of the evaluation of the Strategy of Cyprus for Safety and Health at Work 2007 – 2012
- Strategies of other Member States of the European Union;

---

<sup>1</sup> <http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/0/B5867AFE5104B399C2257486001DF99A?OpenDocument>

<sup>2</sup> Department of Labour Inspection Cyprus Republic, National Implementation Report on the practical implementation of the EU OSH directives for years 2007-2012, November 2013 (paragraph 2(4)).

<sup>3</sup>

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/3F10F0214F00CC0DC2257D0A0031538D/\\$file/HEALTH%20AND%20SAFETY%20STRATEGY%202013%20-%202020.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/3F10F0214F00CC0DC2257D0A0031538D/$file/HEALTH%20AND%20SAFETY%20STRATEGY%202013%20-%202020.pdf)

- Recommendations of the Committee of Senior Labour Inspectors (SLIC) and the Advisory Committee on Safety and Health at Work (ACHSW) of the European Union for a new European Strategy for Safety and Health at Work; and
- Experiences gained from the implementation of existing legislation relating to Occupational Safety and health at Work.
- **Action plan for the establishment and operation of a Workers Health Surveillance System**

The members of the Pancyprian Safety and Health Council prepared and agreed upon an Action Plan. The action plan was based on the Strategy of Cyprus on Safety and Health at Work for the Period 2007-2012 and among the actions included was the establishment and operation of Workers Health Surveillance System.

The actions undertaken by the Department of Labour Inspection towards the achievement of this objective are shown below:

- Identification of the situation regarding occupational diseases. Collection from the Cancer Data Bank of the Bank of Cyprus Oncology Centre and other relevant authorities.
- Economic and Technical Study.
- Briefing and raising awareness of the medical world. Organisation of activities in cooperation with the Pancyprian Medical Union.
- Preparation and distribution of information material pertinent to occupational health, occupational diseases and the promotion of health.
- Introduction of the principle of health promotion at work. Participation at programmes of the European Network for the Promotion of Health at Work (ENWHP).
- Promotion of procedures for the notification of occupational diseases and the creation of a System for collecting information and data.
- Formal adoption of assessment criteria for First Aid trainers and respective training programmes for them<sup>4</sup>.

### 1.2.2 Main authorities and stakeholders

In Cyprus, employment legislation and legislation on health and safety at work are a competence of the **Ministry of Labour and Social Insurance (MLSI)**<sup>5</sup>. The **Department of Labour Inspection (DLI)**<sup>6</sup> is part of the MLSI and is responsible for the implementation and surveillance of the national OSH policy.

The **Cyprus Safety and Health Association (CySHA)**<sup>7</sup> contributes and participates in efforts to promote health and safety at work and prevent risks. It has over 250 members, most of them from the private sector but also several Labour Inspectors. CySHA is represented at the Pancyprian Safety and Health Council (see below), operating under the Ministry of Labour and Social Insurance.

The Cyprus Scientific and Technical Chamber (ETEK) - Is the statutory Technical Advisor to the State and umbrella organization for all Cypriot Engineers.

The main **social partners** of Cyprus are:

<sup>4</sup> [http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B567C0DABC3FB692C22573EE0043E519/\\$file/Sxedio%20Drasis-Energieis%20mexri%202012.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B567C0DABC3FB692C22573EE0043E519/$file/Sxedio%20Drasis-Energieis%20mexri%202012.pdf)

<sup>5</sup> [http://www.mlsi.gov.cy/mlsi/mlsi.nsf/index\\_en/index\\_en?OpenDocument](http://www.mlsi.gov.cy/mlsi/mlsi.nsf/index_en/index_en?OpenDocument)

<sup>6</sup> [http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/dmlindex\\_en/dmlindex\\_en?OpenDocument](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/dmlindex_en/dmlindex_en?OpenDocument)

<sup>7</sup> <http://www.cysha.org.cy/>

- The Employers and Industrialists Federation (OEB) is a pancyprian independent organisation comprising of more than 55 of the main professional/sectoral associations. In total, OEB has more than 4,500 Members/ Enterprises.
- The Cyprus Chamber of Commerce and Industry (CCCI) is the union of Cypriot businessmen, the interests of whom it promotes by submitting to the government and the Parliament its members' positions on matters in which they are involved, while, through its participation in tripartite bodies and committees, it conveys and promotes the views of the business community.
- The Federation of Associations of Building Contractors of Cyprus (OSEOK) is currently the only official organisation representing social partners and stakeholders - of the construction sector. It promotes and protects the interests of nearly 1000 members of the relevant Associations.
- The Pancyprian Professional Small Shopkeepers Federation (G.C.POVEK) represents mostly SMEs with up to 250 employees. It has over 10,000 members belonging to various professional associations from all spheres of economic activities, retail, services, technical professions, transport etc.
- The main confederations of the trade unions are the Pancyprian Federation of Labour (PEO), the Cyprus Worker's Confederation (SEK), the Democratic Labour Federation of Cyprus (DEOK) and the Pancyprian Federation of Independent Trade Unions (PFITU).
- Public sector workers are represented by the Pancyprian Public Workers Trade Union (PASYDY).
- The Cyprus Union of Bank Workers (ETYK) was founded in 1955 and represents all workers working in the banking sector in Cyprus, as well as all workers of insurance companies that belong to banking institutions.

### 1.2.3 Coordination

All legislative proposals are discussed at the **Labour Advisory Board**, which is a body established during the 60's by a decision of the Council of Ministers. It is the highest tripartite advisory body in Cyprus and is a forum for discussions around issues such as social protection legislation and policy. The Labour Advisory Board is presided by the Minister of Labour and Social Insurance. Proposed legislation are subsequently forwarded to the Office of the Attorney General for legal vetting and then to the Council of Ministers and House of Representatives.

The **Pancyprian Safety and Health Council (PSHC)** is a multipartite body established on the basis of the Safety and Health at Work legislation. It reviews national OSH policy and advises the Minister on health and safety at work issues. It consists of representatives from the Ministry of Labour and Social Insurance, the Mines Service of the Ministry of Agriculture, Natural Resources and Environment, the Department of Agriculture the same Ministry, CySHA, ETEK and the main social partners of Cyprus.

## 1.3 LEGAL COVERAGE, OBSERVED DISCREPANCIES AND MORE STRINGENT MEASURES

### 1.3.1 Observed discrepancies, more stringent and more detailed measures

The following tables describe observed discrepancies between the Directive's requirements and the transposing legislation and cases where the national legislation provides for more stringent, broader or more detailed measures than the Directive's ones. There is one table per directive.

Observed discrepancies between the Directive's requirements and the transposing legislation cover

instances where the text of the national transposing legislation is different from the transposed Directive's provisions. This difference could lead to the non-application or partial application of the relevant CPM due to contradiction between the national provision and the corresponding one in the Directive. They are considered for each CPM, scoping requirements and limit values when relevant (tables 1-2 to 1-25).

More stringent provisions set requirements which go beyond the requirements of the Directive e.g. more severe limit values. This review covers systematically the scope and relevant definitions as well as provisions setting limit values.

The identification of more specific requirements is different from more stringent measures, as it relates to the extent to which national law includes more detailed mechanisms for the implementation of the CPMs. In such cases, the main requirements of the Directive are fully and effectively transposed and the Member States have set up more detailed rules on e.g. procedures, responsibilities, etc.

Cyprus has transposed all OSH-related EU Directives in a very effective way, as no observed discrepancies in the transposition have been detected. There are also relatively few cases where the Cypriot legislation sets more stringent or broader requirements.

With regard to the scope of the legislation transposing Directive 89/391/EEC (Framework Directive), Cyprus includes all activities that are conducted for the purpose of financial gain. In addition, the SHL – as amended in 2011 – has extended the implementation scope, inter alia to private households employing domestic staff, as well as to elevator and pressure tank installations. As a result, the definition of 'employer' is broader than the Framework Directive, as it includes any person who employs workers and any person who conducts an economic activity or who manages a business. Moreover, the SHL provisions have also been extended to cover not only workers but also self-employed persons and third persons who may be affected by the activities of an employer. Most legislation transposing the OSH individual directives will include special provisions for the self-employed. Further, more specific requirements on risk assessment, ensuring preventive and protective services, and information to workers are foreseen in the SHL. Also other provisions from the SHL include more detailed requirements than the Framework Directive, aiming at a concrete implementation in practice of the Directive's general principles and requirements.

Additional minimum requirements, for example with regard to self-employed persons and overcrowding of the workplace, are laid down in Directive 89/654/EEC (workplace). The transposing legislation of Directive 92/58/EEC (OSH signs) includes more detailed requirements on training of workers.

In relation to Directives 90/270/EEC (display screen equipment) and 2006/25/EC (artificial optical radiation), the national legislation sets more detailed requirements on risk assessment. More detailed requirements on health surveillance are noted in the national legislation transposing Directives 2002/44/EC (vibration), 92/104/EEC (surface and underground mineral-extracting industries), 92/91/EEC (mineral-extracting industries through drilling) and 94/33/EC (young people at work).

The scope of Directives 92/104/EEC (surface and underground mineral-extracting industries), 92/91/EEC (mineral-extracting industries through drilling) is broader, as the definition of 'workplace' covers the whole area, including house workstations, activities and installations.

Finally, the definition of a Cypriot Vessel covers any vessel flying the flag of Cyprus and registered under the plenary jurisdiction of Cyprus, making the legislation transposing Directive 92/29/EEC (medical treatment on board vessels) and Directive 93/103/EC (work on board fishing vessels) more strictly applicable.

**Table 1- 2 Directive 89/391/EEC (Framework Directive) – Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions (Art.2 and 3)	<p>Art.2</p> <ul style="list-style-type: none"> <li>All sectors of activity, both public and private (industrial, agricultural, commercial, administrative, service, educational, cultural, leisure, etc.).</li> <li>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.</li> </ul>	<p>No observed discrepancy has been identified in terms of scope and definitions.</p>	<ul style="list-style-type: none"> <li>Are specific public service activities (such as armed forces or police) included in the scope of the legislation which are not in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Does the legislation include domestic servants in its scope?</li> </ul> <p>Y: The legislation includes domestic servants and other domestic staff in its scope. The SHL applies in any case of activity that is conducted for the purpose of financial gain. Moreover, the SHL as amended in 2011 extends the implementation scope, inter alia to private households employing domestic staff, as well as to elevator and pressure tank installations<sup>8</sup>.</p> <p>The scope also extends to elevator installations, pressure vessel installations and domestic installations and premises. It covers all other cases where business or activities are conducted for profit<sup>9</sup>.</p>
	<p>Art.3</p> <ul style="list-style-type: none"> <li>Apply to any person employed by an employer, including trainees and apprentices but excluding domestic servants;</li> <li>Employer: any natural or legal person who has an employment relationship with the worker and has responsibility for the undertaking and/ or establishment;</li> </ul>	<p>No observed discrepancy has been identified in terms of scope and definitions.</p>	<ul style="list-style-type: none"> <li>Is the definition of employer broader than the Directive's?</li> </ul> <p>Y: The definition of 'employer' is broader as it includes any person who employs workers but also any person who is not employing other people but who conducts an economic activity or who manages a business (either for profit or not) is considered</p>

<sup>8</sup> See National Implementation Report for Cyprus, 2013, Section II, 1.6

<sup>9</sup> Idem

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>an employer.</p> <p>The SHL also applies to:</p> <ul style="list-style-type: none"> <li>- any person who designs, manufactures, imports, supplies or rents any installation or object for use at the workplace for profit;</li> <li>- any person who produces, manufactures, imports or supplies any substance for use at the workplace;</li> <li>- any person engaging in the building, conversion, renovation, repair of any premises or installations intended for use as a workplace; and</li> <li>- any owner who provides his premises to other employers for use as a workplace<sup>10</sup>.</li> </ul> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>In Cyprus the SHL provisions are extended to cover not only workers <i>but also</i> self-employed persons and third persons who may be affected by the activities of an employer. 'Self-employed person' means a person working for gain or remuneration who is not employed by another employer.<sup>11</sup></p> <p>'Employee' means a person who is working or has worked under an employment contract in order to perform work, or a trainee or an intern. It also includes a person who fulfils an alternative social service</p>

<sup>10</sup> Idem

<sup>11</sup> Idem



	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			pursuant to the National Guard Act, or a person performing community work under the Guardianship and Other Ways of Addicted Offenders Treatment Act of 1996. Moreover, persons residing in institutions or volunteers who work or have worked on specific tasks under the control and guidance of the employer are considered as 'employees' and the term 'employment' is construed accordingly <sup>12</sup> .
<b>Conducting a risk assessment Art. 6(3), 9(1)(a)</b>	<p>Art.6 The employer shall, taking into account the nature of the activities of the enterprise and/or establishment 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.</p>	No observed discrepancy has been identified in relation to risk assessment in the relevant provisions of the Management of the Safety and Health at Work Regulations of 2002 (RAA 173/2002).	<ul style="list-style-type: none"> <li>• Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N</li> <li>• Is the content of the risk assessment more detailed than described in the Directive? N</li> </ul>
	<p>Art.9</p> <ul style="list-style-type: none"> <li>• The employer shall 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.</li> </ul>	No observed discrepancy has been identified in relation to risk assessment in the relevant provisions of the Safety and Health at Work Regulations of 2002 (RAA173/2002).	<ul style="list-style-type: none"> <li>• Is a more specific methodology for risk assessment provided in the legislation? Y: Each employer must implement a suitable safety system or a risk management system, making sure arrangements are suitable for the nature of the activities and the size of the business, for the effective planning, organization, control, as well as the monitoring and reviewing of the preventive and protective measures defined on the basis of the assessment.</li> </ul>

<sup>12</sup> See National Implementation Report for Cyprus, 2013, Section II, 1.6

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> <li>Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>The employer shall be in possession of an assessment of the risks to safety and health at work, including those faced by groups of workers exposed to particular risks, as well as those risks to the safety and health of third persons created by or in relation to the way the employer conducts the work activities or manages the business.</p> <p>Every self-employed person must have at his/her disposal a suitable and adequate written risk assessment of:</p> <p>(a) The risks to the safety and health to which he/she is exposed at work, and</p> <p>(b) The risks to the safety and health of third persons which are created by or in relation to the way in which the self-employed person conducts his/her work activities or manages his/her business, with the purpose of determining the preventive and protective measures which are necessary.</p>
<b>Ensuring preventive and protective services Art.7(1)</b>	<ul style="list-style-type: none"> <li>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.</li> </ul>	No observed discrepancies have been identified in relation to protective and preventive services.	<ul style="list-style-type: none"> <li>Does the legislation define in more specific terms who shall be designated?</li> </ul> <p>Y: Any employer must assign one or more employed persons to engage in activities of prevention and protection of the</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> <li>• Designated workers may not be placed at any disadvantage because of their activities related to the protection and prevention of occupational risks and shall be allowed adequate time to enable them to fulfil their obligations.</li> <li>• 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.</li> <li>• He shall inform them of the factors known to affect, or suspected of affecting, the safety and health of the workers.</li> <li>• In all cases (internal/external services), they must have the necessary capabilities/ aptitudes and means and must be sufficient in number to deal with the organization of protective and preventive measures. MS must define the necessary capabilities and aptitudes and determine the sufficient number.</li> <li>• The protection from, and prevention of, the health and safety risks 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.</li> <li>• MS may define, in the light of the nature of</li> </ul>		<p>occupational risks.</p> <p>In cases where an appointed safety officer exists, in accordance with the provisions of article 10 of the SHL<sup>13</sup>, then he/she shall be the one of the appointed workers.</p> <p>In cases where the employer employs fewer than five persons, the employer may personally undertake the obligations, provided that the employer possesses the equipment as well as sufficient means and necessary personal and professional qualifications.</p> <ul style="list-style-type: none"> <li>• Are the conditions for resorting to external services more specifically defined in the legislation?</li> </ul> <p>N: The general conditions for resorting to external services are not more specifically defined in the legislation.</p> <p>According to the RAA 173/2002<sup>14</sup>, the employer, or the self-employed person, must notify the Chief Inspector or the Inspector, about the assignment of protective and preventive services and the Chief Inspector or the Inspector should be notified of the name of the Approved Person and informed about the particular details of the services undertaken.</p> <ul style="list-style-type: none"> <li>• Are the competences required from workers or external services defined in the legislation?</li> </ul>

<sup>13</sup> SHL, Article 10: *Every employer who employs on average during each year, more than two hundred persons, should appoint safety officer who will deal exclusively and on full time employment, with health and safety at work issues.*

<sup>14</sup> The Management of Safety and Health at Work Issues Regulations of 2002.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>the activities and size of the undertakings, the categories of undertakings in which the employer, provided he is competent, may himself take responsibility.</p>		<p>Y: For approval of the Persons who will be providing External Services for the prevention and protection, the Chief Inspector determines restrictive or other conditions which may relate, inter alia, to training on occupational health and safety, knowledge of safety and health at work legislation, the means and the equipment to be featured, fees, duration of approval, the submission of data or documents and to the knowledge of the Cypriot and European policy and strategy on occupational health and safety.</p> <ul style="list-style-type: none"> <li>• Are criteria to define the resources (number of persons designated) provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>If the employer resorts to external suitable services or suitable persons in relation to the undertaking, the business and/or the installation, this does not absolve the employer of his obligations in this field, or of any other obligations imposed according to the Law.</p> <p>In addition, any self-employed person who does not possess the necessary personal and professional qualifications and means to undertake activities of protection and prevention of risks for him/herself or for other persons who may be affected by his activities, must apply to suitable services or persons outside the undertaking, the business or the installation. The self-employed person bears the same obligations as the employer</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			does, with the exception of the obligations referring to employed persons of the employer.
<b>Information for workers Art.10</b>	<ul style="list-style-type: none"> <li>The employer shall ensure that workers receive all the necessary information concerning the safety and health risks and protective and preventive measures and activities in respect of the establishment and each type of workstation.</li> <li>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 similar information</li> <li>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 the risk assessment and protective measures, to the list of and reports on occupational accidents and the information yielded by protective and preventive measures, inspection agencies and bodies responsible for safety and health.</li> </ul>	There are no observed discrepancies between the Directive and the implementing legislation in relation to information for workers.	<ul style="list-style-type: none"> <li>Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N</li> <li>Is the content or form of information to workers further specified? Y: Information shall be provided about emergency procedures and, particularly, measures to be taken in case of serious and imminent danger, relating to first aid, fire prevention and the evacuation of workers<sup>15</sup>.</li> <li>Are there more detailed requirements relating specifically to one of the individual directives? N</li> <li>Other additional or more detailed requirements Each self-employed person must ensure that information is provided in an easily comprehensible manner to any other self-employed person working at an undertaking, business, installation or place where his activities are carried out or at another employer, whose employed persons work at the undertaking, business, installation or place where activities of the other self-employed person are being carried out.</li> </ul>

<sup>15</sup> The Management of Safety and Health at Work Issues Regulations of 2002 (Reg 8(1)(b))

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Training of workers Art.12</b>	<ul style="list-style-type: none"> <li>The employer shall ensure that each worker receives adequate safety and health training during working hours, in particular in the form of information and instructions specific to his workstation or job and adapted to any changes in technology or risks and repeated periodically if necessary.</li> <li>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.</li> <li>Workers' representatives with a specific role in protecting the safety and health of workers shall be entitled to appropriate training during working hours or in accordance with national practice either within or outside the undertaking and/ or the establishment.</li> </ul>	There are no observed discrepancies between the Directive and the implementing legislation in relation to training of workers and of the workers of subcontractors working at the workplace.	<ul style="list-style-type: none"> <li>Is more specific information on the scope of training provided in the legislation? N</li> <li>Are there specific requirements as to the competence of trainers provided in the legislation? Y: Any person who provides educational programs and/or training and who issues certificates of attendance for these programmes may conduct educational activities and/or training in specific sections of safety and health only if he/she has adequate and appropriate knowledge and experience in these issues<sup>16</sup>.</li> <li>Are there more detailed requirements relating specifically to one of the individual directives? N</li> <li>Other additional or more detailed requirements Y: The Minister of Labour may issue Decrees setting the qualifications of trainers and the content and duration of education or training.</li> </ul>
<b>Health surveillance Art.14</b>	<ul style="list-style-type: none"> <li>The employer shall ensure that workers receive health surveillance appropriate to the health and safety risks they incur at work.</li> <li>These measures shall be such that each</li> </ul>	There are no observed discrepancies between the Directive and the implementing legislation in relation to health surveillance of workers.	<ul style="list-style-type: none"> <li>Are there more detailed requirements relating specifically to one of the individual directives? N</li> <li>Other additional or more detailed</li> </ul>

<sup>16</sup> Article 55D of the SHL

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent requirements
	<p>worker, if he so wishes, may receive health surveillance at regular intervals.</p> <ul style="list-style-type: none"> <li>Health surveillance may be provided as part of a national health system.</li> </ul>		<p>requirements</p> <p>For the purposes of enforcing the SHL, for ensuring the provision of adequate advice and information, for ensuring the collection of information, and for carrying out investigations concerning the securing and improving of the conditions of health of persons at work, the Minister of Labour shall appoint suitably qualified registered physicians with a speciality in the field of Occupational Medicine, as is defined in the Doctors (Special Qualifications) Regulations, to be known as Occupational Physicians, and he may terminate such appointments.</p>
<b>Consultation of workers Art.11, 6(3)(c)</b>	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>They shall have adequate time off work, without loss of pay, and the necessary means to enable them to exercise their rights and functions.</li> <li>Workers and/ or their representatives are entitled to appeal to the authority</li> </ul>	No observed discrepancies have been identified.	<ul style="list-style-type: none"> <li>Is balanced<sup>17</sup> participation reflected in the national legislation? Are specific criteria put in place?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Are there more detailed requirements relating specifically to one of the individual directives?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>The SHL requires a Safety Committee to be established in any undertaking that is employing more than 9 employees in any sector of economic activity. The measures relating to health and safety at work are</p>

<sup>17</sup> This covers balanced representation of groups or workers e.g. workers exposed to particular health or safety risks.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>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.</p> <ul style="list-style-type: none"> <li>Workers' representatives must be given the opportunity to submit their observations during inspection visits by the competent authority.</li> </ul>		<p>taken in consultation with the Safety Committee.<sup>18</sup></p> <p>In addition, in the proposed new Management of Safety and Health at Work Regulations, the following provision regarding the Safety Committees has been incorporated: "The safety representatives and other members of the Safety Committee are protected from any harmful and unjustified consequences, which are likely to occur because of their activities in safety and health, in accordance with the Termination of Employment Law, 1967-2002".</p>
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>	Eg. List and reports regarding occupational accidents, emergency measures, adequate controls and supervision, other protective and preventive measures	No observed discrepancies have been identified in relation to the other key requirements of the Directive, such as the requirements relating to emergency measures or the list and reports on occupational accidents.	<p>The Safety and Health at Work Law contains more detailed requirements than the Directive. These requirements aim at a concrete implementation in practice of the Directive's general principles and requirements.</p> <p>For example, the SHL specifies the authority in charge of ensuring adequate controls of the implementation of the law. Also in relation to the reporting on occupational accidents, another legal act, the 2007 Regulations on Health and Safety at Work (Notification of Accidents and Dangerous Occurrences) (RAA 531/2007) sets out obligations to the injured persons as well as to other persons who may have evidence or are aware of information relevant to an occupational accident or a dangerous occurrence.</p>

<sup>18</sup> Article 8 of the SHL.



**Table 1- 3 Council Directive 89/654/EEC (workplace) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions Art. 1 and Art. 2</b>	<ul style="list-style-type: none"> <li>The Directive applies to workplaces, but excludes from its scope of application (a) means of transport used outside the undertaking and/or the establishment, or workplaces inside means of transport, (b) temporary or mobile construction sites, (c) extracting industries, (d) fishing boats, and (e) fields, woods and other land forming part of an agricultural or forestry undertaking but situated away from the undertaking's buildings.</li> <li>'Workplace' means the place intended to house workstations on the premises of the undertaking and/or establishment and any other place within the area of the undertaking and/or establishment to which the worker has access in the course of his employment.</li> </ul>	No observed discrepancy has been identified in relation to the scope and definitions of the workplace directive.	<ul style="list-style-type: none"> <li>Does the transposing legislation cover any of the elements that the Directive expressly excludes<sup>19</sup>?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Is the definition of 'workplace' in national law broader than the required by the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Conducting a risk assessment</b>	N/A	N/A	N/A
<b>Ensuring preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers Art. 7</b>	Workers and/ or their representatives shall be informed of all measures to be taken concerning safety and health at the workplace Framework Directive applies.	No observed discrepancy has been identified regarding the information to be provided to workers and their representatives.	<ul style="list-style-type: none"> <li>Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Is the content or form of information to</li> </ul>

<sup>19</sup> Please note that points (b), (c) and (d) are regulated by specific legislation.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>workers further specified?</p> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>In order to inform the workers, the employer shall ensure that all persons at work are aware of the means of escape in case of emergency and for the procedure to be followed in this case.</p>
<b>Training of workers</b>	N/A	N/A	N/A
<b>Health surveillance</b>	N/A	N/A	N/A
<b>Consultation of workers Art. 8</b>	Framework Directive applies.	No observed discrepancy has been identified.	<ul style="list-style-type: none"> <li>• Are there more detailed requirements than in the Framework Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Limit values</b>	N/A	N/A	N/A
<b>Others</b>	The Minimum Requirements for Safety and Health at Work Regulations 2002	No observed discrepancy has been identified.	<p>Employers' obligations set out in these Regulations shall apply <i>mutatis mutandis</i> to the self-employed whenever required by the features of the workplace, the activity, the circumstances or risks.</p> <p>The provisions of the RAA 174/2002 (the 2002 Minimum Requirements for Safety and Health at the Workplace Regulations), which transposes Directive 89/654/EEC, include relevant provisions of the Acceptable Levels of Health in Factories Regulations of 1973 to 2002. Those provisions were regulating earlier</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>the safety and health of workplaces in factories (laboratories, areas of manufacturing, repair vehicles, etc.). As a result, in addition to the provisions of the Directive these regulations provide the following:</p> <p>The provisions apply to workplaces where other persons in addition to the workers, have access, including self-employed persons, as well as third parties, who are not employed by the employer, but may be affected by its activities.</p> <p>Additionally, the provisions are setting minimum requirements in relation to overcrowding in the workplace and set out the minimum available space for each person to work and to provide adequate seating<sup>20</sup>.</p> <p>Finally, additional minimum requirements with technical details are provided in Annex I, with regard to the following aspects: emergency routes and exits; fire detection and fire-fighting; ventilation of enclosed workplaces; room temperature; natural and artificial lighting; floors, walls, ceilings and roofs; traffic routes — danger areas; room dimensions and air space in rooms — freedom of movement at the workstation; rest areas; sanitary equipment; protection from electricity.</p> <p>Additional minimum requirements are also provided in Annex II, with regard to emergency routes and exits; fire detection</p>

<sup>20</sup> Minimum Requirements for Safety and Health at Work Regulations 174/2002

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			and fire-fighting; ventilation of enclosed workplaces; room temperature; natural and artificial lighting; danger zones; rest rooms and rest areas; as well as sanitary equipment; protection from electricity. <sup>21</sup>

**Table 1- 4 Directive 2009/104/EC (work equipment) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions</b> <i>Art. 1 and Art. 2(a)</i>	<ul style="list-style-type: none"> <li>The Directive relates to the use of work equipment by workers at work where work equipment is defined as any machine, apparatus, tool or installation used at work.</li> </ul>	No observed discrepancy has been identified in relation to the scope and definitions of the directive.	<ul style="list-style-type: none"> <li>Any additional or more detailed requirements</li> </ul> N
<b>Conducting a risk assessment</b> <i>Art. 3 #</i>	<p>The employer must take measures to ensure that the work equipment made available to workers is suitable for the work to be carried out or properly adapted for that purpose and may be used by workers without impairment to their safety or health.</p> <p>In selecting the work equipment which he proposes to use, the employer must pay attention to the specific working conditions and characteristics and to the hazards which exist in the undertaking or establishment, in particular at the workplace, for the safety and health of the workers, and any additional hazards posed by the use of the work equipment in question.</p>	No observed discrepancy has been identified in relation to the adoption of appropriate measures, the risk assessment and risks minimisation.	<ul style="list-style-type: none"> <li>Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive?</li> </ul> N <ul style="list-style-type: none"> <li>Is the content of the risk assessment more detailed than described in the Directive?</li> </ul> N <ul style="list-style-type: none"> <li>Is a more specific methodology for risk assessment provided in the legislation?</li> </ul> N <ul style="list-style-type: none"> <li>Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive?</li> </ul> N <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> N
<b>Ensuring</b>	N/A	N/A	N/A

<sup>21</sup> See National Implementation Report for Cyprus, 2013, Section 2, 2.4

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>preventive and protective services</b> Art. 5+			
<b>Information for workers</b> Art. 8	Framework Directive applies. Where appropriate, written instructions should be made available to workers on the work equipment used at work, including information on (a) the conditions of use of work equipment; (b) foreseeable abnormal situations; and (c) the conclusions to be drawn from experience, where appropriate, in using work equipment.	No observed discrepancy has been identified in relation to information and instructions for workers.	<ul style="list-style-type: none"> <li>Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N</li> <li>Other additional or more detailed requirements N</li> </ul>
<b>Training of workers</b> Art. 9	Framework Directive applies. Workers given the task of using work equipment receive adequate training, including training on any risks which such use may entail. Workers specifically designated to carry out repairs, modifications, maintenance or servicing receive adequate specific training.	No observed discrepancy has been identified in relation to information and training of workers.	<ul style="list-style-type: none"> <li>Is more specific information on the scope of training provided in the legislation? N</li> <li>Are there specific requirements as to the competence of trainers provided in the legislation? N</li> <li>Other additional or more detailed requirements N</li> </ul>
<b>Health surveillance</b>	N/A	N/A	N/A
<b>Consultation of workers</b> Art. 10	Framework Directive applies.	No observed discrepancy has been identified.	<ul style="list-style-type: none"> <li>Is balanced<sup>22</sup> participation reflected in the national legislation? Are specific criteria put in place? N</li> <li>Other additional or more detailed requirements N</li> </ul>
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	No more detailed requirements were identified in relation to the other key requirements, such as the minimum

<sup>22</sup> This covers balanced representation of groups or workers e.g. workers exposed to particular health or safety risks.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			requirements for work equipment or maintenance requirements.

\*Where appropriate, the existence of the earlier version (89/655/EEC) will be taken into account.

# Employers are required to assess possible risks in selecting work equipment.

+ Inspection (and testing) by competent persons.

**Table 1- 5 Council Directive 89/656/EEC (PPE) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions</b> <b>Art. 1 and 2</b>	<p>The Directive applies to personal protective equipment (PPE) used by workers at work. PPE as defined 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.</p>	<p>No observed discrepancy has been identified in terms of scope and definitions.</p>	<ul style="list-style-type: none"> <li>Does the transposing legislation cover PPE used by emergency and rescue services? N</li> <li>Does the transposing legislation cover any of the other exclusions in the Directive? N</li> <li>Other additional or more detailed requirements N</li> </ul>
<b>Conducting a risk assessment</b> <b>Art. 5*</b>	<ul style="list-style-type: none"> <li>Before choosing personal protective equipment, the employer is required to assess whether the personal protective equipment he intends to use satisfies certain requirements.</li> </ul> <p>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 such risks, taking</p>	<p>No observed discrepancy has been identified in relation to risk assessment.</p>	<ul style="list-style-type: none"> <li>Other additional or more detailed requirements N</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>into account any risks which this equipment itself may create; (c) comparison of those characteristics with the characteristics of the personal protective equipment available.</p> <ul style="list-style-type: none"> <li>• The assessment shall be reviewed if any changes are made to any of its elements</li> </ul>		
<b>Ensuring preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers</b> <i>Art. 7</i>	<ul style="list-style-type: none"> <li>• Framework Directive applies</li> <li>• 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.</li> </ul>	No observed discrepancy has been identified in relation to information and instructions for workers.	<ul style="list-style-type: none"> <li>• Are there more detailed requirements than in the Framework Directive? Are there other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Training of workers</b> <i>Art. 4(8) and 4(9)</i>	<ul style="list-style-type: none"> <li>• The employer shall arrange for training and shall, if appropriate, organize demonstrations in the wearing of personal protective equipment.</li> <li>• Personal protective equipment [...] must be used in accordance with instructions. Such instructions must be understandable to the workers.</li> </ul>	There are no observed discrepancies related to training of workers.	<ul style="list-style-type: none"> <li>• Is more specific information on the scope of training on PPE provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are there detailed requirements on demonstrations to be organized in the wearing of PPE?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Health Surveillance #</b>	N/A	N/A	N/A
<b>Consultation of workers Art. 8</b>	<ul style="list-style-type: none"> <li>Framework Directive applies</li> </ul>	No observed discrepancy has been identified.	<ul style="list-style-type: none"> <li>Are there more detailed requirements than in the Framework Directive?</li> </ul> N:
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>		No observed discrepancy has been identified.	Every self-employed person must ensure that he/she is provided with appropriate personal protective equipment, in case such a person may be exposed to a risk to health or safety when he/she is working, except where and to the extent that such risk has been adequately controlled by other means or measures which are equally or even more effective than personal protective equipment.

\* The Directive makes no provision for a risk assessment. The need for the use of PPE is presumably identified in addressing the findings of other risk assessments, relating to the hazard which the PPE is intended to protect against. There is however provision for an assessment of the PPE itself (Article 5) but this is not specifically a risk assessment.  
 # Health surveillance is covered by the provisions of those directives covering the risks from which a specific item of PPE is intended to provide protection.

**Table 1- 6 Council Directive 92/58/EEC (OSH signs) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
--	-----------------	------------------------	---



	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions</b> <i>Art. 1 and 2</i>	<ul style="list-style-type: none"> <li>The Directive applies to safety and/or health signs and excludes from its scope of application signs for placing on the market of dangerous substances and preparations, products and/or equipment and signs used for regulating road, rail, inland waterway, sea or air transport.</li> </ul>	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Conducting a risk assessment</b>	N/A	N/A	N/A
<b>Ensuring preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers</b> <i>Art. 7</i>	<ul style="list-style-type: none"> <li>Framework Directive applies.</li> <li>Workers and/or their representatives shall be informed of all the measures to be taken concerning the safety and/or health signs used at work.</li> </ul>	No observed discrepancy has been identified in relation to information and instructions for workers.	<ul style="list-style-type: none"> <li>Are there more detailed requirements than in the Framework Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Training of workers</b> <i>Art. 7(2)</i>	<ul style="list-style-type: none"> <li>Framework Directive applies.</li> <li>Workers must be given specific directions concerning the safety and/or health signs used at work, in particular the meaning of the signs, especially signs incorporating words, and the general and specific behaviour to be adopted.</li> </ul>	No observed discrepancy has been identified in relation to training of workers.	<ul style="list-style-type: none"> <li>Are there more detailed requirements than in the Framework Directive?</li> </ul> <p>Y: Signs in the workplace should be depicted in miniature with an explanation of its importance in PivotTables. These tables should be kept posted in accessible and visible places, so that all persons at work are made aware of them.</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			N
<b>Health surveillance</b>	N/A	N/A	N/A
<b>Consultation of workers Art. 8</b>	<ul style="list-style-type: none"> <li>Framework Directive applies.</li> </ul>	No observed discrepancy has been identified.	<ul style="list-style-type: none"> <li>Are there more detailed requirements than in the Framework Directive?</li> </ul> N <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> N
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	

**Table 1- 7 Directive 1999/92/EC (ATEX) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions Art. 1 and 2</b>	<ul style="list-style-type: none"> <li>The Directive applies to the protection of workers potentially at risk from explosive atmospheres as defined in Art. 2. It excludes from its scope of application: (a) the areas used directly for and during the medical treatment of patients; (b) the use of appliances burning gaseous fuels; (c) the manufacture, handling, use, storage and transport of explosives or chemically</li> </ul>	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> <li>Does the transposing legislation include<sup>23</sup> :               <ul style="list-style-type: none"> <li>areas used directly for and during the medical treatment of patients?</li> <li>the manufacture, handling, use, storage and transport of explosives or chemically unstable substances?</li> </ul> </li> </ul> N

<sup>23</sup> Please note that points (b),(d) and (e) are regulated by specific legislation.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>unstable substances; (d) mineral extracting industries; and (e) the use of transport subject to international agreements as specified.</p> <ul style="list-style-type: none"> <li>• The Directive applies to the risk from explosive atmospheres, i.e. from mixtures with air, under atmospheric conditions, of flammable substances in the form of gases, vapours, mists or dusts in which, after ignition has occurred, combustion spreads to the entire unburned mixture.</li> </ul>		<ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<p><b>Conducting a risk assessment</b> <b>Art. 4(1)</b></p>	<ul style="list-style-type: none"> <li>• The employer shall assess the specific risks arising from explosive atmospheres, taking account at least of: <ul style="list-style-type: none"> <li>— the likelihood that explosive atmospheres will occur and their persistence,</li> <li>— the likelihood that ignition sources, including electrostatic discharges, will be present and become active and effective,</li> <li>— the installations, substances used, processes, and their possible interactions,</li> <li>— the scale of the anticipated effects.</li> </ul> </li> <li>• Explosion risks shall be assessed overall.</li> </ul>	<p>No observed discrepancy has been identified in relation to risk assessment.</p>	<ul style="list-style-type: none"> <li>• Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions of the type of work involved?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is the content of the risk assessment more detailed than described in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is a more specific methodology for risk assessment provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			N • Other additional or more detailed requirements N
<b>Ensuring preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers</b>	N/A	N/A	N/A
<b>Training of workers Annex II, 1.1</b>	<ul style="list-style-type: none"> <li>The employer must provide those working in places where explosive atmospheres may occur with sufficient and appropriate training with regard to explosion protection.</li> </ul>	There are no observed discrepancies related to training of workers.	<ul style="list-style-type: none"> <li>Is more specific information on the scope of training provided in the legislation?</li> </ul> N <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> N
<b>Health surveillance</b>	N/A	N/A	N/A
<b>Consultation of workers</b>	N/A	N/A	N/A
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	DLI, being the competent authority for supervising the implementation of Directives 1999/92/EC and 1994/9/EC, issued in January 2008 the Code of Practice for Risk Management in explosive environment, with a view to help users/workers to understand

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			Directive 1999/92/EC requirements.

**Table 1- 8 Council Directive 90/269/EEC (manual handling of loads) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions</b> <i>Art. 1 and 2</i>	<ul style="list-style-type: none"> <li>The Directive relates to the manual handling of loads where there is a risk particularly of back injury to workers where manual handling is defined as any transporting or supporting of a load, by one or more workers, including lifting, putting down, pushing, pulling, carrying or moving of a load which, by reason of its characteristics or of unfavourable ergonomic conditions, involves a risk particularly of back injury to workers.</li> </ul>	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> <li>Any additional or more detailed requirements</li> </ul> <p>N.</p>
<b>Conducting a risk assessment</b> <i>Art. 4(a)</i>	<ul style="list-style-type: none"> <li>Wherever the need for manual handling of loads by workers cannot be avoided, the employer shall organize workstations in such a way as to make such handling as safe and healthy as possible and: assess, in advance if possible, the health and safety conditions of the type of work involved, and in particular examine the characteristics of loads, taking account the reference factors provided for in Annex I to the Directive.</li> </ul>	No observed discrepancy has been identified in relation to risk assessment.	<ul style="list-style-type: none"> <li>Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions of the type of work involved?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive, in particular are the reference factors provided in Annex I of the Directive further detailed?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Is the content of the risk assessment more detailed than described in the Directive?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>N</p> <ul style="list-style-type: none"> <li>Is a more specific methodology for risk assessment provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Ensuring preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers Art. 6</b>	<ul style="list-style-type: none"> <li>Framework Directive applies</li> <li>Workers and/or their representatives shall be informed of all measures to be implemented, pursuant to this Directive, with regard to the protection of safety and of health.</li> <li>Employers must ensure that workers and/or their representatives receive general indications and, where possible, precise information on: <ul style="list-style-type: none"> <li>the weight of a load,</li> <li>the centre of gravity of the heaviest side when a package is eccentrically loaded.</li> </ul> </li> </ul>	No observed discrepancy has been identified in relation to information for workers.	<ul style="list-style-type: none"> <li>Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Is the content or form of information to workers further specified?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Training of workers</b> <i>Art. 6</i>	<ul style="list-style-type: none"> <li>• Framework Directive applies</li> <li>• Employers must ensure that workers receive in addition proper training and information on how to handle loads correctly and the risks they might be open to particularly if these tasks are not performed correctly, having regard to the reference factors provided for in Annex I to the Directive and the risk factors listed in Annex II to the Directive.</li> </ul>	No observed discrepancy has been identified.	<ul style="list-style-type: none"> <li>• Is more specific information on the scope of training provided in the legislation, in particular in relation to the reference and risk factors? N</li> <li>• Other additional or more detailed requirements N</li> </ul>
<b>Health surveillance</b>	N/A	N/A	N/A
<b>Consultation of workers</b> <i>Art. 7</i>	Framework Directive applies	No observed discrepancies have been identified.	<ul style="list-style-type: none"> <li>• Are there more detailed requirements than in the Framework Directive? N</li> <li>• Other additional or more detailed requirements N</li> </ul>
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	N.
<b>Annex I</b>	<p>Reference Factors:</p> <ul style="list-style-type: none"> <li>• The manual handling of a load may present a risk particularly of back injury if it is too heavy or too large; unwieldy or difficult to grasp; unstable or has contents likely to shift; positioned in a manner requiring it to be held or manipulated at a distance from the trunk, or with a bending or twisting of the trunk; likely, because of its contours and/or consistency, to result in injury to workers, particularly in the event of a collision.</li> <li>• A physical effort may present a risk particularly of back injury if it is too strenuous; only achieved by a twisting movement of the trunk; likely to</li> </ul>		

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>result in a sudden movement of the load; made with the body in an unstable posture.</p> <ul style="list-style-type: none"> <li>• The characteristics of the work environment may increase a risk particularly of back injury if there is not enough room, in particular vertically, to carry out the activity; the floor is uneven, thus presenting tripping hazards, or is slippery in relation to the worker's footwear; the place of work or the working environment prevents the handling of loads at a safe height or with good posture by the worker; there are variations in the level of the floor or the working surface, requiring the load to be manipulated on different levels; the floor or foot rest is unstable; the temperature, humidity or ventilation is unsuitable.</li> <li>• The activity may present a risk particularly of back injury if it entails over-frequent or over-prolonged physical effort involving in particular the spine; an insufficient bodily rest or recovery period; excessive lifting, lowering or carrying distances; a rate of work imposed by a process which cannot be altered by the worker.</li> </ul>		
<b>Annex II</b>	Individual Risk Factors	The worker may be at risk if he/she is physically unsuited to carry out the task in question; is wearing unsuitable clothing, footwear or other personal effects; does not have adequate or appropriate knowledge or training.	

**Table 1- 9 Council Directive 90/270/EEC (display screen equipment) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions</b>	<ul style="list-style-type: none"> <li>• The Directive relates to work with display screen equipment as defined in Article 2, an alphanumeric or graphic display screen, regardless of the display process employed.</li> <li>• The Directive does not apply to: <ul style="list-style-type: none"> <li>(a) drivers' cabs or control cabs for vehicles or machinery;</li> <li>(b) computer systems on board a means of transport;</li> <li>(c) computer systems mainly intended for public use;</li> <li>(d) 'portable' systems not in prolonged use at a workstation;</li> <li>(e) calculators, cash registers and any equipment having a small data or measurement display required for direct use of the equipment;</li> </ul> </li> </ul>	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> <li>• Does the transposing legislation cover any of the elements that the Directive expressly excludes? N</li> <li>• Is the definition of 'display screen equipment' in national law broader than required by the Directive? N</li> <li>• Other additional or more detailed requirements N</li> </ul>



	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	(f) typewriters of traditional design, of the type known as 'typewriter with window'		
<b>Conducting a risk assessment Art.3</b>	<ul style="list-style-type: none"> <li>Employers must perform an analysis of workstations in order to evaluate the safety and health conditions to which they give rise for their workers, particularly as regards possible risks to eyesight, physical problems and problems of mental stress.</li> <li>Employers must take appropriate measures to remedy the risks found, on the basis of the evaluation of the safety and health conditions, taking account of the additional and/or combined effects of the risks so found.</li> </ul>	No observed discrepancy has been identified related to the risk assessment.	<ul style="list-style-type: none"> <li>Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions of the type of work involved? N</li> <li>Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N</li> <li>Is the content of the risk assessment more detailed than described in the Directive? Y: Every employer should ask the manufacturers, importers and suppliers of all kinds of visual display equipment all information necessary for assessing the risk to eyesight, physical problems and problems of mental stress.</li> <li>Is a more specific methodology for risk assessment provided in the legislation? N</li> <li>Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N</li> <li>Other additional or more detailed requirements Every employer should ask the manufacturers, importers and suppliers of all kinds of visual display equipment<sup>24</sup> for all information necessary for assessing the risk to eyesight, physical problems and problems of mental stress. Manufacturers, importers and suppliers of all</li> </ul>

<sup>24</sup> The Minimum Requirements for Safety and Health at Work with Visual Display Screen Equipment Regulations of 2001.[reg. 4(3)]

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>kinds of visual display equipment are required:</p> <ol style="list-style-type: none"> <li>1. To place on the market visual displays equipment that is produced in accordance with the applicable provisions for health and safety at work, and without causing any risk to health during use at work.</li> <li>2. To provide written information and instructions in the Greek language about the risks that may be created by using their products, and how to tackle these risks,</li> <li>3. To provide employers with all information necessary for assessing the risk to eyesight, physical problems and problems of mental stress, whenever requested.</li> </ol>
<b>Ensuring preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers Art. 6</b>	<ul style="list-style-type: none"> <li>• Framework Directive applies.</li> <li>• Workers shall receive information on all aspects of safety and health relating to their workstation, in particular information on such measures applicable to workstations as are implemented under Articles 3 (analysis of workstations), 7 (daily work routine) and 9 (protection of workers' eyes and eyesight).</li> </ul>	There are no observed discrepancies regarding information for workers.	<ul style="list-style-type: none"> <li>• Is the content or form of information to workers further specified? N</li> <li>• Other additional or more detailed requirements N</li> </ul>
<b>Training of workers Art. 6</b>	<ul style="list-style-type: none"> <li>• Framework Directive applies.</li> <li>• Every worker shall receive training in use of the workstation before commencing work with display screen equipment and whenever the organization of the workstation is substantially modified.</li> </ul>	There are no observed discrepancies regarding training of workers.	<ul style="list-style-type: none"> <li>• Is more specific information on the scope of training provided in the legislation? N</li> <li>• Is the notion of 'substantially modified' further specified? N</li> <li>• Other additional or more detailed requirements N</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Health surveillance</b> Art. 9*	<ul style="list-style-type: none"> <li>Workers shall be entitled to an appropriate eye and eyesight test carried out by a person with the necessary capabilities: <ul style="list-style-type: none"> <li>— before commencing display screen work, at regular intervals thereafter, and</li> <li>— if they experience visual difficulties which may be due to display screen work.</li> </ul> </li> <li>Workers shall be entitled to an ophthalmological examination if the results such test show that this is necessary.</li> <li>If the results of the test or of the examination show that it is necessary and if normal corrective appliances cannot be used, workers must be provided with special corrective appliances appropriate for the work concerned.</li> <li>In no circumstances these measure may involve workers in additional financial cost.</li> <li>Protection of workers' eyes and eyesight may be provided as part of a national health system.</li> </ul>	There are no observed discrepancies regarding health surveillance.	<ul style="list-style-type: none"> <li>Are the conditions in which eye and eye sight test is required more specifically described in the legislation? N</li> <li>Is the periodicity of eye and eye sight test provided in national law? N</li> <li>Other additional or more detailed requirements N</li> </ul>
<b>Consultation of workers</b> Art. 8	<ul style="list-style-type: none"> <li>Framework Directive applies.</li> </ul>	There are no observed discrepancies regarding consultation of workers.	<ul style="list-style-type: none"> <li>Are there more detailed requirements than in the Framework Directive? N</li> <li>Other additional or more detailed requirements N</li> </ul>
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	

\* The primary purpose of this requirement is to identify users who have deficiencies in their eyesight which require correction to enable them to carry out their work with DSE without risk to their health.

**Table 1- 10 Directive 2002/44/EC (vibration) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions</b> <b>Art 1(2) and Art 2</b>	<ul style="list-style-type: none"> <li>• This Directive shall apply to activities in which workers are or are likely to be exposed to risks from mechanical vibration during their work.</li> <li>• 'hand-arm vibration': the mechanical vibration that, when transmitted to the human hand-arm system, entails risks to the health and safety of workers, in particular vascular, bone or joint, neurological or muscular disorders;</li> <li>• 'whole-body vibration': the mechanical vibration that, when transmitted to the whole body, entails risks to the health and safety of workers, in particular lower-back morbidity and trauma of the spine.</li> </ul>	<p>No observed discrepancy has been identified in terms of scope and definitions.</p>	<ul style="list-style-type: none"> <li>• Any additional or more detailed requirements?</li> </ul> <p>N</p>
<b>Conducting a risk assessment</b> <b>Art.4</b>	<ul style="list-style-type: none"> <li>• The employer shall assess and, if necessary, measure the levels of mechanical vibrations to which workers are exposed.</li> <li>• The data obtained shall be preserved in a suitable form to permit consultation at a later stage.</li> <li>• The employer shall give particular attention to: <ul style="list-style-type: none"> <li>- the level, type and duration of exposure, including any exposure to intermittent vibration or repeated shocks;</li> <li>- the exposure limit values and the exposure action values</li> <li>- any effects concerning the health and safety of workers at particularly sensitive risk</li> <li>- any indirect effects on worker safety resulting from interactions between mechanical vibration and the workplace or</li> </ul> </li> </ul>	<p>No observed discrepancy has been identified related to risk assessment.</p>	<ul style="list-style-type: none"> <li>• Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically?</li> </ul> <p>N: The national legislation requires the risk assessment for vibration to be part of the dynamic risk management system as set out in the management of safety and health issues regulations.</p> <ul style="list-style-type: none"> <li>• Does the national legislation require that practical guidelines for the determination and assessment of risk must be developed?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>other work equipment</p> <ul style="list-style-type: none"> <li>- information provided by the manufacturers of work equipment</li> <li>- the existence of replacement equipment designed to reduce the levels of exposure to mechanical vibration</li> <li>- the extension of exposure to whole-body vibration beyond normal</li> <li>- working hours under the employer's responsibility</li> <li>- specific working conditions such as low temperatures</li> <li>- appropriate information obtained from health surveillance, including published information, as far as possible</li> </ul> <ul style="list-style-type: none"> <li>• The employer must be in possession of the risk assessment</li> <li>• The risk assessment shall be recorded on a suitable medium; it may include a justification by the employer that the nature and extent of the risks related to mechanical vibration make a further detailed risk assessment unnecessary.</li> <li>• The risk assessment shall be kept up-to-date on a regular basis, particularly in case of significant changes.</li> </ul>		<p>N</p> <ul style="list-style-type: none"> <li>• Is the content of the risk assessment more detailed than described in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is a more specific methodology for risk assessment provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Ensuring preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers</b>	<ul style="list-style-type: none"> <li>• Exposed workers and/or their representatives must receive information and training on the outcome of the risk</li> </ul>	No observed discrepancy has been identified related to the information for	<ul style="list-style-type: none"> <li>• Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Art. 6</b>	<p>assessment in particular:</p> <ul style="list-style-type: none"> <li>- measures taken to eliminate or reduce to a minimum the risks from mechanical vibration;</li> <li>- the exposure limit values and the exposure action values</li> <li>- the results of the assessment and measurement and the potential injury arising from the work equipment in use;</li> <li>- why and how to detect and report signs of injury;</li> <li>- circumstances in which workers are entitled to health surveillance</li> <li>- safe working practices to minimise exposure.</li> </ul>	workers.	<p>N</p> <ul style="list-style-type: none"> <li>• Is the content or form of information to workers further specified?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Training of workers Art. 6</b>	Same as above	No observed discrepancy has been identified related to training of workers.	<ul style="list-style-type: none"> <li>• Is more specific information on the scope of training provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are there specific requirements as to the competence of trainers provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Health surveillance Art. 8</b>	<ul style="list-style-type: none"> <li>• Health surveillance of workers measures with reference to the risk assessment outcome where it indicates a risk to their health.</li> <li>• Health surveillance is intended to prevent and diagnose rapidly any disorder linked with exposure to mechanical vibration.</li> </ul>	No observed discrepancy has been identified related to health surveillance.	<ul style="list-style-type: none"> <li>• Does the national legislation require health surveillance prior to exposure to vibration?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Does the national legislation oblige employers to set health surveillance requirements after the end of exposure?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>Such surveillance shall be appropriate where:</p> <ul style="list-style-type: none"> <li>- workers' exposure to vibration is such that a link can be established with an identifiable illness or harmful effects on health,</li> <li>- it is probable that the illness or the effects occur in a worker's particular working conditions, and</li> <li>- there are tested techniques for the detection of the illness or the harmful effects on health.</li> </ul> <ul style="list-style-type: none"> <li>• Workers exposed to mechanical vibration in excess of the values shall be entitled to appropriate health surveillance.</li> <li>• Individual health records are required and kept up-to-date.</li> <li>• Health records to contain a summary of the results of the health surveillance and kept in a suitable form to permit any later consultation, taking into account any confidentiality.</li> <li>• Where a worker is found to have an identifiable disease or adverse health effect, considered by a doctor or occupational health-care professional to be the result of exposure to mechanical vibration at work:</li> </ul> <ul style="list-style-type: none"> <li>- The worker shall be informed of the result which relates to him personally and, in particular, information and advice regarding any health surveillance which he should undergo following the end of exposure;</li> <li>- The employer shall be informed of any</li> </ul>		<p>N</p> <ul style="list-style-type: none"> <li>• Does the national legislation oblige employers in case where, as a result of health surveillance, a worker is found to have an identifiable disease or adverse health effect which is considered to be the result of exposure to mechanical vibration at work, to review the risk assessment and the measure to eliminate or reduce risk?</li> </ul> <p>Y: The national legislation on health surveillance obliges the adviser on health to propose all appropriate and proportionate measures of protection and individual prevention in cases where, among others, a worker was found to have an identifiable disease or adverse occupational health effect. Such measures include reviewing the risk assessments and conducting health surveillance measures on workers exposed to similar circumstances.</p> <ul style="list-style-type: none"> <li>• Are the arrangements for health surveillance records specified in the legislation, in particular in terms of content?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the conditions in which health surveillance is required more specifically described in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is the periodicity of health surveillance provided in national law?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>significant findings from the health surveillance, taking into account any medical confidentiality.</p> <p>- Arrange continued health surveillance and provide for a review of the health status of any other worker who has been similarly exposed. The competent doctor/authority or occupational health care professional may propose that exposed persons undergo a medical examination.</p>		<p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<p><b>Consultation of workers</b> <i>Art. 7</i></p>	<ul style="list-style-type: none"> <li>• Framework Directive applies</li> </ul>	<p>No observed discrepancies have been identified.</p>	<ul style="list-style-type: none"> <li>• Are there more detailed requirements than in the Framework Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<p><b>Limit values</b> <i>Art.3</i></p>	<ul style="list-style-type: none"> <li>• The Directive provides for a set of exposure limit values and exposure action values in respect of the daily vibration exposure levels.</li> <li>• Hand-arm vibration: <ul style="list-style-type: none"> <li>- Daily exposure limit value standardised to an eight-hour reference period: 5 m/s<sup>2</sup>;</li> <li>- Daily exposure action value standardised to an eight-hour reference period: 2,5 m/s<sup>2</sup>.</li> </ul> </li> <li>• For whole-body vibration: <ul style="list-style-type: none"> <li>- Daily exposure limit value standardised to an eight-hour reference period: 1,15 m/s<sup>2</sup> or, at the MS's choice, a vibration dose value of 21 m/s<sup>1,75</sup>;</li> </ul> </li> </ul>	<p>No observed discrepancy has been identified related to setting f limit values.</p>	<ul style="list-style-type: none"> <li>• Does the transposing legislation set more stringent values?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>



	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	- Daily exposure action value standardised to an eight-hour reference period: 0,5 m/s <sup>2</sup> or, at the MS's choice, a vibration dose value of 9,1 m/s <sup>1,75</sup> .		
<b>Other issues identified</b>		No observed discrepancy has been identified related to setting limit values.	None

**Table 1- 11 Directive 2003/10/EC (noise) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions Art 1 and Art 2</b>	<ul style="list-style-type: none"> <li>• Directive shall apply to activities in which workers are or are likely to be exposed to risks from noise as a result of their work.</li> <li>- daily noise exposure level (<math>L_{EX,8h}</math>) (dB(A) re. 20 <math>\mu</math>Pa): time weighted average of the noise exposure levels for a nominal;</li> <li>- weekly noise exposure level (<math>L_{EX,8h}</math>): time-weighted average of the daily noise exposure levels for a nominal week of five eight-hour working days as defined by international standard ISO 1999:1990, point 3.6 (note 2).</li> </ul>	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> <li>• Any additional or more detailed requirements</li> </ul> <p>N</p>
<b>Conducting a risk assessment Art.4</b>	<ul style="list-style-type: none"> <li>• The employer shall assess and, if necessary, measure the levels of noise to which workers are exposed, giving particular attention, to:</li> <li>- the level, type and duration of exposure, including any exposure to impulsive noise;</li> <li>- the exposure limit values and the exposure</li> </ul>	No observed discrepancy has been identified with regards to risk assessment.	<ul style="list-style-type: none"> <li>• Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Does the national legislation require that practical guidelines for the determination</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>action values;</p> <ul style="list-style-type: none"> <li>- any effects concerning the health and safety of workers belonging to particularly sensitive risk groups;</li> <li>- as far as technically achievable, any effects on workers' health and safety resulting from interactions between noise and work-related toxic substances, and between noise and vibrations;</li> <li>- any indirect effects resulting from interactions between noise and warning signals or other sounds that need to be observed in order to reduce the risk of accidents;</li> <li>- information on noise emission provided by manufacturers of work equipment in accordance with relevant EU directives;</li> <li>- the existence of alternative work equipment designed to reduce the noise emission;</li> <li>- the extension of exposure to noise beyond normal working hours under the employer's responsibility;</li> <li>- appropriate information from health surveillance, including published information, as far as possible;</li> <li>- the availability of hearing protectors with adequate attenuation characteristics.</li> </ul> <ul style="list-style-type: none"> <li>• The employer shall be in possession of the risk assessment.</li> <li>• The risk assessment shall be recorded on a suitable medium, according to national law</li> </ul>		<p>and assessment of risk must be developed?</p> <p>N</p> <ul style="list-style-type: none"> <li>• Are the risks/factors to be taken into account in the assessment described in a more specific manner than in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is the content of the risk assessment more detailed than described in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is a more specific methodology for risk assessment provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>The risk assessment shall be updated every two years, particularly in case of significant changes which could render it out of date, or whenever the results of health surveillance show it to be necessary.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>and practice.</p> <ul style="list-style-type: none"> <li>The risk assessment shall be kept up to date on a regular basis, particularly in case of significant changes which could render it out of date, or when the results of health surveillance show it to be necessary.</li> </ul>		
<b>Ensuring preventive and protective services Art 4(4)</b>	<ul style="list-style-type: none"> <li>The assessment and measurement shall be planned and carried out by competent services at suitable intervals</li> </ul>	There is no observed discrepancy related to ensuring preventive and protective services.	<ul style="list-style-type: none"> <li>Any additional or more detailed requirements</li> </ul> <p>N</p>
<b>Information for workers Art. 8</b>	<ul style="list-style-type: none"> <li>Workers exposed at work at or above the lower exposure action values, and/or their representatives, receive information and training relating to risks resulting from exposure concerning, in particular: <ul style="list-style-type: none"> <li>the nature of such risks;</li> <li>the measures taken to implement this Directive in order to eliminate or reduce to a minimum the risks from noise,</li> <li>the exposure limit values and the exposure action values</li> <li>the results of the assessment and measurement together with an explanation of their significance and potential risks</li> <li>the correct use of hearing protectors</li> <li>why and how to detect and report signs of hearing damage</li> <li>the circumstances in which workers are entitled to health surveillance and the purpose of health surveillance</li> </ul> </li> </ul>	There is No observed discrepancy related to the information that must be provided to workers with regards to noise related risks.	<ul style="list-style-type: none"> <li>Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Is the content or form of information to workers further specified?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	- safe working practices to minimise exposure to noise		
<b>Training of workers</b> <b>Art. 8</b>	Same as above	There is no observed discrepancy regarding training of workers.	<ul style="list-style-type: none"> <li>Is more specific information on the scope of training provided in the legislation?</li> </ul> N
<b>Health surveillance</b> <b>Art. 10</b>	<ul style="list-style-type: none"> <li>Health surveillance of workers where the results of the assessment/measurement show a risk to their health.</li> <li>A worker whose exposure exceeds the upper exposure action values shall have the right to have his/her hearing checked by a doctor or by another suitably qualified person under the responsibility of a doctor,</li> <li>Preventive audiometric testing shall also be available for workers whose exposure exceeds the lower exposure action values, where the risk assessment indicates a risk to health.</li> <li>The objectives of these checks are to provide early diagnosis of any hearing loss and preserve hearing function.</li> <li>Individual health records are made and kept up to date.</li> <li>Health records shall contain a summary of the results of the health surveillance carried out.</li> <li>They shall be kept in a suitable form to permit consultation, taking into account any confidentiality.</li> <li>Copies of the appropriate records shall be supplied to the CA on request. The</li> </ul>	There are no observed discrepancies regarding health surveillance of workers.	<ul style="list-style-type: none"> <li>Does the national legislation require health surveillance prior to exposure to noise?</li> </ul> N
			<ul style="list-style-type: none"> <li>Does the national legislation oblige employers to set health surveillance requirements after the end of exposure?</li> </ul> N
			<ul style="list-style-type: none"> <li>Are the arrangements for health surveillance records specified in the legislation, in particular in terms of content?</li> </ul> N
			<ul style="list-style-type: none"> <li>Are the conditions in which health surveillance is required more specifically described in the legislation?</li> </ul> N
			<ul style="list-style-type: none"> <li>Is the periodicity of health surveillance provided in national law?</li> </ul> N
			<ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> N

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>individual worker shall, at his or her request, have access to health records relating personally to him/her.</p> <ul style="list-style-type: none"> <li>• Where, as a result of surveillance, a worker is found to have identifiable hearing damage, a doctor, or a specialist if the doctor considers it necessary, shall assess if the damage is likely to be the result of exposure at work. If this is the case: <ul style="list-style-type: none"> <li>- the worker shall be informed by the doctor or other suitably qualified person of the result which relates to him or her personally;</li> </ul> </li> </ul> <p>The employer shall:</p> <ul style="list-style-type: none"> <li>- review the risk assessment</li> <li>- review the risk mitigation measures taking into account the advice of the occupational healthcare professional or other suitably qualified person or the CA in implementing any measures required to eliminate or reduce risk and, including the possibility of assigning the worker to alternative work where there is no risk of further exposure; and</li> <li>- arrange systematic health surveillance and provide for a review of the health status of any other worker who has been similarly exposed.</li> </ul>		
<b>Consultation of workers</b> <b>Art. 9</b>	<ul style="list-style-type: none"> <li>• Framework Directive applies</li> </ul>	No observed discrepancy has been identified	<ul style="list-style-type: none"> <li>• Are there more detailed requirements than in the Framework Directive?</li> </ul> <p>N</p>
<b>Limit values</b>	<ul style="list-style-type: none"> <li>• For the purposes of this Directive the</li> </ul>	No observed discrepancy has been	<ul style="list-style-type: none"> <li>• Does the transposing legislation set more</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Art.3</b>	<p>exposure limit values and exposure action values in respect of the daily noise exposure levels and peak sound pressure are fixed at:</p> <p>(a) exposure limit values: <math>L_{EX,8h} = 87</math> dB(A) and <math>p_{peak} = 200</math> Pa (1) respectively;</p> <p>(b) upper exposure action values: <math>L_{EX,8h} = 85</math> dB(A) and <math>p_{peak} = 140</math> Pa (2) respectively;</p> <p>(c) lower exposure action values: <math>L_{EX,8h} = 80</math> dB(A) and <math>p_{peak} = 112</math> Pa (3) respectively.</p> <ul style="list-style-type: none"> <li>• When applying the exposure limit values, the determination of the worker's effective exposure shall take account of the attenuation provided by the individual hearing protectors worn by the worker.</li> <li>• The exposure action values shall not take account of the effect of any such protectors.</li> </ul>	identified in terms of limit values.	stringent values? N
<b>Other issues identified</b>		No observed discrepancy has been identified.	N.

**Table 1- 12 Directive 2004/40/EC (electromagnetic fields) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
--	-----------------	------------------------	---

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<p><b>Scope and definitions</b> <b>Art 1 and Art 2</b></p>	<ul style="list-style-type: none"> <li>• Directive lays down minimum requirements for the protection of workers from risks from exposure to electromagnetic fields (0 Hz to 300 GHz) during their work.</li> <li>• It refers to the risk to the health and safety of workers due to known short-term adverse effects in the human body caused by the circulation of induced currents and by energy absorption as well as by contact currents.</li> <li>• It does not address suggested long-term effects, nor the risks resulting from contact with live conductors.</li> <li>• electromagnetic fields': static magnetic and time-varying electric, magnetic and electromagnetic fields with frequencies up to 300 GHz;</li> </ul>	<p><b>Directive 2004/40/EC has not yet been transposed in the Cyprus legal order.</b></p> <p>Meanwhile the protection of persons at work against risks of exposure to electromagnetic fields are covered by the provisions of the Safety and Health at Work Laws 1996 to 2011 and the relevant Regulations issued under these laws. Therefore, most of the provisions of this Directive (e.g. the obligation of the employer to assess the risks and taking measures to provide appropriate training and information, and medical surveillance of the health of his workers) have already been implemented through the application of this legislation.</p>	
<p><b>Conducting a risk assessment</b> <b>Art.4</b></p>	<ul style="list-style-type: none"> <li>• The employer shall assess and, if necessary, measure and/or calculate the levels of electromagnetic fields to which workers are exposed.</li> <li>• On the basis of this assessment, if the action values are exceeded, s/he shall assess and, if necessary, calculate whether the exposure limit values are exceeded.</li> <li>• Assessment, measurement and/or calculations need not be carried out in workplaces open to the public provided that an evaluation has already been undertaken in accordance with Council Recommendation 1999/519/EC.</li> <li>• The data obtained shall be preserved in a</li> </ul>		

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>suitable form to permit consultation at a later stage</p> <ul style="list-style-type: none"> <li>• The employer shall give particular attention, when carrying out the risk assessment, to: <ul style="list-style-type: none"> <li>- level, frequency spectrum, duration and type of exposure;</li> <li>- the exposure limit values and action values;</li> <li>- any effects concerning workers at particular risk;</li> <li>- any indirect effects.</li> </ul> </li> <li>• The employer shall be in possession of a risk assessment.</li> <li>• The risk assessment shall be recorded on a suitable medium. It may include a justification by the employer that the nature and extent of the risks related to electromagnetic fields make a further detailed risk assessment unnecessary.</li> <li>• The risk assessment shall be updated on a regular basis, particularly if there have been significant changes which could render it out of date, or when the results of health surveillance show it to be necessary.</li> </ul>		
<b>Ensuring preventive and protective services</b> <b>Art 4(4)</b>	Assessment, measurement and/or calculations shall be planned and carried out by competent services or persons at suitable intervals,		
<b>Information for workers</b>	The employer shall ensure that exposed workers and/or their representatives receive		



	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Art. 6</b>	<p>any necessary information/training relating to the outcome of the risk assessment, in particular on:</p> <ul style="list-style-type: none"> <li>- measures taken to implement this Directive;</li> <li>- values and concepts of the exposure limit values and action values and the associated potential risks</li> <li>- the results of the assessment, measurement /calculations of the levels of exposure to electromagnetic fields</li> <li>- how to detect adverse health effects and to report them;</li> <li>- circumstances in which workers are entitled to health surveillance;</li> <li>- safe working practices to minimise risks from exposure</li> </ul>		
<b>Training of workers Art. 6</b>	Same as above		
<b>Health surveillance Art. 8</b>	<ul style="list-style-type: none"> <li>• Framework Directive applies</li> <li>• In any event, where exposure above the limit values is detected, a medical examination shall be made available to the worker(s) concerned.</li> <li>• If health damage resulting from exposure is detected, the employer must carry out a reassessment of the risks</li> <li>• The employer shall take appropriate measures to ensure that the doctor and/or the medical authority responsible for the health surveillance has access to the results</li> </ul>		

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>of the risk assessment</p> <ul style="list-style-type: none"> <li>The results of health surveillance shall be preserved in a suitable form to permit consultation at later date, taking account of confidentiality requirements. Individual workers shall, at their request, have access to their own personal health records</li> </ul>		
<b>Consultation of workers Art. 7</b>	<ul style="list-style-type: none"> <li>Framework Directive applies</li> </ul>		
<b>Limit values Art.3</b>	<p>Exposure limit values are as set out in the Annex, Table 1.</p> <p>Action values are as set out in the Annex, Table 2.</p>		
<b>Other issues identified</b>			

**Table 1- 13 Directive 2006/25/EC (artificial optical radiation) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions Art 1 and Art 2</b>	<ul style="list-style-type: none"> <li>It lays down minimum requirements for the protection of workers from risks to their health and safety arising or likely to arise from exposure to artificial optical radiation during their work.</li> <li>It refers to the risk to the health and safety of workers due to adverse effects caused by exposure to artificial optical radiation to the eyes and to the skin.</li> <li>optical radiation: any electromagnetic</li> </ul>	<p>No observed discrepancy has been identified in terms of scope and definitions.</p>	<ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>radiation in the wavelength range between 100 nm and 1 mm. The spectrum of optical radiation is divided into ultraviolet radiation, visible radiation and infrared radiation:</p> <p>(i) ultraviolet radiation: optical radiation of wavelength range between 100 nm and 400 nm. The ultraviolet region is divided into UVA (315-400 nm), UVB (280-315 nm) and UVC (100-280 nm);</p> <p>(ii) visible radiation: optical radiation of wavelength range between 380 nm and 780 nm;</p> <p>(iii) infrared radiation: optical radiation of wavelength range between 780 nm and 1 mm. The infrared region is divided into IRA (780-1 400 nm), IRB (1 400-3 000 nm) and IRC (3 000 nm-1 mm);</p>		
<p><b>Conducting a risk assessment</b> <b>Art.4</b></p>	<ul style="list-style-type: none"> <li>• The employer shall assess and, if necessary, measure and/or calculate the levels of exposure to optical radiation to which workers are likely to be exposed</li> <li>• The data obtained shall be preserved in a suitable form to permit their consultation at a later stage.</li> <li>• The employer shall give particular attention, when carrying out the risk assessment, to the following: <ul style="list-style-type: none"> <li>- the level, wavelength range and duration of exposure;</li> <li>- the exposure limit values</li> <li>- any effects concerning the health and safety of workers belonging to particularly</li> </ul> </li> </ul>	<p>No observed discrepancy has been identified related to risk assessment.</p>	<ul style="list-style-type: none"> <li>• Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? N</li> <li>• Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N</li> <li>• Is the content of the risk assessment more detailed than described in the Directive? N</li> <li>• Is a more specific methodology for risk assessment provided in the legislation?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>sensitive risk groups;</p> <ul style="list-style-type: none"> <li>- any possible effects resulting from workplace interactions between optical radiation and photosensitising chemical substances;</li> <li>- any indirect effects e.g. temporary blinding, explosion or fire;</li> <li>- the existence of replacement equipment designed to reduce the levels of exposure to artificial optical radiation;</li> <li>- appropriate information obtained from health surveillance, including published information, as far as possible;</li> <li>- multiple sources of exposure;</li> <li>- a classification applied to a laser as defined in accordance with the relevant IEC standard and, in relation to any artificial source likely to cause damage similar to that of a laser of class 3B or 4, any similar classification;</li> </ul>		<p>Y: The employer shall pay particular attention, when carrying out the risk assessment, to information provided by the manufacturers concerning optical radiation sources and associated work equipment in accordance with the relevant EU directives.</p> <ul style="list-style-type: none"> <li>• Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive?</li> </ul> <p>Y: The assessment, measurement and / or calculations should be designed and carried out by approved services or persons for the protection and prevention at suitable intervals. They should also take account of the provisions of the Law, the Regulations 6 and 11 on the Management of Health and Safety at Work Regulations 2002 and the Safety Committee at Work Regulations 1997, the provisions related to the necessary appropriate services or persons for the protection and risk prevention, and the consultation and participation of workers.</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Ensuring preventive and protective services</b> <b>Art 4(2)</b>	<ul style="list-style-type: none"> <li>• The assessment, measurement and/or calculations referred to in paragraph 1 shall be planned and carried out by competent services or persons at suitable intervals</li> </ul>	There are no observed discrepancies regarding preventive and protective services.	<ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Information for</b>	<ul style="list-style-type: none"> <li>• The employer shall ensure that workers</li> </ul>	There are no observed discrepancies	<ul style="list-style-type: none"> <li>• Does the legislation provide for specific</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>workers</b> <b>Art. 6</b>	<p>exposed to risks from artificial optical radiation at work and/or their representatives receive necessary information and training relating to the outcome of the risk assessment in particular:</p> <ul style="list-style-type: none"> <li>- measures taken to implement this Directive;</li> <li>- the exposure limit values and the associated potential risks;</li> <li>- the results of the assessment, measurement and/or calculations with an explanation of their significance and potential risks;</li> <li>- how to detect adverse health effects of exposure and how to report them</li> <li>- circumstances in which workers are entitled to health surveillance;</li> <li>- safe working practices to minimise risks from exposure;</li> <li>- proper use of appropriate personal protective equipment</li> </ul>	regarding information for workers.	<p>conditions (e.g. size of the establishments) in relation to workers information?</p> <p>N</p> <ul style="list-style-type: none"> <li>• Is the content or form of information to workers further specified?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Training of workers</b> <b>Art. 6</b>	Same as above	There are no observed discrepancies regarding the training of workers.	<ul style="list-style-type: none"> <li>• Is more specific information on the scope of training provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are there specific requirements as to the competence of trainers provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Health surveillance</b> <b>Art. 8</b>	<ul style="list-style-type: none"> <li>• Health surveillance is carried out by a doctor, an occupational health professional or a medical authority responsible for health surveillance</li> <li>• Individual health records are made and kept up to date.</li> <li>• Health records shall contain a summary of the results of the health surveillance and be kept in a suitable form to permit later consultation, taking into account any confidentiality.</li> <li>• Copies of the appropriate records shall be supplied to the competent authority on request, taking into account any confidentiality.</li> <li>• Doctor, the occupational health professional or the medical authority responsible for the health surveillance, has access to the results of the risk assessment where such results may be relevant to the health surveillance.</li> <li>• Individual workers shall, at their request, have access to their own personal health records</li> <li>• When exposure above limit values is detected, a medical examination shall be made available to the worker(s) concerned.</li> <li>• In both cases, when limit values are exceeded or adverse health effects (incl. diseases) are identified:  - the worker shall be informed of the result</li> </ul>	<p>There are no observed discrepancies regarding health surveillance of workers.</p>	<ul style="list-style-type: none"> <li>• Does the national legislation require health surveillance prior to exposure to artificial optical radiation? N</li> <li>• Does the national legislation oblige employers to set health surveillance requirements after the end of exposure to artificial optical radiation? N</li> <li>• Are the arrangements for health surveillance records specified in the legislation? N</li> <li>• Are the conditions in which health surveillance is required more specifically described in the legislation? N</li> <li>• Is the periodicity of health surveillance provided in national law? N</li> <li>• Other additional or more detailed requirements Y: The employer shall take into account the opinion of the examining physician, and / or comments of the Inspector whenever implementing any measures required to eliminate or reduce risks.</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>which relates to him personally and receive information and advice regarding any health surveillance which he should undergo following the end of exposure;</p> <ul style="list-style-type: none"> <li>- the employer shall be informed of any significant findings of the health surveillance, taking into account any medical confidentiality;</li> <li>- the employer shall: <ul style="list-style-type: none"> <li>o review the risk assessment</li> <li>o review the measures taken to eliminate or reduce risks</li> <li>o take into account the health professional advice in implementing such measures</li> <li>o arrange continued health surveillance and provide for a review of the health status of any other worker who has been similarly exposed. In such cases, the competent health professional may propose that the exposed persons undergo a medical examination.</li> </ul> </li> </ul>		
<b>Consultation of workers</b> <b>Art. 7</b>	<ul style="list-style-type: none"> <li>• Framework Directive applies</li> </ul>	No observed discrepancies have been identified.	<ul style="list-style-type: none"> <li>• Are there more detailed requirements than in the Framework Directive? N</li> <li>• Other additional or more detailed requirements N</li> </ul>
<b>Limit values</b> <b>Art.3</b>	<ul style="list-style-type: none"> <li>• Exposure limit values for non-coherent radiation, other than that emitted by natural sources of optical radiation, are set</li> </ul>	There are No observed discrepancies in relation to limit values.	<ul style="list-style-type: none"> <li>• Does the transposing legislation set more stringent values?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>out in Annex I.</p> <ul style="list-style-type: none"> <li>Exposure limit values for laser radiation are set out in Annex II.</li> </ul>		<p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Other issues identified</b>	<ul style="list-style-type: none"> <li>Obligations of self-employed persons.</li> </ul>	No observed discrepancies have been identified in relation to the other key requirements of the Directive.	The employer's obligations referred to in Regulations 5 and 6 shall apply <i>mutatis mutandis</i> to self-employed persons.

**Table 1- 14 Directive 2004/37/EC (carcinogens or mutagens) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions</b> <b>Art 3(1) read in conjunction with Art 2</b>	<ul style="list-style-type: none"> <li>This Directive shall apply to activities in which workers are or are likely to be exposed to carcinogens or mutagens as a result of their work</li> <li>Carcinogens Substance category 1 or 2 carcinogens Annex VI to Directive 67/548/EEC</li> <li>Mutagens: Substance category 1 or 2 mutagens Annex VI to Directive 67/548/EEC</li> </ul>	<p>The national legislation applies the carcinogen and mutagen classification according to the CLP Regulation (EC) 1272/2008.</p> <p>No observed discrepancies have been identified with regard to the scope and definitions.</p>	<ul style="list-style-type: none"> <li>Does the transposing legislation also cover reprotoxic substances (1A and 1B)?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>Y: Whenever any obligations are imposed, in accordance with these Regulations, to an employer concerning people at work, these obligations also extend, as far as is reasonably practicable, to other persons (regardless of whether those persons are at work or not) who may have been affected by the activities of the employer's business .</p> <p>These Regulations apply to self-employed persons in the same manner as they apply to employers and persons at work.</p>
<b>Conducting a risk assessment</b>	<ul style="list-style-type: none"> <li>Nature, degree and duration of workers' exposure shall be determined in order to</li> </ul>	No observed discrepancy has been	<ul style="list-style-type: none"> <li>Does the transposing legislation oblige employers to supply the authorities with</li> </ul>



	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Art. 3</b>	<p>make it possible to assess any risk to the workers' health or safety and to lay down the measures to be taken.</p> <ul style="list-style-type: none"> <li>• The assessment shall be renewed regularly and in any event when any change occurs in the conditions which may affect workers' exposure to carcinogens or mutagens.</li> <li>• The employer shall supply the authorities at their request with the information used for making the assessment.</li> <li>• When assessing the risk, account shall be taken of all other routes of exposure, such as absorption into and/or through the skin.</li> </ul>	identified related to risk assessment.	<p>information automatically and not on request?</p> <p>N</p> <ul style="list-style-type: none"> <li>• Are the risks to be taken into account in the assessment described in a more specific manner than in the Directives?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is the content of the risk assessment more detailed than described in the Directives?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is a more specific methodology for risk assessment provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directives?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Ensuring preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers Art.12</b>	<p>Appropriate measure to ensure that:</p> <ul style="list-style-type: none"> <li>• Workers and/or any workers' representatives in the undertaking can check that this</li> </ul>	There are no observed discrepancies regarding information of workers	<ul style="list-style-type: none"> <li>• Does the Directive set additional information requirements, including on: <ul style="list-style-type: none"> <li>◦ relevant activities and industrial</li> </ul> </li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>Directive is applied or can be involved in its application in particular for:</p> <ul style="list-style-type: none"> <li>○ the consequences for workers' safety and health of the selection, wearing and use of protective clothing and equipment, without prejudice to the employer's responsibility for determining the effectiveness of protective clothing and equipment;</li> <li>○ the measures in case of foreseeable exposure</li> <li>• Workers and/or their representatives are informed as quickly as possible of abnormal exposures including foreseeable ones or the cause and of the measures taken or to be taken to rectify the situation</li> <li>• The employer keeps an up-to-date list of the workers engaged in the activities in respect of which the results of the assessment reveals a risk to workers and indicating if available their exposure</li> <li>• Doctors and/or competent authorities have access to this list.</li> <li>• Each worker has access to the information about him</li> <li>• Workers and/or workers representatives have access to anonymous collective information</li> </ul>		<p>processes, including reasons why carcinogens mutagens and reprotoxins are used;</p> <ul style="list-style-type: none"> <li>○ quantities of substances and preparations manufactured or used that contain CMR</li> <li>○ numbers of workers exposed</li> <li>○ replacement by another product</li> <li>○ negative impacts on fertility</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Does the legislation provide for specific conditions in relation (e.g. size of the establishments) to workers information?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is the content or form of information to workers further specified?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Training of workers Art.11</b>	<ul style="list-style-type: none"> <li>• Sufficient and appropriate training on the basis of all available information on: <ul style="list-style-type: none"> <li>○ Potential risks to health including the additional risks due to tobacco</li> </ul> </li> </ul>	There are no observed discrepancies regarding training of workers.	<ul style="list-style-type: none"> <li>• Is more specific information on the scope of training provided in the legislation?</li> </ul> <p>N</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>consumption</p> <ul style="list-style-type: none"> <li>o Precautions to be taken to prevent exposure</li> </ul>		<ul style="list-style-type: none"> <li>• Are there specific requirements as to the competence of trainers provided in the legislation? N</li> <li>• Other additional or more detailed requirements N</li> </ul>
<b>Health surveillance Art.14 and ANNEX II</b>	<ul style="list-style-type: none"> <li>• Health surveillance prior exposure and at regular intervals thereafter</li> <li>• If a workers suffer from an abnormality suspected to be the result of exposure the doctor or relevant authority may require other workers who have been similarly exposed to undergo health surveillance. In that even a reassessment of the risk must be carried out.</li> <li>• Medical records must be kept and doctors must propose any protective or preventive measures to be taken in respect of any individual worker.</li> <li>• Advice must be given to workers on health surveillance after the end of exposure</li> <li>• Workers have access to the result of health surveillance that concern them</li> <li>• Workers/employers may request a review of the results of the health surveillance</li> </ul>	There are no observed discrepancies regarding health surveillance of workers.	<ul style="list-style-type: none"> <li>• Does the national legislation set health surveillance requirements after the end of exposure? N</li> <li>• Are the arrangements for health surveillance records specified in the legislation? N</li> <li>• Are the conditions in which health surveillance is required more specifically described in the legislation? N</li> <li>• Is the periodicity of health surveillance provided in national law? N</li> <li>• Other additional or more detailed requirements</li> </ul> <p>All cases of workers developing cancer, which are recognized as arising from exposure to carcinogens or mutagens at work, must be reported to the Chief Inspector.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Consultation of workers Art.13</b>	<ul style="list-style-type: none"> <li>• Framework Directive applies</li> </ul>	No observed discrepancies regarding consultation of workers.	<ul style="list-style-type: none"> <li>• Are there more detailed requirements than in the Framework Directive? N</li> <li>• Other additional or more detailed requirements N</li> </ul>
<b>Limit values Art 16 and Annex III</b>	<ul style="list-style-type: none"> <li>• Limit values on Benzene, Vinyl chloride monomer, hardwood dusts</li> </ul>	There are no observed discrepancies regarding limit values for exposure.	<ul style="list-style-type: none"> <li>• Does the transposing legislation set more stringent limit values? N</li> <li>• Does the legislation set binding limit values on other carcinogens and mutagens (e.g. refractory ceramic fibres and its compound)? N</li> </ul>
<b>Other issues identified</b>		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	N.

**Table 1- 15 Council Directive 98/24/EC (chemical agents at work) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions Art. 1 and 2</b>	<ul style="list-style-type: none"> <li>• The requirements of this Directive apply where hazardous chemical agents are present or may be present at the workplace, without prejudice to the provisions for chemical agents to which measures for radiation protection apply pursuant to Directives adopted under the</li> </ul>	No observed discrepancies have been identified with regard to the scope and definitions.	<ul style="list-style-type: none"> <li>• Is the scope broader than the directive's for: <ul style="list-style-type: none"> <li>- Chemical agent?</li> <li>- Hazardous chemical agent?</li> </ul> N</li> <li>• Other additional or more detailed</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent requirements
	<p>Treaty establishing the European Atomic Energy Community.</p> <ul style="list-style-type: none"> <li>• Chemical agent is defined as any chemical element or compound, on its own or admixed, as it occurs in the natural state or as produced, used or released, including release as waste, by any work activity, whether or not produced intentionally and whether or not placed on the market.</li> <li>• Hazardous chemical agent is defined as <ul style="list-style-type: none"> <li>○ any chemical agent which meets the criteria for classification as a dangerous substance according to the criteria in Annex VI to Directive 67/548/EEC, whether or not that substance is classified under that Directive, other than those substances which only meet the criteria for classification as dangerous for the environment;</li> <li>○ any chemical agent which meets the criteria for classification as a dangerous preparation within the meaning of Directive 88/379/EEC, whether or not that preparation is classified under that Directive, other than those preparations which only meet the criteria for classification as dangerous for the environment;</li> <li>○ any chemical agent which, whilst not meeting the criteria for classification as dangerous in accordance with (i) and (ii), may, because of its physico-chemical, chemical or toxicological properties and the way it is used or is present in the workplace, present a risk to the safety and</li> </ul> </li> </ul>		<p>requirements</p> <p>Y: Whenever any obligations are imposed, in accordance with the Regulations, to any employer concerning persons at work, these obligations , so far as is reasonably practicable, also extend to other persons, whether those persons are at work or not , who may be affected by the activities of the employer's business .</p> <p>These Regulations apply to self-employed persons the same way as they apply to employers and persons at work.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	health of workers, including any chemical agent assigned an occupational exposure limit value under Article 3 of the Directive.		
<b>Conducting a risk assessment Art. 4(1), (2) and (4)</b>	<ul style="list-style-type: none"> <li>The Directive requires a risk assessment to be carried out by employers which must determine whether any hazardous chemical agents are present at the workplace. If so they should assess them taking into account, inter alia, their hazardous properties; level, type and duration of exposure; the circumstances of work involving such agents; occupational exposure limit values or biological limit values; effect of preventive measures taken or to be taken; conclusions to be drawn from any health surveillance.</li> <li>In case of activities involving exposure to several agents, the risk must be assessed taking into account all chemical agents in combination.</li> <li>The risk assessment must be documented. The employer must be in possession of the risk assessment.</li> </ul>	No observed discrepancy has been identified related to risk assessment	<ul style="list-style-type: none"> <li>Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? N</li> <li>Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N</li> <li>Is the content of the risk assessment more detailed than described in the Directive? N</li> <li>Is a more specific methodology for risk assessment provided in the legislation? N</li> <li>Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N</li> <li>Other additional or more detailed requirements N</li> </ul>
<b>Ensuring preventive and</b>	N/A	N/A	N/A

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>protective services</b>			
<b>Information for workers Art.8</b>	<ul style="list-style-type: none"> <li>The employer must ensure that workers are provided with: <ul style="list-style-type: none"> <li>Data obtained from the risk assessments</li> <li>Information on the hazardous chemical agents occurring in the workplace (e.g. relevant occupational exposure limit values)</li> <li>Training and information on appropriate precautions and actions to be taken</li> <li>Safety data sheet</li> </ul> </li> </ul>	There are no observed discrepancies regarding information of workers	<ul style="list-style-type: none"> <li>Does the transposing legislation set any additional information requirements? N</li> <li>Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N</li> <li>Is the content or form of information to workers further specified? N</li> <li>Other additional or more detailed requirements N</li> </ul>
<b>Training of workers Art.8</b>	<ul style="list-style-type: none"> <li>The employer must ensure that workers are provided with: <ul style="list-style-type: none"> <li>Training and information on appropriate precautions and actions to be taken</li> </ul> </li> </ul>	There are no observed discrepancies regarding training of workers.	<ul style="list-style-type: none"> <li>Is more specific information on the scope of training provided in the legislation? N</li> <li>Are there specific requirements as to the competence of trainers provided in the legislation? N</li> <li>Other additional or more detailed requirements? N</li> </ul>
<b>Health surveillance</b>	<ul style="list-style-type: none"> <li>The employer shall provide health surveillance of workers for whom the results</li> </ul>	There are no observed discrepancies regarding health surveillance of workers.	<ul style="list-style-type: none"> <li>Does the transposing legislation require health surveillance to be provided for</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Art.10</b>	<p>of the assessment of the hazardous chemical agents reveal a risk to health.</p> <ul style="list-style-type: none"> <li>• Individual health and exposure records shall be made and kept up-to-date and contain a summary of the results of health surveillance and of any monitoring data representative of the exposure of the individual.</li> <li>• Copies must be supplied on request to the authorities</li> </ul>		<p>other workers than those for which the assessment of the hazardous chemical agents revealed a risk to health?</p> <p>N</p> <ul style="list-style-type: none"> <li>• Does the transposing legislation oblige employers to supply the authorities with information automatically and not on request?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the arrangements for health surveillance records specified in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the conditions in which health surveillance is required more specifically described in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is the periodicity of health surveillance provided in national law?</li> </ul> <p>N</p>
<b>Consultation of workers Art.11</b>	<ul style="list-style-type: none"> <li>• Framework Directive applies</li> </ul>	No observed discrepancies have been identified.	<ul style="list-style-type: none"> <li>• Are there more detailed requirements than in the Framework Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Limit values Art 3 and 6(4)</b>	<ul style="list-style-type: none"> <li>• Exposure limit values and biological limit values</li> </ul>	No observed discrepancies have been identified.	<ul style="list-style-type: none"> <li>• Does the transposing legislation set more stringent limit values?</li> </ul>



	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<i>and (5)</i>			N • Other additional or more detailed requirements N
<i>Other issues identified</i>		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	N

**Table 1- 16 Directive 2009/148/EC (asbestos) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<i>Scope and definitions Art.1 and 2</i>	<p>The Directive covers health and safety risks arising or likely to arise from exposure to asbestos at work where asbestos is defined as any one of six fibrous silicates:</p> <ul style="list-style-type: none"> <li>- asbestos actinolite, CAS No 77536-66-4 ( 1 );</li> <li>- asbestos grunerite (amosite), CAS No 12172-73-5 ( 1 );</li> <li>- asbestos anthophyllite, CAS No 77536-67-5 ( 1 )</li> <li>- chrysotile, CAS No 12001-29-5 ( 1 );</li> <li>- crocidolite, CAS No 12001-28-4 ( 1 );</li> <li>- asbestos tremolite, CAS No 77536-68-6 ( 1 ).</li> </ul>	No observed discrepancies have been identified with regard to the scope and definitions.	• Other additional or more detailed requirements N
<i>Conducting a risk assessment Art.3(2)</i>	<ul style="list-style-type: none"> <li>• In the case of activity likely to involve a risk of exposure to dust arising from asbestos or materials containing asbestos, this risk must be assessed to determine the nature and</li> </ul>	No observed discrepancy has been identified related to risk assessment.	• Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	degree of the workers' exposure.		<ul style="list-style-type: none"> <li>Is the content of the risk assessment more detailed than described in the Directive? N</li> <li>Is a more specific methodology for risk assessment provided in the legislation? N</li> <li>Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N</li> <li>Other additional or more detailed requirements Y: The employer should define and calculate the nature and extent of exposure of other persons than his workers and determine the necessary and sufficient protective measures.</li> </ul>
<b>Ensuring preventive and protective services</b> <i>Art.7(4)</i>	<ul style="list-style-type: none"> <li>Sampling shall be carried out by suitably qualified personnel. The samples taken shall be subsequently analysed, in laboratories equipped for fibre counting.</li> </ul>	There are no observed discrepancies regarding the involvement of preventive and protective services.	<ul style="list-style-type: none"> <li>Other additional or more detailed requirements N</li> </ul>
<b>Information for workers</b> <i>Art.4(4) Art.17</i>	<ul style="list-style-type: none"> <li>Art.4(4): Workers must have access to the documents used in the documentation system</li> <li>Art.17: Workers must receive adequate information on: <ul style="list-style-type: none"> <li>- potential risks to health from exposure to dust arising from asbestos or materials</li> </ul> </li> </ul>	There are no observed discrepancies regarding the information for workers.	<ul style="list-style-type: none"> <li>Does the transposing legislation set any additional information requirements? N</li> <li>Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>containing asbestos;</p> <ul style="list-style-type: none"> <li>- existence of statutory limit values and the need for the atmosphere to be monitored;</li> <li>- hygiene requirements, including the need to refrain from smoking;</li> <li>- precautions to be taken as regards the wearing and use of protective equipment and clothing;</li> <li>- special precautions designed to minimise exposure to asbestos.</li> </ul> <ul style="list-style-type: none"> <li>• Workers must have access to the results of asbestos-in-air concentration measurements and can be given explanations of the significance of those results. If the results exceed the limit value, the workers concerned are informed as quickly as possible of the fact and the reasons for it and the workers are consulted on the measures to be taken or, in an emergency, are informed of the measures which have been taken.</li> </ul>		<ul style="list-style-type: none"> <li>• Is the content or form of information to workers further specified? N</li> <li>• Other additional or more detailed requirements N</li> </ul>
<p><b>Training of workers Art.14</b></p>	<ul style="list-style-type: none"> <li>• Appropriate training must be given for all workers who are, or are likely to be, exposed to dust from asbestos or materials containing asbestos. Such training must be provided at regular intervals and at no cost to the workers.</li> <li>• The content of the training must be easily understandable for workers. It must enable them to acquire the necessary knowledge and skills in terms of prevention and safety, particularly as regards:</li> </ul>	<p>There are no observed discrepancies regarding training of workers.</p>	<ul style="list-style-type: none"> <li>• Is more specific information on the scope of training provided in the legislation? N</li> <li>• Are there specific requirements as to the competence of trainers provided in the legislation? N</li> <li>• Are there more detailed requirements on the content of training than in the Directive?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> <li>- properties of asbestos and its effects on health;</li> <li>- types of products or materials likely to contain asbestos;</li> <li>- operations that could result in asbestos exposure and the importance of preventive controls to minimise exposure;</li> <li>- safe work practices, controls and protective equipment;</li> <li>- appropriate role, choice, selection, limitations and proper use of respiratory equipment;</li> <li>- emergency procedures;</li> <li>- decontamination procedures;</li> <li>- waste disposal;</li> <li>- medical surveillance requirements</li> </ul>		<p>N</p> <ul style="list-style-type: none"> <li>• Are there more detailed requirements on the regularity of training than in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Health surveillance Art.18 and ANNEX I</b>	<ul style="list-style-type: none"> <li>• Assessment of each worker's health must be available prior to the beginning of exposure to dust arising from asbestos or materials containing asbestos at the place of work. It must include a specific examination of the chest.</li> <li>• A new assessment must be available at least once every 3 years for as long as exposure continues.</li> <li>• Individual health record to be established for each worker</li> <li>• The doctor or responsible authority shall advise on individual protective/preventive measures to be taken or determine such</li> </ul>	There are no observed discrepancies regarding health surveillance of workers.	<ul style="list-style-type: none"> <li>• Do these health surveillance requirements also apply if worker exposure is sporadic and of low intensity, and is clear from the results of the risk assessment that the exposure limit for asbestos will not be exceeded?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Does the national legislation oblige worker to continue medical surveillance after exposure to asbestos?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the arrangements for health surveillance records specified in the</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>measures, including where appropriate the withdrawal of the worker from all exposure to asbestos.</p> <ul style="list-style-type: none"> <li>• Information and advice must be given to workers on any assessment of their health which they may undergo following the end of exposure.</li> <li>• The doctor may indicate that medical surveillance must continue after the end of exposure for as long as he/she considers it necessary to safeguard the health</li> <li>• The worker concerned or the employer may request a review of the assessments</li> <li>• These measures do not apply if worker exposure is sporadic and of low intensity, and is clear from the results of the risk assessment that the exposure limit for asbestos will not be exceeded (See Article 3(3))</li> </ul>		<p>legislation?</p> <p>N</p> <ul style="list-style-type: none"> <li>• Are the conditions in which health surveillance is required more specifically described in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is the periodicity of health surveillance provided in national law?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Consultation of workers Art.3(5) and 7(3) and 12</b>	<ul style="list-style-type: none"> <li>• Art.3(5): risk assessment is subject to worker consultation</li> <li>• Art.7(3): sampling is carried out after worker consultation</li> <li>• Art.12: workers must be consulted on measures to be taken in case of activities such as demolition, asbestos removal work, repairing and maintenance where it is foreseeable that the limit values will be exceeded, before the activities start.</li> </ul>	There are no observed discrepancies regarding consultation of workers	<ul style="list-style-type: none"> <li>• Does the national legislation set additional worker consultation requirements?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are more specific criteria put in place?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Limit values Art.8</b>	<ul style="list-style-type: none"> <li>• Employers shall ensure that no worker is exposed to an airborne concentration of asbestos in excess of 0,1 fibres per cm<sup>3</sup> as</li> </ul>	There are no observed discrepancies regarding limit values for exposure.	<ul style="list-style-type: none"> <li>• Does the transposing legislation set more stringent limit values?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	an 8-hour time-weighted average (TWA).		<p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Other issues identified</b>		<p>No observed discrepancies have been identified in relation to the other key requirements of the Directive.</p>	<ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>Y: The asbestos regulations contain more detailed requirements. For example:</p> <ul style="list-style-type: none"> <li>• Written notice of asbestos work must be submitted at least 14 days before the commencing of work.</li> <li>• Employers carrying out demolition work where there are or may be materials containing asbestos must use, as far as possible, staff-members specialised in risk prevention and protection measures. In order to prove their compliance with this provision, employers must submit their workers training certificates.</li> <li>• The Work Plan for performing the demolition or removal of asbestos or materials containing asbestos from buildings and structures must be submitted with the written notice of approval.</li> <li>• The Chief Inspector must be notified with a written notice in case there is a change to the work or whenever the work is completed.</li> <li>• To carry out work with asbestos insulation or coating is subject to a license granted by the Chief Inspector after the specified</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			conditions have been met.

**Table 1- 17 Directive 2000/54/EC (biological agents) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions</b> <b>Art. 1 and 2</b>	<ul style="list-style-type: none"> <li>The Directive covers risks, arising or likely to arise from exposure to biological agents at work.</li> <li>'biological agents': micro-organisms, including those which have been genetically modified, cell cultures and human endoparasites, which may be able to provoke any infection, allergy or toxicity;</li> </ul>	No observed discrepancies have been identified with regard to the scope and definitions.	<ul style="list-style-type: none"> <li>Is the scope of the national legislation broader than the Directive? N</li> <li>Other additional or more detailed requirements Y: The Regulations apply to self-employed persons in the same ways as they apply to employers and individuals to work.</li> </ul>
<b>Conducting a risk assessment</b> <b>Art. 3, 7(1)</b>	<ul style="list-style-type: none"> <li>The nature, degree and duration of workers' exposure must be determined.</li> <li>In the case of activities involving exposure to several groups of biological agents, the risk shall be assessed on the basis of the danger presented by all hazardous agents present.</li> <li>The assessment must be renewed regularly and in any event when any change occurs in the conditions which may affect workers' exposure</li> <li>The employer must supply the CAs, at their request, with the information used for making the assessment.</li> <li>The assessment is conducted on the basis of all available information:</li> </ul>	No observed discrepancy has been identified related to risk assessment.	<ul style="list-style-type: none"> <li>Does the national legislation require employers to submit risk assessment to national authorities automatically? N</li> <li>Does the national legislation require that practical guidelines for the determination and assessment of risk must be developed? N</li> <li>Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N</li> <li>Is the content of the risk assessment more detailed than described in the Directive?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> <li>- classification of biological agents which are or may be a hazard to human health</li> <li>- recommendations from a CA which indicate that the biological agent should be controlled to protect workers' health when workers are or may be exposed to such a biological agent as a result of their work</li> <li>- information on diseases which may be contracted as a result of the work of the workers</li> <li>- potential allergenic or toxigenic effects as a result of the work of the workers;</li> <li>- knowledge of a disease from which a worker is found to be suffering and which has a direct connection with his work</li> <li>• Where the assessment reveals risk to workers' health or safety, employers shall, when requested, make available to the CA appropriate information on: <ul style="list-style-type: none"> <li>- the results of the assessment;</li> <li>- the activities in which workers have been exposed or may have been exposed;</li> <li>- the number of workers exposed;</li> <li>- the name and capabilities of the person responsible for OSH,</li> <li>- the protective and preventive measures taken;</li> <li>- an emergency plan for the protection of workers from exposure to a group 3 or 4 biological agent which might result from a loss of physical containment.</li> </ul> </li> </ul>		<p>N</p> <ul style="list-style-type: none"> <li>• Is a more specific methodology for risk assessment provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>



	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Ensuring preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers Art.10</b>	<ul style="list-style-type: none"> <li>• Employers shall provide written instructions and, if appropriate, display notices which shall, include the procedure to follow in the case of: <ul style="list-style-type: none"> <li>- a serious accident or incident involving the handling of a biological agent;</li> <li>- handling a group 4 biological agent.</li> </ul> </li> <li>• Employers shall inform the workers of any accident/incident which may have resulted in the release of a biological agent and could cause severe human infection and/or illness.</li> <li>• Employers shall inform the workers as quickly as possible when a serious accident or incident occurs, of its causes and the remedial measures taken or to be taken.</li> <li>• Each worker shall have access to the information on the list of exposed workers which relates to him personally.</li> <li>• Workers or their representatives shall have access to anonymous collective information.</li> <li>• Employers shall provide workers and/or their representatives, at their request, with the information for CAs (see Article 7)</li> </ul>	No observed discrepancy has been identified related to information for workers.	<ul style="list-style-type: none"> <li>• Does the information to be provided to the CAs need to be available to the workers independently of their request? N</li> <li>• Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N</li> <li>• Is the content or form of information to workers further specified? N</li> <li>• Other additional or more detailed requirements N</li> </ul>
<b>Training of</b>	<ul style="list-style-type: none"> <li>• Workers receive training concerning:</li> </ul>	No observed discrepancy has been	<ul style="list-style-type: none"> <li>• Is more specific information on the scope</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>workers Art.9</b>	<ul style="list-style-type: none"> <li>- potential risks to health;</li> <li>- precautions to be taken to prevent exposure;</li> <li>- hygiene requirements;</li> <li>- wearing and use of protective equipment and clothing;</li> <li>- steps to be taken in case of incidents and to prevent them.</li> <li>• Training shall be: <ul style="list-style-type: none"> <li>- given at the beginning of work involving contact with biological agents,</li> <li>- adapted to new or changed risks, and repeated periodically if necessary</li> </ul> </li> </ul>	identified related to training of workers.	<p>of training provided in the legislation?</p> <p>N</p> <ul style="list-style-type: none"> <li>• Are there specific requirements as to the competence of trainers provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Health surveillance Art.14 and ANNEX IV</b>	<ul style="list-style-type: none"> <li>• Each worker can undergo, if appropriate, relevant health surveillance prior to exposure and at regular intervals</li> <li>• When necessary, effective vaccines should be made available for workers who are not already immune to the biological agent to which they are exposed.</li> <li>• A worker is found to be suffering from an infection and/or illness which is suspected to result from exposure, the doctor or responsible authority shall offer such surveillance to other workers similarly exposed. In that event, a reassessment of the risk of exposure shall be carried out</li> <li>• In cases where health surveillance is carried out, an individual medical record shall be kept for at least 10 years following the end</li> </ul>	There are no observed discrepancies regarding health surveillance of workers.	<ul style="list-style-type: none"> <li>• Does the national legislation set more stringent requirements on health surveillance (e.g. individual medical records must be kept more than 10 years)?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the arrangements for health surveillance records specified in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the conditions in which health surveillance is required more specifically described in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is the periodicity of health surveillance provided in national law?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>of exposure.</p> <ul style="list-style-type: none"> <li>• In the special cases of infection [referred to in Article 11(2) second subparagraph], an individual medical record shall be kept for an appropriately longer time up to 40 years following the last known exposure.</li> <li>• The doctor or responsible authority shall propose protective or preventive measures in respect of any individual worker.</li> <li>• Information and advice must be given to workers on health surveillance they may undergo after the end of exposure.</li> <li>• Workers shall have access to the results of the health surveillance which concern them, and they or the employer may request a review of these results.</li> <li>• All cases of diseases or death identified from occupational exposure to biological agents shall be notified to the CA</li> </ul>		<p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Consultation of workers Art.12</b>	<ul style="list-style-type: none"> <li>• Framework Directive applies</li> </ul>	No observed discrepancies have been identified.	<ul style="list-style-type: none"> <li>• Are there more detailed requirements than in the Framework Directive?</li> </ul> <p>N</p>
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>		No observed discrepancies have been identified in relation to the key requirements of the Directive.	N

**Table 1- 18 Council Directive 92/57/EEC (temporary or mobile construction sites) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions</b> <b>Art. 1, 2 and 10(1) and (2)</b>	<ul style="list-style-type: none"> <li>The Directive applies to the health and safety of workers at temporary or mobile construction sites, i.e. any construction site at which building or civil engineering works are carried out (a non-exhaustive list of works is provided in Annex I). It does not apply to drilling and extractive industries*.</li> </ul>	<p>No observed discrepancies have been identified with regard to the scope and definitions.</p>	<ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Conducting a risk assessment</b>	N/A	N/A	N/A
<b>Ensuring preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers</b> <b>Art.11</b>	<ul style="list-style-type: none"> <li>Framework Directive applies.</li> <li>Workers and/or their representatives must be informed of all the measures to be taken concerning their safety and health on the construction site.</li> <li>The information must be comprehensible to the workers concerned.</li> </ul>	<p>No observed discrepancies have been identified with regard to information of workers.</p>	<ul style="list-style-type: none"> <li>Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Is the content or form of information to workers further specified?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Training of workers</b>	N/A	N/A	N/A
<b>Health surveillance</b>	N/A	N/A	N/A
<b>Consultation of workers Art. 12</b>	<ul style="list-style-type: none"> <li>• Framework Directive applies.</li> <li>• The consultation of workers must be coordinated, whenever necessary, between workers and/or workers' representatives carrying out their activities at the workplace, having regard to the degree of risk and the size of the work site.</li> </ul>	There are no observed discrepancies regarding consultation of workers	<ul style="list-style-type: none"> <li>• Are specific criteria put in place for coordination of workers consultation e.g. based on the size of the work site?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>		No observed discrepancies have been identified.	<p>Y: The provisions of the Safety and Health Regulations (Minimum Requirements for Temporary or Mobile Construction Sites ) of 2002 (PI 172/2002 ), which harmonise the Cyprus legislation with the Directive, provide in addition to the provisions of the Directive the following:</p> <p>(a) Qualifications for coordinators<sup>25</sup> responsible for the study and the implementation of the project, to ensure that persons designated as Coordinators have the required knowledge and experience to carry out their duties.</p> <p>(b) Specific elements which should be defined and described in the Safety and</p>

<sup>25</sup> The Safety and Health (Minimum Requirements for Temporary or Mobile Construction Sites ) Regulations of 2002 (PI 172/2002 ) [Reg. 8]

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>Health Plan in order to facilitate the development of an appropriate and comprehensive Safety and Health Plan.</p> <p>(c) Obligations for co-responsibles of the contractor throughout the whole project, including the obligation for contractors and subcontractors to obtain and maintain measures in connection with projects or work undertaken, also when these were performed by other contractors or subcontractors. Moreover it imposes similar obligations on owners for works or parts of works that have not been assigned to contractors or subcontractors. Finally it imposes obligations on owners in the case of suspension of works.</p> <p>(d) Additional requirements apply on minimum standards in certain cases, such as for the installation and use of scaffolding, restrooms, facilities energy distribution, falls from height, earth-moving machinery, excavation, demolition, temporary dikes and work on roofs.</p>

\* The Council Decision 74/326/EEC, to which the Directive refers for a definition of "drilling and extracting industries" has been repealed by the Council Decision setting up an Advisory Committee on Safety and Health at Work.

**Table 1- 19 Council Directive 92/104/EEC (surface and underground mineral-extracting industries) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions Art. 1 and 2</b>	The Directive applies to surface and underground mineral-extracting industries (excluding extraction by drilling which is subject to a separate directive).	No observed discrepancies have been identified with regard to the scope and definitions.	The definition of 'workplace' is more precise in the transposing legislation as it covers the whole area, including house workstations, activities and installations.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<p><b>Conducting a risk assessment</b> <b>Art. 3.2</b></p>	<p>The employer shall ensure that a document concerning safety and health and covering the relevant requirements on risk assessment of the Framework Directive is drawn up and kept up to date. The safety and health document shall demonstrate in particular that the risks to which workers at the workplace are exposed have been determined and assessed.</p>	<p>No observed discrepancies have been identified with regard to risk assessment.</p>	<ul style="list-style-type: none"> <li>• Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? N</li> <li>• Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N</li> <li>• Is the content of the risk assessment more detailed than described in the Directive? N</li> <li>• Is a more specific methodology for risk assessment provided in the legislation? N</li> <li>• Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N</li> <li>• Does the national legislation include more specific information on the content of the 'health and safety document' as provided for by the Directive for the part related to the risk assessment? N</li> <li>• Other additional or more detailed requirements N</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Ensuring internal and/or external preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers Art. 7</b>	<ul style="list-style-type: none"> <li>• Framework Directive applies</li> <li>• Workers and/or their representatives shall be informed of all measures to be taken concerning safety and health at workplaces, and in particular of those relating to the implementation of Articles 3 (general obligations), 4 (protection from fire, explosions and health-endangering atmospheres), 5 (Escape and rescue facilities) and 6 (communication, warning and alarm systems).</li> <li>• The information must be comprehensible to the workers concerned.</li> </ul>	No observed discrepancies have been identified with regard to information for workers.	<ul style="list-style-type: none"> <li>• Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N</li> <li>• Is the content or form of information to workers further specified? N</li> <li>• Other additional or more detailed requirements N</li> </ul>
<b>Training of workers Art. 10 (Annex, part 1.5 and 1.6)</b>	<ul style="list-style-type: none"> <li>• Workers must be given the necessary information, instructions, training and re-training to ensure their health and safety.</li> <li>• The employer must ensure that workers receive comprehensible instructions so as not to endanger their safety and health or those of other workers.</li> </ul>	No observed discrepancies have been identified with regard to training of workers.	<ul style="list-style-type: none"> <li>• Is more specific information on the scope of training provided in the legislation? N</li> <li>• Are there specific requirements as to the competence of trainers provided in the legislation? N</li> <li>• Other additional or more detailed requirements N</li> </ul>
<b>Health</b>	<ul style="list-style-type: none"> <li>• To ensure that workers receive health</li> </ul>	No observed discrepancies have been	<ul style="list-style-type: none"> <li>• Does the transposing legislation require</li> </ul>



	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>surveillance</b> <b>Art. 8</b>	<p>surveillance appropriate to the health and safety risks they incur at work, measures shall be introduced in accordance with national law and/or practices.</p> <ul style="list-style-type: none"> <li>• The measures shall be such that each worker shall be entitled to, or shall undergo, health surveillance before being assigned to duties related to the activities covered by the Directive and subsequently at regular intervals.</li> <li>• Health surveillance may be provided as part of a national health system.</li> </ul>	identified with regard to health surveillance.	<p>health surveillance if workers experience health problems that can be attributed to the performance of the activities covered by the Directive?</p> <p>N</p> <ul style="list-style-type: none"> <li>• Are the arrangements for health surveillance records specified in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the conditions in which health surveillance is required more specifically described in the legislation?</li> </ul> <p>Y: In ensuring the health surveillance of his workers in relation to the safety and health at work risks the employer has to ensure that his workers will be entitled or subject to medical examination firstly, before they are assigned with the relevant duties, secondly whenever they change their position of work and finally at regular intervals not exceeding two years</p> <ul style="list-style-type: none"> <li>• Is the periodicity of health surveillance provided in national law?</li> </ul> <p>Y: At specified regular intervals not exceeding two years.</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Consultation of workers</b> <b>Art. 9</b>	<ul style="list-style-type: none"> <li>• Framework Directive applies</li> </ul>	No observed discrepancies have been identified.	<ul style="list-style-type: none"> <li>• Are there more detailed requirements than in the Framework Directive?</li> </ul> <p>N</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> N
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>	<ul style="list-style-type: none"> <li>• Minimum requirements for safety and health</li> </ul>	No observed discrepancies have been identified.	Additional Minimum Requirements in Section A of the Annex in relation to : <ul style="list-style-type: none"> <li>• Power: monitoring of self-employed persons to ensure they have the required skills and abilities.</li> <li>• Explosives and initiating devices: Store in fireproof construction away from areas where there are people.</li> <li>• Dangerous zones: Marking and protective screens to prevent falls from height.</li> <li>• Natural and artificial lighting: rest rooms, first aid, operational control rooms, exits, embarkation areas, dangerous areas and setting minimum lighting.</li> <li>• Setting standards spaces cleaning facilities and sanitary facilities.</li> <li>• Ancillary Surface : Floors , walls , ceilings , roofs , dimensions and volume (area for freedom of movement ) , windows , skylights , doors, gates, ventilation of enclosed spaces and rest areas</li> </ul>

**Table 1- 20 Council Directive 92/91/EEC (mineral-extracting industries through drilling) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
--	-----------------	------------------------	---

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions</b> <b>Art. 1 and 2</b>	<ul style="list-style-type: none"> <li>The Directive applies to the safety and health protection of workers in mineral extracting industries; i.e. industries practising extraction of minerals through drilling by boreholes, prospection with a view to such extraction and/or preparation of extracted materials for sale, excluding activities of processing the materials extracted.</li> </ul>	<p>No observed discrepancies have been identified with regard to the scope and definitions.</p>	<p>The definition of 'workplace' is more precise in the transposing legislation, as it covers the whole area, including house workstations, activities and installations.</p>
<b>Conducting a risk assessment</b> <b>Art.3(2)</b>	<ul style="list-style-type: none"> <li>A 'safety and health document', covering the relevant requirements of the Framework Directive is drawn up and kept up to date. It shall demonstrate in particular that the risks incurred by the workers at the work place have been determined and assessed.</li> </ul>	<p>No observed discrepancies have been identified with regard to risk assessment.</p>	<ul style="list-style-type: none"> <li>Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? N</li> <li>Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N</li> <li>Is the content of the risk assessment more detailed than described in the Directive? N</li> <li>Is a more specific methodology for risk assessment provided in the legislation? N</li> <li>Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N</li> <li>Does the national legislation include more specific information on the content of the</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>'health and safety document' as provided for by the Directive for the part related to the risk assessment?</p> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Ensuring preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers Art. 7</b>	<ul style="list-style-type: none"> <li>• Framework Directive applies</li> <li>• Workers and/or their representatives shall be informed of all measures to be taken concerning safety and health at workplaces, and in particular those relating to the implementation of Articles 3 (general obligations), 4 (protection from fire, explosions and health-endangering atmospheres), 5 (Escape and rescue facilities) and 6 (communication, warning and alarm systems).</li> <li>• The information must be comprehensible to the workers concerned.</li> </ul>	No observed discrepancies have been identified with regard to information for workers.	<ul style="list-style-type: none"> <li>• Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is the content or form of information to workers further specified?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Training of workers Art. 10 (Annex Part A 2.5)</b>	<ul style="list-style-type: none"> <li>• Workers must be given the necessary information, instructions, training and retraining to ensure their health and safety.</li> <li>• The employer must ensure that workers receive comprehensible instructions so as not to endanger their safety and health or</li> </ul>	No observed discrepancies have been identified with regard to training of workers.	<ul style="list-style-type: none"> <li>• Is more specific information on the scope of training provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are there specific requirements as to the competence of trainers provided in the legislation?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	those of other workers.		N <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> N
<b>Health surveillance</b> <b>Art. 8</b>	<ul style="list-style-type: none"> <li>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.</li> <li>The measures shall be such that each worker shall be entitled to, or shall undergo, health surveillance before being assigned to duties related to the activities covered by the Directive and subsequently at regular intervals.</li> <li>Health surveillance may be provided as part of a national health system</li> </ul>	No observed discrepancies have been identified with regard to health surveillance.	<ul style="list-style-type: none"> <li>Does the transposing legislation require health surveillance if workers experience health problems that can be attributed to the performance of the activities covered by the Directive?</li> </ul> N <ul style="list-style-type: none"> <li>Are the arrangements for health surveillance records specified in the legislation?</li> </ul> N <ul style="list-style-type: none"> <li>Are the conditions in which health surveillance is required more specifically described in the legislation?</li> </ul> Y: In ensuring the health surveillance of his workers in relation to the safety and health at work, the employer has to ensure that his workers will be entitled or subject to medical examination firstly, before they assigned with the relevant duties, secondly whenever they change their position of work and finally at regular intervals not exceeding two years <ul style="list-style-type: none"> <li>Is the periodicity of health surveillance provided in national law?</li> </ul> Y: At specified regular intervals not exceeding two years. <ul style="list-style-type: none"> <li>Other additional or more detailed</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			requirements N
<b>Consultation of workers</b> <b>Art. 9</b>	<ul style="list-style-type: none"> <li>Framework Directive applies</li> </ul>	No observed discrepancies have been identified.	<ul style="list-style-type: none"> <li>Are there more detailed requirements than in the Framework Directive?</li> </ul> N
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>	Minimum requirements for safety and health	No observed discrepancies have been identified.	The Appendix of these Regulations includes additional provisions related to the health and welfare of workers. In particular, these additional provisions concern the protection of workers from thermal load, ventilation of enclosed workplaces, fire protection of buildings, storage of flammable materials, use of local exhaust ventilation in cases of dangerous fumes and the suitability of floors, floors of doors, rest rooms, showers, washbasins and windows in workplaces .

**Table 1- 21 Council Directive 92/29/EEC (medical treatment on board vessels) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions</b> <b>Art. 1 and 2(a) and(b), Art 2(3) and (4)</b>	<ul style="list-style-type: none"> <li>The Directive applies to workers on board a vessel, i.e. any vessel flying the flag of a MS or registered under the plenary jurisdiction of a MS, seagoing or estuary-fishing, publicly or privately owned, excluding inland navigation vessels, warships, pleasure boats used for non-commercial purposes and not manned by professional crews and</li> </ul>	<p>There are no observed discrepancies with regard to the scope of the legislation. The definition of ship does not explicitly cover publicly and privately owned ships, but the absence of specification implicitly covers both.</p> <p>The definition of ship: Any vessel flying the flag of Cyprus <b>and</b> registered under the</p>	<ul style="list-style-type: none"> <li>Does the national legislation require a sick bay for vessels board under conditions that go beyond the conditions set by the directive?</li> </ul> N <ul style="list-style-type: none"> <li>Does the national legislation require having a doctor responsible for medical</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>tugs operating in harbour areas.</p> <ul style="list-style-type: none"> <li>• It applies to workers, excluding port pilots and shore personnel carrying out work on board a vessel at the quayside.</li> <li>• Vessels of more than 500 gross registered tonnes with a crew of 15 or more workers and engaged in voyage of more than three days are required to have a sick bay.</li> <li>• Vessels with a crew of 100 or more workers and engaged in international voyage of more than 3 days are required to have a doctor responsible for medical care on board.</li> </ul>	plenary jurisdiction of Cyprus	<p>care on board under conditions that go beyond the conditions set by the directive?</p> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Conducting a risk assessment</b>	N/A	N/A	N/A
<b>Ensuring preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers Art. 5</b>	<ul style="list-style-type: none"> <li>• Each Member State shall take the measures necessary to ensure that: <ol style="list-style-type: none"> <li>1. medical supplies are accompanied by one or more guides to their use, including instructions for use of at least the antidotes required in Annex II section III;</li> <li>2. all persons receiving professional maritime training and intending to work on board ship have been given basic training in the medical and emergency measures to be taken</li> </ol> </li> </ul>	No observed discrepancies have been identified.	<ul style="list-style-type: none"> <li>• Does the national legislation set additional information requirements?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is the content or form of information to workers further specified?</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>immediately in the event of an accident or serious medical emergency;</p> <p>3. the captain and any worker or workers to whom he delegates the use of the medical supplies pursuant to Article 4 (1) (b) have received special training updated periodically, at least every five years, taking into account the specific risks and needs connected with the different categories of vessel and in accordance with the general guidelines set out in Annex V</p>		<p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Training of workers Art. 5</b>	Same as above	No observed discrepancies have been identified.	<ul style="list-style-type: none"> <li>• Is more specific information on the scope of training provided in the legislation (general training for person likely to command a vessel)?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are there specific requirements as to the competence of trainers provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Health surveillance</b>	N/A	N/A	N/A
<b>Consultation of workers</b>	N/A	N/A	N/A



	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified.	N

**Table 1- 22 Council Directive 93/103/EC (work on board fishing vessels) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions</b> <b>Art. 1 and 2(b) and(c)</b>	<ul style="list-style-type: none"> <li>The Directive applies to any new or existing fishing vessels with a length between perpendiculars of 15 meters or over (which on or after 23 November 1995 furthermore satisfied the conditions specified therein) or with a length of 18 metres or over respectively.</li> </ul>	<p>There are no observed discrepancies with regard to the scope and definitions of the legislation.</p> <p>The definition of Cyprus Vessel: Any vessel flying the flag of Cyprus <b>and</b> registered under the plenary jurisdiction of Cyprus</p>	<ul style="list-style-type: none"> <li>Does the national legislation apply the requirement of the Directive to other fishing vessels than the ones covered by the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services	N/A	N/A	N/A
<b>Information for workers</b> <b>Art.8</b>	<ul style="list-style-type: none"> <li>The framework Directive applies.</li> <li>The information must be comprehensible to the workers concerned.</li> </ul>	No observed discrepancies have been identified with regard to information for workers.	<ul style="list-style-type: none"> <li>Does the national legislation set additional information requirements?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Does the legislation provide for specific conditions (e.g. size of the establishments)</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>in relation to workers information?</p> <p>N</p> <ul style="list-style-type: none"> <li>Is the content or form of information to workers further specified?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
<p><b>Training of workers</b> <b>Art.9 Art.10</b></p>	<p>Art.9</p> <ul style="list-style-type: none"> <li>Workers shall be given suitable training, in particular in the form of precise, comprehensible instructions, on safety and health on board vessels and on accident prevention</li> <li>The training shall cover in particular firefighting, the use of life-saving and survival equipment and, for the workers concerned, the use of fishing gear and hauling equipment and the use of various types of signs including hand signals</li> <li>Such training shall be subject to the necessary updating where this is required by changes in the activities on board</li> </ul> <p>Art.10</p> <ul style="list-style-type: none"> <li>Any person likely to command a vessel shall be given detailed training on: <ul style="list-style-type: none"> <li>- the prevention of occupational illness and accidents on board and the steps to be taken in event of accident;</li> <li>- stability and maintenance of the vessel</li> </ul> </li> </ul>	<p>No observed discrepancies have been identified with regard to training of workers.</p>	<ul style="list-style-type: none"> <li>Is more specific information on the scope of training provided in the legislation (general training for person likely to command a vessel)?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Are there specific requirements as to the competence of trainers provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	under all foreseeable conditions of loading and during fishing operations; - radio navigation and communication, including procedures.		
<b>Health surveillance</b>	N/A	N/A	N/A
<b>Consultation of workers Art.11</b>	<ul style="list-style-type: none"> <li>The framework Directive applies</li> </ul>	No observed discrepancies have been identified.	<ul style="list-style-type: none"> <li>Are there more detailed requirements than in the Framework Directive? N</li> <li>Other additional or more detailed requirements N</li> </ul>
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>		No observed discrepancies have been identified.	N

**Table 1- 23 Council Directive 92/85/EEC (pregnant/breastfeeding workers) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions Art. 1 and 2</b>	<p>The Directive applies to pregnant workers and workers who have recently given birth or who are breastfeeding.</p> <ul style="list-style-type: none"> <li><i>pregnant worker</i> shall mean a pregnant worker who informs her employer of her condition, in accordance with national legislation and/or national practice;</li> </ul>	No observed discrepancies have been identified with regard to the scope and definitions.	<ul style="list-style-type: none"> <li>Any additional or more detailed requirements N</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> <li>• worker who has recently given birth shall mean a worker who has recently given birth within the meaning of national legislation and/ or national practice and who informs her employer of her condition, in accordance with that legislation and/or practice;</li> <li>• worker who is breastfeeding shall mean a worker who is breastfeeding within the meaning of national legislation and/or national practice and who informs her employer of her condition, in accordance with that legislation and/or practice.</li> </ul>		
<b>Conducting a risk assessment</b> <b>Art. 4</b>	<p>For all activities liable to involve a specific risk of exposure to the agents, processes or working conditions of which a non-exhaustive list is given in Annex I, the employer shall assess the nature, degree and duration of exposure, in the undertaking and/or establishment concerned in order to:</p> <ul style="list-style-type: none"> <li>- assess any risks to the safety or health and any possible effect on the pregnancy or breastfeeding of workers</li> <li>- decide what measures should be taken</li> </ul>	<p>No observed discrepancies have been identified with regard to risk assessment.</p>	<ul style="list-style-type: none"> <li>• Does the national legislation go beyond the Directive by prohibiting exposure of agent listed in Annex I without carrying out a risk assessment? N</li> <li>• Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? N</li> <li>• Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N</li> <li>• Is the content of the risk assessment more detailed than described in the Directive? N</li> <li>• Is a more specific methodology for risk</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>assessment provided in the legislation?</p> <p>N</p> <ul style="list-style-type: none"> <li>Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Ensuring preventive and protective services</b>	N/A	N/A	N/A
<b>Information for workers Art.4(2)</b>	Pregnant workers, workers who have recently given birth, workers who are breastfeeding in the undertaking and/or establishment concerned shall be informed of the results of the assessment and of all measures to be taken concerning health and safety at work.	No observed discrepancies have been identified with regard to information of workers.	<ul style="list-style-type: none"> <li>Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Is the content or form of information to workers further specified?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Training of workers</b>	N/A	N/A	N/A
<b>Health</b>	N/A	N/A	N/A

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<i>surveillance</i>			
<i>Consultation of workers</i>	N/A	N/A	N/A
<i>Limit values Art. 6</i>	N/A	N/A	N/A
<i>Other issues identified</i>	Action further to the results of the assessment	No observed discrepancies have been identified.	Whenever a risk assessment states that the workplace is a risks for pregnant women, nursing mothers and breastfeeding workers and it is not practically possible for the employer to take the appropriate measures to avoid these risks, then the employer should exempt those workers at risk from work for an extended period of time, which is required for the protection of their health. At the same time, the employer must continue to pay the salaries of these workers for the entire period of absence from work.

**Table 1- 24 Council Directive 91/383/EEC (temporary workers) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<i>Scope and definitions Art 3(1) read in conjunction with Art 2</i>	<ul style="list-style-type: none"> <li>• This Directive shall apply to: <ul style="list-style-type: none"> <li>○ employment relationships governed by a fixed-duration contract of employment concluded directly between the employer and the worker, where the end of the contract is established by objective conditions such as: reaching a specific date, completing a specific task or the</li> </ul> </li> </ul>	No observed discrepancies have been identified with regard to the scope and definitions.	<ul style="list-style-type: none"> <li>• Any additional or more detailed requirements</li> </ul> <p>N</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>occurrence of a specific event;</p> <ul style="list-style-type: none"> <li>temporary employment relationships between a temporary employment business which is the employer and the worker, where the latter is assigned to work for and under the control of an undertaking and/or establishment making use of his services.</li> </ul>		
<b>Conducting a risk assessment</b>	N/A	N/A	N/A
<b>Ensuring preventive and protective services</b> <b>Art. 6</b>	<ul style="list-style-type: none"> <li>Protective and prevention services are to be informed about the assignment of workers with temporary or fixed-duration contracts</li> </ul>	No observed discrepancies have been identified with regard to preventive and protective services.	<ul style="list-style-type: none"> <li>Does the legislation define in more specific terms information to be provided to such services?</li> </ul> <p>N</p>
<b>Information for workers</b> Art.3 (and 7)	<ul style="list-style-type: none"> <li>In addition to the general requirements with regard to workers' information, temporary workers shall be informed of special occupational qualifications or skills or special medical surveillance and about increased risks that the job may entail.</li> </ul>	No observed discrepancies have been identified with regard to information for workers.	<ul style="list-style-type: none"> <li>Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information?</li> <li>Is the content or form of information to workers further specified?</li> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Training of workers</b> Art.4	<ul style="list-style-type: none"> <li>In addition to the general requirements regarding training, each temporary worker must receive sufficient training appropriate to the particular characteristics of the job,</li> </ul>	No observed discrepancies have been identified with regard to training of workers.	<ul style="list-style-type: none"> <li>Is more specific information on the scope of training provided in the legislation?</li> </ul> <p>N</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	account being taken of his qualifications and experience.		<ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Health surveillance Art.5(2)</b>	<ul style="list-style-type: none"> <li>Workers who are used for particularly dangerous work which requires special medical surveillance must be provided with appropriate special medical surveillance.</li> </ul>	No observed discrepancies have been identified with regard to health surveillance.	<ul style="list-style-type: none"> <li>Does the transposing legislation require medical surveillance for all types of temporary workers?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Are the arrangements for health surveillance records specified in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Are the conditions in which health surveillance is required more specifically described in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Is the periodicity of health surveillance provided in national law?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>Y: In the Safety and Health at Work Order of 2012 (Code of Practice for the Implementation Work at Height) (PI 131/2012 ), it is recommended that persons carrying out work at a height should undergo appropriate medical examinations prior to the appointment. They should also be monitored periodically to assess the state of their health and their fitness in order to perform the work at a height. Additionally, this Code sets out that it is required for</p>



	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			persons in temporary employment and who are carrying out work at a height to be informed about, among other things, the requirement to be medically monitored for this type of work .
<b>Consultation of workers</b>	N/A	N/A	N/A
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>		No observed discrepancies have been identified.	N

**Table 1- 25 Council Directive 94/33/EC (young people at work) - Observed discrepancies, more stringent and more detailed requirements**

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>Scope and definitions</b> <i>Art. 2(1) in conjunction with Art. 3</i> <i>Art. 2(2)</i>	<ul style="list-style-type: none"> <li>The Directive applies to any person under 18 years of age (defined as a 'young person') having an employment contract or an employment relationship.</li> <li>It provides for the optional exclusion of occasional or short-term work in domestic service in a private household or of work not considered to be harmful, damaging or dangerous to young people in a family undertaking.</li> </ul>	No observed discrepancies have been identified with regard to the scope and definitions.	<ul style="list-style-type: none"> <li>Does the transposing legislation cover occasional or short-term work in domestic service in a private household or work not considered to be harmful, damaging or dangerous to young people in a family undertaking?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Conducting a risk assessment</b> <i>Art. 6(2)</i>	<ul style="list-style-type: none"> <li>The employer shall implement the measures necessary to protect the safety and health of young people on the basis of an assessment of the hazards to young people</li> </ul>	No observed discrepancies have been identified with regard to risk assessment.	<ul style="list-style-type: none"> <li>Does the transposing legislation provide for a risk assessment to be conducted on a regular basis (i.e. every year) independently of any major changed in</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>in connection with their work.</p> <p>The assessment must be made before young people begin work and when there is any major change in working conditions and must pay particular attention to the following points:</p> <p>(a) the fitting-out and layout of the workplace and the workstation;</p> <p>(b) the nature, degree and duration of exposure to physical, biological and chemical agents;</p> <p>(c) the form, range and use of work equipment, in particular agents, machines, apparatus and devices, and the way in which they are handled;</p> <p>(d) the arrangement of work processes and operations and the way in which these are combined (organization of work);</p> <p>(e) the level of training and instruction given to young people.</p> <ul style="list-style-type: none"> <li>• Where this assessment shows that there is a risk to the safety, the physical or mental health or development of young people, an appropriate free assessment and monitoring of their health shall be provided at regular intervals without prejudice to Directive 89/391/EEC.</li> <li>• The free health assessment and monitoring may form part of a national health system.</li> </ul>		<p>working conditions?</p> <p>N</p> <ul style="list-style-type: none"> <li>• Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is the content of the risk assessment more detailed than described in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Is a more specific methodology for risk assessment provided in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>• Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Ensuring preventive and</b>	<ul style="list-style-type: none"> <li>• The employer shall involve the protective and preventive services referred to in Article 7 of Directive 89/391/EEC in the</li> </ul>	No observed discrepancies have been identified with regard to preventive and	<ul style="list-style-type: none"> <li>• Does the national legislation set any specific/detailed rules on the way and extent of the involvement of protective</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<b>protective services</b> <i>Art. 6(4)</i>	planning, implementation and monitoring of the safety and health conditions applicable to young people.	protective services.	and preventive services in the planning, implementation and monitoring of the safety and health conditions applicable to young people? N • Other additional or more detailed requirements N
<b>Information for workers</b> <i>Art. 6(3)</i>	<ul style="list-style-type: none"> <li>The employer shall inform young people of possible risks and of all measures adopted concerning their safety and health. Furthermore, he shall inform the legal representatives of children of possible risks and of all measures adopted concerning children's safety and health.</li> </ul>	No observed discrepancies have been identified with regard to information for workers.	<ul style="list-style-type: none"> <li>Is the content or form of information to young workers/legal representatives of children further specified? Y: The employer shall inform the safety representatives elected on the basis of Article 7 of the Law, about the work and the tasks assigned to the young people, hired or already employed.</li> <li>Other additional or more detailed requirements</li> </ul> N
<b>Training of workers</b> <i>Art.6(2)</i>	<ul style="list-style-type: none"> <li>The employer shall implement the measures necessary to protect the safety and health of young people on the basis of an assessment of the hazards to young people in connection with their work.</li> </ul> <p>The assessment must be made before young people begin work and when there is any major change in working conditions and must pay particular attention to the following points:</p>	No observed discrepancies have been identified with regard to training of workers.	<ul style="list-style-type: none"> <li>Does the transposing legislation provide for mandatory training of young workers (according to the Directive, the level of training given must be taken into account in assessing any hazards although there is no explicit requirement to provide any such training)? Y: Prior to the start of their work, the employer shall take the necessary measures to introduce and train the young workers with a view to ensure their adaptation and integration in the working environment and</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	(e) the level of training and instruction given to young people. *		<p>to ensure that they can adequately perform their work.</p> <ul style="list-style-type: none"> <li>Is more specific information on the scope of training provided in the legislation in relation to young workers?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Other additional or more detailed requirements</li> </ul> <p>N</p>
<b>Health surveillance Art. 6(2) and 9(3)</b>	<p>Where the assessment shows that there is a risk to the safety, the physical or mental health or development of young people, an appropriate free assessment and monitoring of their health shall be provided at regular intervals without prejudice to Directive 89/391/EEC.</p> <p>The free health assessment and monitoring may form part of a national health system.</p> <ul style="list-style-type: none"> <li>Prior to any assignment to night work and at regular intervals thereafter, adolescents shall be entitled to a free assessment of their health and capacities, unless the work they do during the period during which work is prohibited is of an exceptional nature.</li> </ul>	No observed discrepancies have been identified with regard to health surveillance.	<ul style="list-style-type: none"> <li>Besides night work and cases where an assessment of the hazards to young people in connection with their work was shown that there is a risk to the safety, the physical or mental health or development of young people, does the transposing legislation provide for a free health assessment of young workers in other circumstances?</li> </ul> <p>Y: No young person is employed without a certificate from a suitable and properly qualified physician allowing such employment.</p> <ul style="list-style-type: none"> <li>Are the arrangements for health surveillance records specified in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Are the conditions in which health surveillance is required more specifically described in the legislation?</li> </ul> <p>N</p> <ul style="list-style-type: none"> <li>Is the periodicity of health surveillance</li> </ul>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			provided in national law? N • Other additional or more detailed requirements N
<b>Consultation of workers</b>	N/A	N/A	N/A
<b>Limit values</b>	N/A	N/A	N/A
<b>Other issues identified</b>		No observed discrepancies have been identified.	N

\* The level of training given must be taken into account in assessing any hazards although there is no explicit requirement to provide any such training.

### 1.3.2 Options

This sub-section considers the options provided by the directives to the Member States to exercise their legislative powers beyond what is strictly required by the Directives. In this case, Member States can ultimately set more stringent measures than those required by the Directive. The analysis here reviews whether these options have been used, contributing to the identification of more stringent measures.

Cyprus has not made use of any of the options considered.

**Table 1- 26 Options**

Directive	Y/N	Legal references and brief description
Directive 2000/54/EC on biological agents - Annex I	N	-
Directive 91/383/EEC on temporary workers - Art. 5(1)	N	-
Directive 91/383/EEC on temporary workers - Art. 5(3)	N	-
Directive 91/383/EEC on temporary workers - Art. 7(2) second indent	N	-

### 1.4 INTERACTIONS

This section aims at identifying synergies provided in the national legislation for the transposition of CPMs across Directives.

For each of the CPMs, the Safety and Health at Work Law 1996-2011 contains the comprehensive approach, which is then completed by each of the specific OSH Regulations with regard to the relevant individual Directives' requirements.

The results of the analysis are presented in table 1-27 below.

**Table 1- 27 Interactions between CPMs across OSH Directives**

	<i>Risk assessment</i>	<i>Preventive and protective services</i>	<i>Information for workers</i>	<i>Training of workers</i>	<i>Health surveillance</i>	<i>Consultation of workers</i>
<b>Directive 89/391/EEC</b> (Framework Directive)	Art.13(3) SHL Reg. 4 MR	Reg. 6(1)-6(5) MR (on functioning of ISPP) Reg. 6(6)-6(7) and 6(14)(a) MR (on functioning of ESPP)	Art.13(2)(c) SHL Reg. 8(1) MR	Art.13(2)(c) SHL Reg. 12 MR	Reg. 14 MR	Art.13(10)-13(11) and 13(14) SHL Reg. 11 MR
<b>Council Directive 89/654/EEC</b> (workplace)	/	/	Reg. 8 MWR	/	/	Reg. 9 MWR
<b>Directive 2009/104/EC</b> (work equipment)	Reg. 4 WER (for the choice of work equipment)	/	Reg. 9 WER	Reg. 10 WER	/	Reg. 11 WER
<b>Council Directive 89/656/EEC</b> (PPE)	Reg. 3(b), 5(a), 6(1), 7 PPER	/	Reg. 9 PPER	Reg. 5, 7 PPER	/	Reg. 9, 10 PPER
<b>Council Directive 92/58/EEC</b> (OSH signs)	Reg. 4(2) SR (cross- reference to SHL and MR)	/	Reg. 7 SR	Reg. 8 SR	/	Reg. 9 SR
<b>Directive 1999/92/EC</b> (ATEX)	Reg. 5(1) ATEXR (cross-reference to SHAL)	/	Annex II Part 1.1 ATEXR	Annex II Part 1.1 ATEXR	/	/
<b>Council Directive 90/269/EEC</b> (manual handling of loads)	Reg. 5 MHLR	/	Reg. 7(1)(2) MHLR	Reg. 7(3) MHLR	/	Reg. 8 MHLR
<b>Council Directive 90/270/EEC</b> (display screen equipment)	Reg. 4(1) DSER	/	Reg. 8(a) DSER	Reg. 8(b) DSER	Reg. 11(1) DSER	Reg. 10 DSER
<b>Directive 2002/44/EC</b> (vibration)	Reg. 5(1)(a) VR Reg. 4(1),(2), 7(6) and 10(1),(2) MR	Reg. 5(3)VR and Reg. 6 MR	Reg. 7 VR	Reg. 7 VR	Reg. 9 VR	Reg. 8 VR
<b>Directive 2003/10/EC</b> (noise)	Reg. 5(1)(a) NR	Reg. 5(4)NR and	Reg. 9 NR Art.13(2)	Reg. 9 NR Art.13(2)	Reg. 11 NR and	Reg. 10 NR

	<i>Risk assessment</i>	<i>Preventive and protective services</i>	<i>Information for workers</i>	<i>Training of workers</i>	<i>Health surveillance</i>	<i>Consultation of workers</i>
	Art.13 SHL Reg. 4(1),(2), 7(6) and 10(1),(2) MR	Reg. 6 MR	SHL and Reg. 8, 12 MR	SHL and Reg. 8, 12	Reg. 14 MR	Art.13(10) SHL and Reg. 11 MR
<b>Directive 2004/40/EC</b> (electromagnetic fields)	N/A <sup>26</sup>	N/A	N/A	N/A	N/A	N/A
<b>Directive 2006/25/EC</b> (artificial optical radiation)	Reg. 5 AOR	Reg. 5(3) AOR Reg. 6 and 11 MR	Reg 7 AOR and Reg. 11, 12 MR	Reg 7 AOR and Reg. 11, 12 MR	Reg 9 AOR	Reg 8 AOR
<b>Directive 2004/37/EC</b> (carcinogens or mutagens)	Reg. 4 CMR	/	Reg. 13 CMR	Reg. 12 CMR	Reg. 15 CMR	Reg. 14 CMR
<b>Council Directive 98/24/EC</b> (chemical agents at work)	Reg. 5, 6, 7, 8 CAR Art.13, SHL Reg. 4, 7 MR	Reg. 5 CAR Art.13, SHL Reg. 4, 7 MR	Reg. 10 CAR Art.13, SHL Reg. 8, 12 MR	Reg. 10 CAR Art.13, SHL Reg. 8, 12 MR	Reg. 11 CAR Reg. 14 MR	Reg. 12 CAR Reg. 11 MR
<b>Directive 2009/148/EC</b> (asbestos)	Reg. 7 AR	Reg. 28 AR /	Reg. 22 AR	Reg. 21 AR	Reg. 23 AR	Reg. 7(4) AR
<b>Directive 2000/54/EC</b> (biological agents)	Reg. 5 BAR	/	Reg. 11(1), 12 BAR	Reg. 11 BAR	Reg. 16 BAR	Reg. 14 BAR
<b>Council Directive 92/57/EEC</b> (temporary or mobile construction sites)	Reg. 7 MCSR Art.13(3) SHL	/	Reg. 13 MCSR	/	/	Reg 14 MCSR
<b>Council Directive 92/104/EEC</b> (surface and underground mineral-extracting industries)	Reg. 4 SUMEIR	/	Reg. 8 SUMEIR	/	Reg. 9 SUMEIR	Reg. 10 SUMEIR
<b>Council Directive 92/91/EEC</b> (mineral-extracting industries through drilling)	Reg. 4 MEIDR	/	Reg. 8 MEIDR	/	Reg. 9 MEIDR	Reg. 10 MEIDR
<b>Council Directive 92/29/EEC</b>	/	/	Reg. 7 MTBVR	Reg. 7 MTBVR	/	/

<sup>26</sup> N/A refers to “not applicable because the Directive has not been transposed in national legislation”. The acronym of N/A will be used consistently throughout the remainder of the tables.



	<i>Risk assessment</i>	<i>Preventive and protective services</i>	<i>Information for workers</i>	<i>Training of workers</i>	<i>Health surveillance</i>	<i>Consultation of workers</i>
(medical treatment on board vessels)						
<b>Council Directive 93/103/EC</b> (work on board fishing vessels)	/	/	Reg. 9 WBFVR	Reg. 9 WBFVR	/	Reg. 12 WBFVR
<b>Council Directive 92/85/EEC</b> (pregnant/breastfeeding workers)	Reg.3 PBFR Reg. 18 MCSR	/	Reg.3(7) PBFR	/	/	/
<b>Council Directive 91/383/EEC</b> (temporary workers)	/	Reg. 8 TWR	Reg. 5 TWR	Reg. 6 TWR	Reg. 7 TWR	/
<b>Council Directive 94/33/EC</b> (young people at work)	Reg. 7(2) YPR	/	Reg. 7(6) YPR	Reg. 7(7) YPR	Reg. 7(4) YPR	Reg. 7(6) YPR
<b>Conclusions on interactions between Directives</b>	The risk assessment is an integral part of the dynamic risk management system established by the Safety and Health at Work Law 1996-2011. It aims at being comprehensive in its approach to identify risks and preventive measures and shall be regularly updated. Overarching requirements for the risk assessment are included in the Management	The functioning of ISPP and ESPP is set out in specific Regulations. The general obligations of these services are included in the Management of Safety and Health at Work Issues Regulations. Special requirements, such as instances when the advice shall be asked from the employer, are included in the specific	The Safety and Health at Work Law 1996-2011 contains a very general information requirement. The individual Directives' specific information requirements are set out in each of the Regulations.	The Safety and Health at Work Law 1996-2011 contains a general training requirement. The individual Directives' specific training requirements are set out in each of the Regulations.	The Management of Safety and Health at Work Issues Regulations contain a general Health Surveillance requirement. The specific Regulations set out specific Health Surveillance requirements.	The Safety and Health at Work Law 1996-2011 deals with the consultation of workers in an overarching manner. They require the involvement of the Safety Committee in important decisions-making processes related to the health and safety of workers and they regulate the functioning of the Committee. However, specific

	<i>Risk assessment</i>	<i>Preventive and protective services</i>	<i>Information for workers</i>	<i>Training of workers</i>	<i>Health surveillance</i>	<i>Consultation of workers</i>
	of Safety and Health at Work Issues Regulations. However, some specific additional requirements are set out in the specific Regulations, such as specific risks or parameters to assess.	Regulations for a particular topic.				requirements about the involvement of the Safety Committee have been reflected in the specific Regulations.

## 2 MAPPING QUESTION 2: GAPS IN CONTENT OR TIME

This section aims at determining whether the Member State has applied or used derogations and transitional periods when provided for by the Directives. Provisions setting options are covered under MQ1, in section 1.3.

### 2.1 TRANSITIONAL PERIODS

**Transitional periods:** these are periods of time where a derogation applies with extended deadlines for the implementation of particular provisions of the Directives. It is noteworthy that most of the transitional periods are not applicable anymore as the dates by which provisions in question had to be implemented at latest have already passed. However, these periods should be taken into consideration to explain delays in implementation of certain Directives.

Such transitional periods can be found in the eight Directives as listed below. Cyprus has only set transitional periods for the Directives 2002/44/EC, 2003/10/EC, 2009/104/EC, 90/270/EC, and 1999/92/EC. The transitional periods have been respected in all cases.

Table 2- 1 Transitional Periods

<i>Directive</i>	<i>Transitional periods applied</i>	<i>Transitional period respected</i>	<i>Date of end of application of the transitional period</i>
<b>Directive 92/91/EC (mineral-extracting industries through drilling)</b>	No	-	-
<b>Directive 92/104/EC (surface and underground mineral extracting industries)</b>	No	-	-
<b>Directive 93/103 (work on board fishing vessels)</b>	No	-	-
<b>Directive 2002/44/EC (vibration)</b>	Yes	Yes	22 July 2009 22 July 2010
<b>Directive 2003/10/EC (noise)</b>	Yes	Yes	15 February 2008 15 February 2011
<b>Directive 2009/104/EC (work equipment)</b>	Yes	Yes	1 January 2003
<b>Directive 90/270/EC (display screen equipment)</b>	Yes	Yes	1 January 2003
<b>Directive 1999/92/EC (ATEX)</b>	Yes	Yes	30 June 2006

### 2.2 DEROGATIONS

**Derogations:** these are provisions, which explicitly permit Member States to derogate from certain requirements contained in the Directive. All derogations are accompanied by conditions which need to be fulfilled before and/or after derogation is permitted. The following table shows which derogations have been used and whether or not the conditions attached are adequately reflected in the transposing legislation.

Cyprus transposing legislation has generally not used any of the derogations, with the exception of the derogations on limits on working hours for children, the authorization for adolescents to work in certain activities, the prohibition on night work for adolescents, and the rest periods for adolescents. The conditions attached to these specific derogations are as well reflected in national legislation.

**Table 2- 2 Derogations**

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
Directive 89/656/EEC on personal protective equipment	Art.4.6, second indent	Member States' legislation may allow for contribution of workers towards the costs of some personal protective equipment.	N	Cyprus has not made use of this derogation.	The derogation applies in circumstances where use of the equipment is not exclusive to the workplace	N	Cyprus has not made use of the derogation
Directive 92/57/EEC on temporary or mobile construction sites	Art. 3.2	Derogation from the obligation to draw up a health and safety plan	N	Cyprus has not made use of this derogation.	The derogation does not cover work involving particular risks as listed in Annex II.	N	Cyprus has not made use of this derogation.
					The derogation does not cover work for which prior notice is required pursuant to paragraph 3 of this Article.	N	Cyprus has not made use of this derogation.
Directive 92/58/EEC on safety and/or health signs at work	Art. 6.2.	Derogation from the application of Annex VIII, section 2	N	Cyprus has not made use of the derogation	Alternative measures guaranteeing the same level of protection laid down.	N	Cyprus has not made use of the derogation
		Derogation from the application of Annex IX, section 3	N	Cyprus has not made use of the derogation	Alternative measures guaranteeing the same level of protection laid down	N	Cyprus has not made use of the derogation
Directive 92/85/EEC on breastfeeding workers	Art.11.4	Member States may make entitlement to benefits conditional	N	Cyprus has not made use of the derogation	The worker concerned shall fulfil the conditions of eligibility for such benefits laid down under national legislation.	N	Cyprus has not made use of the derogation
					These conditions may under no circumstances provide for periods of previous employment in excess of 12 months immediately prior to the presumed date of	N	Cyprus has not made use of the derogation

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
Directive 94/33/EC on the protection of young people at work	Art.5.3	Derogation from the requirement to receive a prior authorisation for the employment of children for the purposes of performance of children in cultural and similar activities	N	Cyprus has not made use of this derogation.	confinement. In the case of children of at least 13 years of age, Member States may authorize, by legislative or regulatory provision, in accordance with conditions which they shall determine, the employment of children for the purposes of performance in cultural, artistic, sports or advertising activities.	N	Cyprus has not made use of the derogation
	Art. 7.3.	Derogation from the prohibition of employment of young people for works listed in Article 7.2 in the case of adolescents	N	Cyprus has not made use of this derogation.	Derogations indispensable for their vocational training	N	Cyprus has not made use of the derogation
					Protection of their safety and health is ensured by the fact that the work is performed under the supervision of a competent person within the meaning of Article 7 of Directive 89/391/EEC	N	Cyprus has not made use of the derogation
					Protection afforded by Framework Directive is guaranteed	N	Cyprus has not made use of the derogation
	Art. 8.5	Derogations from limits on the working hours of children specified in Article 8.1.(a).	Y	The Directive sets maximum working times for children who are placed in a combined program of work / training of 8 hours a day and 40 hours per week.	Derogation is justified by way of exception	N	
					Or Derogation is used because objective grounds are provided	N	
					Member States shall, by legislative or regulatory provision, determine the conditions, limits and procedure for	Y	The Safety and Health at Work (Protection of Young People) Regulations of 2012 provide that no child shall be employed in any job for more than 7 hours

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
	Art.9.2	Article 9 (2) a Member States may, by legislative or regulatory provision, authorize work by adolescents in specific areas of activity during the period in which night work is prohibited as referred to in paragraph 1 (b).	Y	Based on the amending Law <sup>27</sup> , the employment of adolescents is prohibited at night between the hours of 23.00-07.00.  An adolescent who has attained 16 years of age may be employed between the prohibiting hours on specific activities as defined in the Protection of Young Persons at Work Regulations 2012 and in particular to Reg. 15(2).	implementing such derogations.		and 15 minutes a day or more than 36 hours per week .
					Work by adolescents in specific areas of activity	Y	With the permission of the Chief Inspector appointed under Article 40 of the Law, upon request of the employer on an approved form, derogations from paragraphs 5(2) and (3) of the Safety and Health at Work (Protection of Young People) Regulations of 2012 apply for adolescent who have completed 16 years of age , in case it is necessary for them to follow vocational training.
					Supervision of the adolescent by an adult where such supervision is necessary for the adolescent's protection.	Y	It is however provided that such operations are carried out under the supervision of a person who has been appointed by the employer and who has the requisite knowledge and experience in relation to the risks implied in this activity and their prevention and who will take all necessary measures to ensure the safety and health of the adolescent.
	Work shall continue to be prohibited between midnight and 4 a.m.	Y	Work continues to be prohibited between midnight and 4 a.m.				
	Article 9 (2) b second indent Derogation from prohibition of night	Y	The employment of adolescents, as described above, is allowed in specific	Objective grounds for so doing	Y	Provided that: <ul style="list-style-type: none"> <li>the employer or the business have not any other way to cover their</li> </ul>	

<sup>27</sup> Young Persons at Work Regulations P.I.78/2012.

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
		work for adolescents for: — work performed in the shipping or fisheries sectors; — work performed in the context of the armed forces or the police; — work performed in hospitals or similar establishments; — cultural, artistic, sports or advertising activities.		employment sectors (shipping or fishing, hospitals, senior's residences, cultural, sports, jobs advertising activities, hotels, restaurants, cafes and bakeries, post office or the delivery of newspapers) Provided that:  <ul style="list-style-type: none"> <li>the employer or the business have not any other way to cover their specific needs</li> <li>the employment of adolescent is combined with his education or training</li> <li>the day that follows the specific work day is not school day, (in case the adolescent attends school)</li> <li>the maximum number of days of the employment (between the hours 23:00-07:00) shall not exceed three days per week</li> <li>the adolescent is informed in advance and at least forty-eight (48) hours before the commencement of</li> </ul>			specific needs <ul style="list-style-type: none"> <li>the employment of adolescent is combined with his education or training</li> <li>the day that follows the specific work day is not school day, (in case the adolescent attends school)</li> <li>the maximum number of days of the employment (between the hours 23:00-07:00) shall not exceed three days per week the adolescent is informed in advance and at least forty-eight (48) hours before the commencement of the day of such employment</li> </ul>
					and provided that adolescents are allowed suitable compensatory rest time	Y	The weekly rest of adolescent may be reduced to thirty-six (36) consecutive hours only in cases: <ul style="list-style-type: none"> <li>where there is not any adult available to replace the adolescent</li> <li>the education and / or training of the adolescent is not affected.</li> </ul>
					and that the objectives set out in Article 1 are not called into question:	N	The objectives set out in Article 1 of the Directive are not called into question



Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
				the day of such employment			
	Art.10.3	Derogation from the minimum rest periods for interruption in the case of activities involving periods of work that are split up over the day or are of short duration.	N	Cyprus has not made use of this derogation.			
	Art. 10.4	Derogations from rest periods in respect of adolescents for (a) work performed in the shipping or fisheries sectors; (b) work performed in the context of the armed forces or the police; (c) work performed in hospitals or similar establishments; (d) work performed in agriculture; (e) work performed in the tourism industry or in the hotel, restaurant and café sector; (f) activities involving periods of work split up over the day.	Y	Based on the latest regulations (PI 78/2012) and in particular to Regulation 16 weekly rest periods of adolescents may be reduced to thirty-six (36) consecutive hours provided that the conditions of these Regulations are satisfied.	Objective grounds are provided and provided that they are granted appropriate compensatory rest time and that the objectives set out in Article 1 are not called into question	Y	The weekly rest periods of adolescents may be reduced to thirty-six (36) consecutive hours, in case there is no adult available to replace the adolescent in question and if this does not affect the education and / or training of the adolescent.
	Art. 13	Member States may, by legislative or regulatory provision,	N	Cyprus has not made use of this derogation.	Work is of a temporary nature and must be performed immediately	N	Cyprus has not made use of this derogation

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
		authorize derogations from Article 8 (2), Article 9 (1) (b), Article 10 (1) (b) and, in the case of adolescents, Article 12, for work under force majeure			Adult workers are not available	N	Cyprus has not made use of this derogation
					Adolescents are allowed equivalent compensatory rest time within the following three weeks.	N	Cyprus has not made use of this derogation
Directive 98/24/EC on chemical agents at work	Art. 9.2 and 9.3	Derogations from prohibition of the use of certain chemical agents and activities involving chemical agents in the following circumstances: - for the sole purpose of scientific research and testing, including analysis, - for activities intended to eliminate chemical agents that are present in the form of by-products or waste products, - for the production of the chemical agents referred to in paragraph 1 for use as intermediates, and for such use.	N	Cyprus has not made use of this derogation.	Exposure of workers to chemical agents must be prevented, via single closed systems, from which the chemical agents may be removed only to the extent necessary to monitor the process or service the system.	N	Cyprus has not made use of this derogation
					Member States may provide for systems of individual authorisations.	N	Cyprus has not made use of this derogation
					The competent authority shall request the employer to submit the information listed in Article 9.3.	N	Cyprus has not made use of this derogation
Directive 2002/44/EC on vibration	Art. 10.1	Derogation from the obligation to comply with exposure limit values in the case of sea and air transport,	N	Cyprus has not made use of this derogation.	In duly justified circumstances with respect to whole-body vibration where, given the state of the art and the specific characteristics of	N	Cyprus has not made use of this derogation

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
					workplaces, it is not possible to comply with the exposure limit value despite the technical and/or organisation measures taken.		
					The derogation must be accompanied by conditions which guarantee that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased health surveillance, and must be reviewed every four years and withdrawn as soon as the justifying circumstances no longer obtain. (Art.10.3)	N	Cyprus has not made use of this derogation?
	Art. 10.2	Derogation from the obligation to comply with exposure limit values in a case where the exposure of a worker to mechanical vibration is usually below the exposure action values but varies markedly from time to time and may occasionally exceed the exposure limit value	N	Cyprus has not made use of this derogation.	The exposure value averaged over 40 hours must be less than the exposure limit value and	N	Cyprus has not made use of this derogation
					There must be evidence to show that the risks from the pattern of exposure to the work are lower than those from exposure at the exposure limit value	N	Cyprus has not made use of this derogation
					The derogation must be accompanied by conditions which guarantee that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased	N	Cyprus has not made use of this derogation

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
					health surveillance, and must be reviewed every four years and withdrawn as soon as the justifying circumstances no longer obtain. (Art.10.3)		
Directive 2003/10/EC on noise	Art.11.1 and 11.2	Derogations from the provisions of Articles 6 (1)(a) and (b) and 7.in exceptional situations where, because of the nature of the work, the full and proper use of individual hearing protectors would be likely to cause greater risk to health or safety than not using such protectors	N	Cyprus has not made use of this derogation.	Guarantee, taking into account the special circumstances, that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased health surveillance.	N	Cyprus has not made use of this derogation
					Review every four years and withdrawn as soon as the justifying circumstances no longer obtain.	N	Cyprus has not made use of this derogation
Directive 2004/40/EC on physical agents (electromagnetic fields)	Art.4.6	The risk assessment may include a justification by the employer that the nature and extent of the risks related to electromagnetic fields make a further detailed risk assessment unnecessary.	N/A	N/A			

### 3 MAPPING QUESTION 3: LEVEL OF COMPLIANCE BY DIFFERENT STAKEHOLDERS

The question consists of two separate, but intertwined questions: the degree of compliance and approaches to compliance.

#### 3.1 DEGREE OF COMPLIANCE

The question aims to ascertain the extent to which establishments in Member States comply with the key requirements of the 24 OSH Directives and to what extent differences exist between public/private sector; different sizes of establishments: micro/SMEs/large enterprises and different sectors of economic activity.

The results are summarized in tables 3.1 and 3.2. Table 3.1 outlines the range of compliance with the common processes and mechanisms (CPMs) **across all 24 OSH Directives**. Table 3.2 complements the previous table by addressing the level of compliance with the CPMs at the **level of individual Directives**.

As regards **key requirements** which do not constitute CPMs, a detailed overview is provided in Table 3.3.

The following indicators are used for estimating the degree of compliance:

- (5) very high degree of compliance: indicators above 80%
- (4) high degree of compliance: indicators 60-79%
- (3) medium degree of compliance: indicators 40-59%
- (2) low degree of compliance: indicators 20-39%
- (1) very low degree of compliance: indicators below 20%.

The percentages are intended as approximate guides, not exact values.

In the case of Cyprus, there are generally two data sources available to ascertain the degree of compliance with the CPMs: the ESENER survey and the results of a survey targeting micro-enterprises conducted by the European University Cyprus. For all CPMs, the degree of compliance was medium to low and it can be concluded that the national legislation transposing the Directive(s) is generally very effective in establishments with over 10 workers and reasonably effective in establishments with less than 10 workers. Also, a distinction by sector type only illustrates minor differences between the different sectors covered (manufacturing, construction and services).

With regard to the ESENER data reported upon in the below table, it should be noted that ESENER data are based on a relatively small sample size (interviews were carried out in only 28,649 establishments in 31 European countries) and composition (enterprises up to 10 employers were not involved). Moreover, this information is based on managers' responses and the ESENER average response rate is around a third as only some 20 per cent answered in five out of the EU's six largest countries (Germany, Spain, Italy, Poland and the UK).<sup>28</sup> The post-test of the ESENER survey noted that "it is important to mention that companies participating in the survey are likely to be the organisations with high standards or good procedures in place and therefore represent a self-selected sample of 'good examples'."<sup>29</sup>

---

<sup>28</sup> EU-OSHA, European Survey of Enterprises on New and Emerging Risks - Managing safety and health at work, 2010, p.95

<sup>29</sup> EU-OSHA, Qualitative post-test evaluation of ESENER: National overview report, 2013

No information by individual Directive was available on the basis of the desk study or of the interviews.

**Table 3- 1 Degree of compliance: Common processes and mechanisms (across Directives)**

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale																													
Risk assessment	% of establishments which perform regular <sup>30</sup> risk assessment	(3) medium degree of compliance	As averaged, based on the 2 sources mentioned below.	See below.																													
	% of establishments that carry out risk management activities resulting from the risk assessment	According to ESENER1 data: 87.5% of workplaces are regularly checked for health and safety as part of RA	<p>Assessment was made on the basis of the results of the first survey (ESENER1). The percentage is based on the answers given on the following questions during the survey:</p> <p>Are workplaces in your establishment regularly checked for occupational health and safety as part of a risk assessment or similar measure?</p> <p>The ESENER1 survey<sup>31</sup> suggests that most of the workplaces (87.5%) are regularly checked for health and safety as part of a risk assessment or similar measure.</p>	<p>The ESENER1 survey<sup>32</sup> shows the following differences according to enterprise size and sectors:</p> <table border="1"> <thead> <tr> <th>Company Size</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>10 to 19 employees</td> <td>86.39 %</td> <td>13.61 %</td> </tr> <tr> <td>20 to 49 employees</td> <td>86.73 %</td> <td>11.32 %</td> </tr> <tr> <td>50 to 249 employees</td> <td>93.51 %</td> <td>6.49 %</td> </tr> <tr> <td>250 to 499 employees</td> <td>89.20 %</td> <td>10.8 %</td> </tr> <tr> <td>500 or more employees</td> <td>92.03 %</td> <td>7.97 %</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Sector Type</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>Production sector</td> <td>90.43 %</td> <td>9.57 %</td> </tr> <tr> <td>Private Services</td> <td>84.59 %</td> <td>14.76 %</td> </tr> <tr> <td>Public Services</td> <td>92.65 %</td> <td>6.27 %</td> </tr> </tbody> </table> <p>Based on the figures presented and the views of the persons as expressed during the interviews, it is clear that the national legislation transposing the Directive(s) was very effective in establishments with over 10 workers and reasonably effective in establishments with less</p>	Company Size	Yes	No	10 to 19 employees	86.39 %	13.61 %	20 to 49 employees	86.73 %	11.32 %	50 to 249 employees	93.51 %	6.49 %	250 to 499 employees	89.20 %	10.8 %	500 or more employees	92.03 %	7.97 %	Sector Type	Yes	No	Production sector	90.43 %	9.57 %	Private Services	84.59 %	14.76 %	Public Services	92.65 %
Company Size	Yes	No																															
10 to 19 employees	86.39 %	13.61 %																															
20 to 49 employees	86.73 %	11.32 %																															
50 to 249 employees	93.51 %	6.49 %																															
250 to 499 employees	89.20 %	10.8 %																															
500 or more employees	92.03 %	7.97 %																															
Sector Type	Yes	No																															
Production sector	90.43 %	9.57 %																															
Private Services	84.59 %	14.76 %																															
Public Services	92.65 %	6.27 %																															

<sup>30</sup> Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions which may affect workers exposure?

<sup>31</sup> <https://osha.europa.eu/sub/esener/en/front-page/123>, MM 161

<sup>32</sup> <https://osha.europa.eu/sub/esener/en/front-page/123>, MM 161

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale								
				<p>than 10 workers.</p> <p>It is important to mention that: The total number of Enterprises in Cyprus in 2012 was 90905<sup>33</sup>.</p> <p>The number of enterprises by size group was as follows: 0-9 employees = 86757 or 95.44% 10-49 employees = 3465 or 3.8% 50-249 employees = 583 or 0.64% Over 249 employees = 100 or 0.1%</p> <p>As a result, enterprises with over 10 employees represent only the 4.56% of all enterprises in Cyprus.</p>								
		<p>According to company size 36.9% of micro-enterprises (those with less than 10 employees)</p> <p>According to sector type</p> <table border="0"> <tr> <td>Manufacturing</td> <td>12.8 %</td> </tr> <tr> <td>Construction</td> <td>9.9 %</td> </tr> <tr> <td>Services</td> <td>10.9 %</td> </tr> <tr> <td>Other</td> <td>3.7 %</td> </tr> </table>	Manufacturing	12.8 %	Construction	9.9 %	Services	10.9 %	Other	3.7 %	<p>Assessment was made on the basis of the results of the survey conducted by the European University Cyprus<sup>34</sup></p> <p>The percentage is based on the answers given on the following question during the survey: I have performed a written risk assessment in my organization</p>	<p>The assessment provided in the survey conducted by the European University Cyprus was targeting micro-enterprises. A distinction by sector type illustrates minor differences between the different sectors covers (manufacturing, construction and services).</p>
Manufacturing	12.8 %											
Construction	9.9 %											
Services	10.9 %											
Other	3.7 %											
Ensuring protective and preventive	% of establishments having ensured protective and	<b>(3) medium degree of compliance</b>	As averaged, based on the 2 sources mentioned below.	Based on the figures presented and the views of the persons as expressed during the interviews, it is clear that the national legislation transposing the Directive(s) was very effective in								

<sup>33</sup> Cyprus Statistical Service

[http://www.mof.gov.cy/mof/cystat/statistics.nsf/All/41BC65F47B6EC920C2257C690033B70A/\\$file/ENTERPRISES\\_NACE2\\_SIZE-2012-230114.pdf?OpenElement](http://www.mof.gov.cy/mof/cystat/statistics.nsf/All/41BC65F47B6EC920C2257C690033B70A/$file/ENTERPRISES_NACE2_SIZE-2012-230114.pdf?OpenElement)

<sup>34</sup> Management of health and safety in micro enterprises in Cyprus

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/FD299F5E5AC11ABCC2257A9C0023D309/\\$file/Nicosia%2018.10%20Safety%20microfirms.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/FD299F5E5AC11ABCC2257A9C0023D309/$file/Nicosia%2018.10%20Safety%20microfirms.pdf)



Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale								
services	preventive services			establishments with over 10 workers and reasonably effective in establishments with less than 10 workers.								
		<p>According to company size 18 % of micro-enterprises (those with less than 10 employees)</p> <p>According to sector type</p> <table border="0"> <tr> <td>Manufacturing</td> <td>5.6 %</td> </tr> <tr> <td>Construction</td> <td>4.8 %</td> </tr> <tr> <td>Services</td> <td>5.3 %</td> </tr> <tr> <td>Other</td> <td>1.8. %</td> </tr> </table>	Manufacturing	5.6 %	Construction	4.8 %	Services	5.3 %	Other	1.8. %	<p>Assessment was made on the basis of the results of the survey conducted by the European University Cyprus<sup>35</sup></p> <p>The percentage is based on the answers given on the following question during the survey:</p> <ul style="list-style-type: none"> <li>• I inform myself on H&amp;S issues from External Consultants</li> </ul>	The assessment provided in the survey conducted by the European University Cyprus was targeting micro-enterprises. A distinction by sector type illustrates minor differences between the different sectors covers (manufacturing, construction and services).
		Manufacturing	5.6 %									
Construction	4.8 %											
Services	5.3 %											
Other	1.8. %											
According to ESENER1: 7.57% – 49.61%	ESENER1 2009 asks about different forms of service <sup>36</sup> . Occupational Health Physician, 19.73%; Safety specialist, 49.61%; Psychologist 7.57%; Ergonomist, 26.59%; Health & Safety Consultant, 35.91%.	Data based on company size showed a general trend for greater usage in larger companies, notably in companies with 250 to 499 employees. As for sectors there was a general pattern of less use of each speciality within private services, and wider use within public services, while the production services tend to make larger use of safety and ergonomics experts as well as health and safety consultants.										
Information for workers	% of establishment which provide information to workers	<b>(3) medium degree of compliance</b>										
		<p>According to sector type</p> <table border="0"> <tr> <td>Manufacturing</td> <td>17.3 %</td> </tr> <tr> <td>Construction</td> <td>14.0 %</td> </tr> </table>	Manufacturing	17.3 %	Construction	14.0 %	Assessment was made on the basis of the results of the survey conducted by the European University Cyprus <sup>37</sup>					
Manufacturing	17.3 %											
Construction	14.0 %											

<sup>35</sup> Management of health and safety in micro enterprises in Cyprus.

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/\\$file/Boustras%20&%20Hadjimanolis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/$file/Boustras%20&%20Hadjimanolis.pdf)

<sup>36</sup> ESENER1, question MM150.

<sup>37</sup> Management of health and safety in micro enterprises in Cyprus -

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/\\$file/Boustras%20&%20Hadjimanolis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/$file/Boustras%20&%20Hadjimanolis.pdf)

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
		<p>Services 15.3 %</p> <p>Other 5.5 %</p> <p>According to company size: 52 % of micro-enterprises (those with less than 10 employees)</p>	<p>The percentage is based on the answers given on the following question during the survey:</p> <p>In relation to the existing risks at work (e.g. tools, substances, products etc.) I am very well informed</p>	
Training of workers	% of establishment which provide training to workers	<p><b>(3) medium degree of compliance</b></p>		<p>Based on the figures presented and the views of the persons as expressed during the interviews, it is clear that the national legislation transposing the Directive(s) was very effective in establishments with over 10 workers and reasonably effective in establishments with less than 10 workers.</p>
		<p>According to company size</p> <p>69.4 % of micro-enterprises (those with less than 10 employees)</p> <p>According to sector type</p> <p>Manufacturing 23.1 %</p> <p>Construction 18.6 %</p> <p>Services 20.4 %</p> <p>Other 6.9 %</p>	<p>Assessment was made on the basis of the results of the survey conducted by the European University Cyprus<sup>38</sup></p> <p>The percentage is based on the answers given on the following question during the survey:</p> <ul style="list-style-type: none"> <li>I do provide H&amp;S training to my employees</li> </ul>	<p>The assessment provided in the survey conducted by the European University Cyprus was targeting micro-enterprises. A distinction by sector type illustrates minor differences between the different sectors covers (manufacturing, construction and services).</p>
Making available health surveillance	% of establishments which provide health surveillance to workers	<p><b>(2) low degree of compliance</b></p>	<p>As averaged, based on the 2 sources mentioned below.</p>	<p>Based on the figures presented and the views of the persons as expressed during the interviews, it is clear that the national legislation transposing the Directive(s) was very effective in establishments with over 10 workers and reasonably effective in establishments with less than 10 workers.</p>

<sup>38</sup> Management of health and safety in micro enterprises in Cyprus - [http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/\\$file/Boustras%20&%20Hadjimanolis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/$file/Boustras%20&%20Hadjimanolis.pdf)

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale																														
		According to ESENER1 data: health of workers is monitored in 29.93% of the workplaces	The ESENER1 survey suggests that the health of workers is monitored in less than a third of workplaces (29.93%).	The ESENER1 <sup>39</sup> survey shows the following differences according to enterprise size and sectors:  <table border="1"> <thead> <tr> <th>Company Size</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>10 to 19 employees</td> <td>26.87 %</td> <td>71.95 %</td> </tr> <tr> <td>20 to 49 employees</td> <td>31.04 %</td> <td>66.56 %</td> </tr> <tr> <td>50 to 249 employees</td> <td>36.95%</td> <td>62.35 %</td> </tr> <tr> <td>250 to 499 employees</td> <td>78.72%</td> <td>21.28 %</td> </tr> <tr> <td>500 or more employees</td> <td>41.44 %</td> <td>58.56 %</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Sector Type</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>Production sector</td> <td>26.64%</td> <td>72.87 %</td> </tr> <tr> <td>Private Services</td> <td>26.87%</td> <td>71.13 %</td> </tr> <tr> <td>Public Services</td> <td>44.76 %</td> <td>54.16 %</td> </tr> </tbody> </table>	Company Size	Yes	No	10 to 19 employees	26.87 %	71.95 %	20 to 49 employees	31.04 %	66.56 %	50 to 249 employees	36.95%	62.35 %	250 to 499 employees	78.72%	21.28 %	500 or more employees	41.44 %	58.56 %	Sector Type	Yes	No	Production sector	26.64%	72.87 %	Private Services	26.87%	71.13 %	Public Services	44.76 %	54.16 %
Company Size	Yes	No																																
10 to 19 employees	26.87 %	71.95 %																																
20 to 49 employees	31.04 %	66.56 %																																
50 to 249 employees	36.95%	62.35 %																																
250 to 499 employees	78.72%	21.28 %																																
500 or more employees	41.44 %	58.56 %																																
Sector Type	Yes	No																																
Production sector	26.64%	72.87 %																																
Private Services	26.87%	71.13 %																																
Public Services	44.76 %	54.16 %																																
		8.1 % of micro-enterprises (those with less than 10 employees)	Assessment was made on the basis of the results of the survey conducted by the European University Cyprus <sup>40</sup> The percentage is based on the answers given on the following question during the survey: Have you asked for medical care within the last 12 months for work related issues (e.g. neck, hands etc.)	The assessment provided in the survey conducted by the European University Cyprus was targeting micro-enterprises. A distinction by sector type illustrates minor differences between the different sectors covers (manufacturing, construction and services).																														

<sup>39</sup> [ESENER1, question MM154](#)

<sup>40</sup> Management of health and safety in micro enterprises in Cyprus -

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/\\$file/Boustras%20&%20Hadjimanolis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/$file/Boustras%20&%20Hadjimanolis.pdf)

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale								
Consultation of workers	% of establishments with appointed worker rep	<b>(3) medium degree of compliance</b>	As averaged, based on the 2 sources mentioned below.	Based on the figures presented and the views of the persons as expressed during the interviews, it is clear that the national legislation transposing the Directive(s) was very effective in establishments with over 10 workers and reasonably effective in establishments with less than 10 workers.								
	% of establishments which consult workers on risk assessment											
	% of establishments which consult workers on measures											
	According to company size 36.4% of micro-enterprises (those with less than 10 employees)	According to sector type <table border="0"> <tr> <td>Manufacturing</td> <td>12.7 %</td> </tr> <tr> <td>Construction</td> <td>9.6 %</td> </tr> <tr> <td>Services</td> <td>10.7 %</td> </tr> <tr> <td>Other</td> <td>3.6. %</td> </tr> </table>	Manufacturing	12.7 %	Construction	9.6 %	Services	10.7 %	Other	3.6. %	Assessment was made on the basis of the results of the survey conducted by the European University Cyprus <sup>41</sup> The percentage is based on the answers given on the following question during the survey: I consult my employees for H&S Policy and practise	The assessment provided in the survey conducted by the European University Cyprus was targeting micro-enterprises. A distinction by sector type illustrates minor differences between the different sectors covers (manufacturing, construction and services).
Manufacturing	12.7 %											
Construction	9.6 %											
Services	10.7 %											
Other	3.6. %											
	According to ESENER1 data <sup>42</sup> : 25.82% - 72.13% have some form of representation/consultation	ESENER1 2009 asked separately about different forms of consultation. Companies were most likely to have a health and safety representative. <ul style="list-style-type: none"> <li>- Trade union representative – 42.37% (production sector: 58.65%; private services: 25.82%; public services: 72.13%)</li> <li>- Health and safety representative: 52.4% (production sector: 61.92%; private</li> </ul>	The data showed an increasing trend for all questions with company size. The public sector was more likely to have health and safety committees and trade union representatives, while the production sector has each of the forms of consultation/representation. The private sector showed the lower percentages for each of the above.									

<sup>41</sup> Management of health and safety in micro enterprises in Cyprus -

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/\\$file/Boustras%20&%20Hadjimanolis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/$file/Boustras%20&%20Hadjimanolis.pdf)

<sup>42</sup> Values as reported by ESENER MM 351-355-358.

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
			services: 48.57%; public services: 50.76%] - Health and safety committee: 43.78% (production sector: 55.43%; private services: 34.11%; public services: 58.02%) <sup>43</sup>	

<sup>43</sup> ESENER1, questions MM351-355-358

**Table 3- 2 Degree of compliance: Common processes and mechanisms (individual Directives)**

No information by individual Directive was available on the basis of the desk study or of the interviews.

Common Processes and mechanisms (individual Directives)	Criteria/indicator to guide the assessment	Directive nr.	Assessment of the degree of compliance	The rationale upon which the assessment has been made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
Risk assessment	% of establishments which perform regular <sup>44</sup> risk assessment	No data available			
Ensuring protective and preventive services	% of establishments having ensured protective and preventive services	No data available			
Information for workers	% of establishment which provide information to workers	No data available			
Training of workers	% of establishment which provide training to workers	No data available			
Making available health surveillance	% of establishments which provide health surveillance to workers	No data available			
Consultation of workers	% of establishments with appointed worker rep % of establishments which consult workers on risk assessment % of establishments which consult workers on measures	No data available			

<sup>44</sup> Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions which may affect workers exposure?

**Table 3- 3 Degree of compliance : Key requirements**

Directive specific information was available only with regard to Directive 89/391/EEC, Directive 89/654/EEC, and Directive 90/269/EEC.

Directive	Key requirement (Directive specific)	Estimate of degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale for those differences
<b>Directive 89/391/EEC</b> (Framework Directive)	List of occupational accidents, Art. 9(1)(c)	42.7%	Assessment was made on the basis of the results of the survey conducted by the European University Cyprus <sup>45</sup> The percentage is based on the answers given on the following question during the survey: <ul style="list-style-type: none"> <li>• Have you got an accident recording mechanism?</li> </ul>	
	Establishments that carry out risk management activities resulting from the risk assessment	24% of micro-enterprises (those with less than 10 employees)	Assessment was made on the basis of the results of the survey conducted by the European University Cyprus <sup>46</sup>  The percentage is based on the answers given on the following question during the survey by the	

<sup>45</sup> Management of health and safety in micro enterprises in Cyprus -

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/\\$file/Boustras%20&%20Hadjimanolis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/$file/Boustras%20&%20Hadjimanolis.pdf)

<sup>46</sup> Management of health and safety in micro enterprises in Cyprus –

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/\\$file/Boustras%20&%20Hadjimanolis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/$file/Boustras%20&%20Hadjimanolis.pdf)

Directive	Key requirement (Directive specific)	Estimate of degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale for those differences
			inspector: The organization you just inspected operates the basic H&S management system?	
<b>Directive 89/654/EEC</b> (workplace)	Minimum safety and health requirements, Arts. 3, 4 and 5; Annex I and II	84%	Assessment was made on the basis of the results of the survey conducted by the European University Cyprus <sup>47</sup> The percentage is based on the answers given on the following question during the survey: <ul style="list-style-type: none"> <li>I am exposed to dangers in my workplace (Only 16% answered yes)</li> </ul>	
<b>Directive 90/269/EEC</b> (manual handling of loads)	Avoidance of (hazardous) manual handling, Art. 3(1)	62.5%	Assessment was made on the basis of the results of the survey conducted by the European University Cyprus <sup>48</sup> The percentage is based on the answers given on the following question during the survey:	

<sup>47</sup> Management of health and safety in micro enterprises in Cyprus

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/\\$file/Boustras%20&%20Hadjimanolis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/$file/Boustras%20&%20Hadjimanolis.pdf)

<sup>48</sup> Management of health and safety in micro enterprises in Cyprus –

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/\\$file/Boustras%20&%20Hadjimanolis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/11E27FD43C8B0BB0C2257ACA002F5440/$file/Boustras%20&%20Hadjimanolis.pdf)



Directive	Key requirement (Directive specific)	Estimate of degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale for those differences
			<ul style="list-style-type: none"> <li>My work includes heavy loads lifting (only 37.5% answered yes)</li> </ul>	
<b>Directive 92/57/EEC</b> (temporary mobile construction sites)	Appointment of coordinators, Art. 3	45%	Results released by the DLI after the inspection campaign on construction sites during January - March 2013 <sup>49</sup>	
	Drawing up a health plan, Art. 3(2)	46%	Results released by the DLI after the inspection campaign on construction sites during January - March 2013	
	Measures in line with minimum requirements, Art. 9(a) and Annex IV	43%	Results released by the DLI after the inspection campaign on construction sites during January - March 2013	In many cases on small size construction sites the measures taken for the protection of both the workers and the third parties are not appropriate. Usually in such projects, the person responsible for carrying out the work has not been adequately trained in occupational health and safety and as a result he considers first that the measures are not necessary and second that they are costly.

<sup>49</sup> <http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/DBA08A7679EDBEC4C2257C8C003B8882?OpenDocument&highlight=%CE%B5%CE%BA%CF%83%CF%84%CF%81%CE%B1%CF%84%CE%B5%CE%AF%CE%B1%20%CE%B5%CF%80%CE%B9%CE%B8%CE%B5%CF%8E%CF%81%CE%B7%CF%83%CE%B7%CF%82>

### 3.2 APPROACHES TO COMPLIANCE

The second question complements the first sub-question in that aims to answer the question of to what extent can potential differences in the degrees of compliance observed as between private undertakings and public sector bodies, various sizes of companies, etc. be attributed to different approaches to compliance.

In Cyprus, compliance with OSH legislation is enhanced by (scheduled and non-scheduled) inspections, which go hand in hand with education and awareness-raising. However, the lack of human, professional and financial resources is seen as a serious barrier to compliance, especially in relation to SMEs, particularly micro-establishments with less than 10 workers (which constitute 95% of all enterprises in Cyprus). A lot of problems are detected with regard to the preparation of suitable written risk assessments; actually, there is a general lack of written documentation on the measures taken for compliance.

**Table 3- 4 Approaches to compliance**

Question	Answer	Observed differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity
What approach has been adopted? Is it systematic?	Strong emphasis has been given on the issues of education and awareness of both employers and workers in parallel with the inspections <sup>50</sup> .	SMEs, particularly micro-establishments with less than 10 workers, which constitute the vast majority of companies in Cyprus, are facing difficulties with respect to compliance with the requirements of the legislation. Specifically, they often do not have the equipment, facilities and personnel to possess the necessary personal and professional skills, such as adequate training, experience or knowledge and other skills for organizing the required protective and prevention of risks in their business.  In particular, difficulties are identified in the preparation of suitable and sufficient written risk assessments.

<sup>50</sup> DLI Annual Reports 2007-2012 – [http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/dmlpublications\\_New\\_gr?openform&p=10&t=f&e=](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/dmlpublications_New_gr?openform&p=10&t=f&e=)

Question	Answer	Observed differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity
		<p>Also SMEs anticipate significant costs resulting from the implementation of certain requirements of the Legislation of technical protection measures and risk prevention.</p> <p>The total number of Enterprises in Cyprus in 2012 was 9090551.</p> <p>The number of enterprises by size group was as follows:  0-9 employees = 86757 or 95.44%  10-49 employees = 3465 or 3.8%  50-249 employees = 583 or 0.64%  Over 249 employees = 100 or 0.1%</p> <p>As a result, enterprises with over 10 workers represent only 4.56% of all enterprises in Cyprus.</p>
<p>What are the key characteristics of the approach?</p>	<p>Inspections in establishments, scheduled or non-scheduled, based on an annual program of targeted inspection campaigns that focused on work activities pose increased risks to safety and health of workers in respect of control of the written Risk Assessment.</p> <p>The DLI prepares and disseminates information material on risk assessment in various sectors of economic activity.</p> <p>Participation of DLI in educational programs organised by different organised groups for relevant information to their members (employers and workers)</p>	<p>In micro and small establishments there is a problem of lack of adequate written documentation on measures taken for compliance. (Lack of appropriate written risk assessment, of work equipment maintenance records, accident records and personnel training).</p> <p>Regarding the implementation of Directive 92/57/EEC of 24 June 1992 on the minimum safety and health requirements at temporary or mobile construction sites, there are problems of compliance, which are mainly related to the fulfilment of the role of coordinators and the adequacy of the safety and</p>

<sup>51</sup> Cyprus Statistical Service

[http://www.mof.gov.cy/mof/cystat/statistics.nsf/All/41BC65F47B6EC920C2257C690033B70A/\\$file/ENTERPRISES\\_NACE2\\_SIZE-2012-230114.pdf?OpenElement](http://www.mof.gov.cy/mof/cystat/statistics.nsf/All/41BC65F47B6EC920C2257C690033B70A/$file/ENTERPRISES_NACE2_SIZE-2012-230114.pdf?OpenElement)

Question	Answer	Observed differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity
	Utilization of the on-line interactive risk assessment tool (OiRA).	health plan.  Small establishments which undertake projects of short duration or volume or maintenance work or subcontracting on large projects, while being aware of basic obligations, are not able to comply due to the fact that their expertise in safety and health is limited or because they do not have the financial capacity to invest in safety and health at work.
What are the criteria upon which priorities for compliance measures are set?	The criteria upon which priorities for compliance measures are set based on: <ul style="list-style-type: none"> <li>• The analysis of the Frequency Index of Accidents at Work. "Frequency Index" is defined as the number of accidents per 100.000 employed persons. This Index constitutes the most reliable and comparable element for examination and analysis of the issue concerning progress levels of accidents reduction in each section, at the national and at the European level.</li> <li>• The SLIC Campaign</li> <li>• The Action Plan</li> </ul>	
Are stakeholders (workers and their representatives) involved in the forming of the compliance approach and its further development?	Stakeholders are involved in the development of the compliance approach through their participation in the two social dialogue bodies of the Ministry of Labour and Social Insurance: <ul style="list-style-type: none"> <li>• The Labour Advisory Board and</li> <li>• The Pancyprian Safety and Health Council.</li> </ul>	

## 4 MAPPING QUESTION 4: ACCOMPANYING ACTIONS THAT SUPPORT THE RESPECT OF THE RULE

The following types of accompanying documents/actions relating to OSH legislation are covered:

- Guidance documents (through decisions and other soft measures, guidelines);
- Awareness-raising campaigns;
- Support tools (possibly IT based); and
- Financial incentives i.e. tax benefits or possibility to offer reduction of insurance premium to reward organisations for going beyond the legal requirements
- Education and training actions.

Please note that accompanying measures targeted specifically at SME and micro-enterprises are also covered under Section 7.

In Cyprus, there are many accompanying actions, in particular guidance documents and some IT support tools, which strive to support companies in implementing OSH requirements in an efficient manner. Also the campaigns which are elaborated within the framework of a European initiative are welcomed. Almost all accompanying actions which could be identified are elaborated by the Department of Labour Inspection, sometimes in collaboration with other OSH stakeholders.

The 2008 grant scheme for building contractors and the Technical Assistance project have proven to be very fruitful in reaching a significant amount of employers and workers (both from the public and private sector) to invest in, respectively, quality equipment and training on health and safety at work. In addition, the on-line Risk Assessment Tool in the framework of the TRIA project (“Development of a comprehensive training course for assessing the risk at workplace”) was considered to be very successful.

Gaps in information needs are primarily related to new or emerging risks, such as teleworking and nanotechnology, and to practice guides dedicated to specific sectors of economic activity. OSH stakeholders also mentioned that they would welcome more simple publications using pictograms.

### 4.1 EXISTING ACCOMPANYING ACTIONS

This sub-section identifies the relevant accompanying documents/actions as described above.

#### *Activities-Initiatives:*

The Department of Labour Inspection alone but also in collaboration with other organisations (e.g. workers, employers, etc.) has organised numerous events in various cities on OSH issues, and also promoted the themes during EU OSH campaigns, the EU OSH week in October, and during the World OSH day (ILO). Some of the events and activities are the following (non-exhaustive list):

- Annual Campaign on the Prevention of Work Accidents and Occupational Diseases within the framework of the European Week for Safety and Health at Work (18/10/2004, Nicosia) focussing on the construction industry and the theme adopted was «Building in Safety»<sup>52</sup>
- Annual Campaign on the Prevention of Work Accidents and Occupational Diseases within the framework of the European Week for Safety and Health at Work (24/10/2005, Nicosia)

---

<sup>52</sup> DLI Annual report 2004.

- focussing on the protection from noise and the theme adopted was «Stop that Noise»<sup>53</sup>
- Annual Campaign on the Prevention of Work Accidents and Occupational Diseases within the framework of the European Week for Safety and Health at Work (22/10/2007, Nicosia) focussing on the protection of young people at work and the theme adopted was «Lighten the Load»<sup>54</sup>.
  - Annual Campaign on the Prevention of Work Accidents and Occupational Diseases within the framework of the European Week for Safety and Health at Work 2008 (20/10/2008<sup>55</sup> and 23/10/2009<sup>56</sup>, Nicosia) focussing on the risk assessment.
  - European Campaign on the Prevention of Work Accidents and Occupational Diseases (18/10/2010<sup>57</sup> and 27/10/2011<sup>58</sup>, Nicosia) focussing on Safe Maintenance.
  - Partnership Meeting. The Meeting took place on 19.5.2010 in Nicosia<sup>59</sup>.
  - Seminars / workshops etc. were organized for educating / training of SME representatives on the protection of workers from risks related to exposure to biological agents at work<sup>60</sup>
  - Seminars / workshops etc. were organized for educating / training of SME representatives on the protection of workers from risks related to exposure to carcinogens or mutagens at work<sup>61</sup>
  - Seminars / workshops etc. were organized for educating / training of SME representatives on the protection of workers from risks related to exposure to chemical agents at work<sup>62</sup>

The following *accompanying documents* have been identified until 2012:

#### **Directive 89/391/EEC (Framework Directive)**

- Main Provisions of the Safety and Health at Work Laws. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/CBC684B5511A864BC22570B50051BE32/\\$file/KYRIOTERES%20PRONOIES%202011.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/CBC684B5511A864BC22570B50051BE32/$file/KYRIOTERES%20PRONOIES%202011.pdf)
- Brief Guide to the obligations of employers and workers. *DLI 2010*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4D6CBC3E7E504527C2257840002745F0/\\$file/ASFALEIA%20%20YGEIA%20STHN%20ERGASIA%20el.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4D6CBC3E7E504527C2257840002745F0/$file/ASFALEIA%20%20YGEIA%20STHN%20ERGASIA%20el.pdf)
- Guidance Guide to preparing and implementing an effective safety and health management system. *DLI 2009*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/A3AF79802FC348CEC225753C00355B34/\\$file/praktikos\\_odigos\\_ekdosi-2.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/A3AF79802FC348CEC225753C00355B34/$file/praktikos_odigos_ekdosi-2.pdf)
- Promoting Healthy Working for sufferers of Chronic Illness: Good Practice Guide. *DLI 2012*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7B90776B9776480FC2257AB400264F33/\\$file/Pr\\_oagogi%20Ygious%20Ergasias-Odigos%20Kalis%20Praktikis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7B90776B9776480FC2257AB400264F33/$file/Pr_oagogi%20Ygious%20Ergasias-Odigos%20Kalis%20Praktikis.pdf)
- Code of Practice - Heat Strain of Workers. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/BD5E8B231C153E60C2257A4D003D9B2B/\\$file/Heat%20Stress%20-%20Code%20of%20Practice\\_Final.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/BD5E8B231C153E60C2257A4D003D9B2B/$file/Heat%20Stress%20-%20Code%20of%20Practice_Final.pdf)
- Safety and Health of Domestic Workers. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/2333157F854F7A6FC2257961001DD7F6/\\$file/A&Y%20Oikiakon%20Ergazomenon.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/2333157F854F7A6FC2257961001DD7F6/$file/A&Y%20Oikiakon%20Ergazomenon.pdf)
- Guide - Organization and Management of Health & Safety in Public Service. *DLI 2011*

<sup>53</sup> DLI Annual report 2005

<sup>54</sup> DLI Annual report 2007

<sup>55</sup> DLI Annual report 2008

<sup>56</sup> DLI Annual report 2009

<sup>57</sup> DLI Annual report 2010

<sup>58</sup> DLI Annual report 2011

<sup>59</sup> DLI Annual report 2010

<sup>60</sup> Department of Labour Inspection Cyprus Republic, Report on the practical implementation of the EU OSH directives for years 2007-2012 - paragraph 8.4

<sup>61</sup> Department of Labour Inspection Cyprus Republic, Report on the practical implementation of the EU OSH directives for years 2007-2012 - paragraph 7.6

<sup>62</sup> Department of Labour Inspection Cyprus Republic, Report on the practical implementation of the EU OSH directives for years 2007-2012 - paragraph 6

- [http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4CDF3537271C6D6AC225786A002CD1AF/\\$file/Odigos%20gia%20Systima%20sti%20Dimosia%20Dioiikisi.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4CDF3537271C6D6AC225786A002CD1AF/$file/Odigos%20gia%20Systima%20sti%20Dimosia%20Dioiikisi.pdf)
- Management Issues Related to the Use of Alcohol and other Addictive Substances in the Workplace. *DLI 2010*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6C730B5857846A98C22577E40024F6DD/\\$file/Alkool%20kai%20Exartisiogones%20-%20Xoroi%20Ergasias.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6C730B5857846A98C22577E40024F6DD/$file/Alkool%20kai%20Exartisiogones%20-%20Xoroi%20Ergasias.pdf)
- Instructions for Safe Working in Garages. *DLI 2010*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4E2DDD5FA1393E87C225776500241EC3/\\$file/Odigies%20asfalous%20ergasias%20se%20synergia.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4E2DDD5FA1393E87C225776500241EC3/$file/Odigies%20asfalous%20ergasias%20se%20synergia.pdf)
- First Aid in the Workplace. *DLI 2009*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/58040FD3ED1E0F0FC2257693004274A3/\\$file/Paroxi%20Proton%20Boitheion.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/58040FD3ED1E0F0FC2257693004274A3/$file/Paroxi%20Proton%20Boitheion.pdf)
- Notification of Occupational Diseases. *DLI 2008*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6F5753139192F902C22575080028697E/\\$file/Gnostopoiisi%20Epaggelmatikon%20Astheneion.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6F5753139192F902C22575080028697E/$file/Gnostopoiisi%20Epaggelmatikon%20Astheneion.pdf)
- Notification of Accidents and Dangerous Incidents. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4F562296019A295BC22574CE001FC3CE/\\$file/Gnostopoiisi%20atyxhmatwn.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4F562296019A295BC22574CE001FC3CE/$file/Gnostopoiisi%20atyxhmatwn.pdf)
- On line Risk Assessment Tool for Hairdressers in Cyprus. *DLI 2009-2012*  
[https://client.oiraproject.eu/cy/hairdressers/cyprus\\_hairdressers\\_el/@\\_@login?came\\_from=https%3A%2F%2Fclient.oiraproject.eu%2Fcy%2Fhairdressers%2Fcyprus\\_hairdressers\\_el%2F](https://client.oiraproject.eu/cy/hairdressers/cyprus_hairdressers_el/@_@login?came_from=https%3A%2F%2Fclient.oiraproject.eu%2Fcy%2Fhairdressers%2Fcyprus_hairdressers_el%2F)
- On line Risk Assessment Tool for Office Works in Cyprus. *DLI 2010-2012*  
[https://client.oiraproject.eu/cy/civil-service/demosiadioikese/@\\_@login?came\\_from=https%3A%2F%2Fclient.oiraproject.eu%2Fcy%2Fcivil-service%2Fdemosiadioikese%2F](https://client.oiraproject.eu/cy/civil-service/demosiadioikese/@_@login?came_from=https%3A%2F%2Fclient.oiraproject.eu%2Fcy%2Fcivil-service%2Fdemosiadioikese%2F)
- E-learning system E-GNOSIS. *DLI 2009*  
<http://www.e-gnosis.kepa.mlsi.gov.cy/>
- TRIA Project.  
[http://www.aulbremen.de/triatria/en/en\\_index.html](http://www.aulbremen.de/triatria/en/en_index.html)

#### **Council Directive 89/654/EEC (workplace)**

- Basic provisions of the Minimum Requirements for Safety and Health at Work Regulations 2002. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/56446CD2DE13E00DC2256F3400302161/\\$file/EIaxistes%20prodiagrafes%202011.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/56446CD2DE13E00DC2256F3400302161/$file/EIaxistes%20prodiagrafes%202011.pdf)
- Electricity in the Workplace. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D9A318846969B599C2257961001DB44B/\\$file/Hlektrismos.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D9A318846969B599C2257961001DB44B/$file/Hlektrismos.pdf)
- A document with guidance terms for new and modified premises which will be used as workplaces. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D7FEDB0763589CD8C2256E470043957F/\\$file/Poleodomikes%20adeies%20kai%20adeies%20oikodomis%20-Oroi%20TEE.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D7FEDB0763589CD8C2256E470043957F/$file/Poleodomikes%20adeies%20kai%20adeies%20oikodomis%20-Oroi%20TEE.pdf)

#### **Directive 2009/104/EC (work equipment)**

- Code of Practice for the execution of work at height. *DLI 2012*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/3CAFA77E8A0B65DAC22579E50026854B/\\$file/Kodikas%20Praktikis%20gia%20Ergasies%20se%20Ypsos-2012.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/3CAFA77E8A0B65DAC22579E50026854B/$file/Kodikas%20Praktikis%20gia%20Ergasies%20se%20Ypsos-2012.pdf)
- Lifting People By Cart Mounted from Mobile Crane. *DLI 2012*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/3946F74DDCC65706C22574C70033DF5E/\\$file/Anyposi%20Prosopon.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/3946F74DDCC65706C22574C70033DF5E/$file/Anyposi%20Prosopon.pdf)
- Code of Practice for Training Operators of Mobile Cranes. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/342CA96F1772723EC225797500435DC1/\\$file/G](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/342CA96F1772723EC225797500435DC1/$file/G)

[eranoi.pdf](#)

#### **Council Directive 89/656/EEC (PPE)**

- Personal Protective Equipment. *DLI 2012*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/38F6279D91B82406C22579FA0026D4F9/\\$file/Mesa%20Atomikis%20Prostasias.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/38F6279D91B82406C22579FA0026D4F9/$file/Mesa%20Atomikis%20Prostasias.pdf)

#### **Council Directive 92/58/EEC (OSH signs)**

- OSH Signs at the place of work. *DLI 2012*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5F861C400B30BE39C2257A16001F36C4/\\$file/Labelling.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5F861C400B30BE39C2257A16001F36C4/$file/Labelling.pdf)
- Poster. *DLI 2007-2012*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D5C2B976A6952973C22577E40024D21A/\\$file/Afisa%20-%20Simata%20Asfaleias.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D5C2B976A6952973C22577E40024D21A/$file/Afisa%20-%20Simata%20Asfaleias.pdf)

#### **Directive 1999/92/EC (ATEX)**

- Good Practice Guide ATEX. *DLI 2006*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/589C9F450F673394C2257110003EC714/\\$file/ATEX%20code%20of%20practise.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/589C9F450F673394C2257110003EC714/$file/ATEX%20code%20of%20practise.pdf)
- Risks Derived from Explosions - Guide to Risk Assessment in Small and Medium Enterprises. *DLI 2010*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/33E1947BBE39A268C22577D20043FF60/\\$file/Kindunoi%20Apo%20Ekrixeis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/33E1947BBE39A268C22577D20043FF60/$file/Kindunoi%20Apo%20Ekrixeis.pdf)

#### **Council Directive 90/269/EEC (manual handling of loads)**

- Lifting loads manually. *DLI 2003*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/46E30C6FC24205DAC2256E4C003CB222/\\$file/Burden%20Elevation%20by%20Hands.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/46E30C6FC24205DAC2256E4C003CB222/$file/Burden%20Elevation%20by%20Hands.pdf)
- Lighten the Load - Information for employers and workers in the commercial sector. *DLI 2008*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5F4CFEB68D5CC060C225769300425F3A/\\$file/Mioste%20tin%20kataponisi-emporio.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5F4CFEB68D5CC060C225769300425F3A/$file/Mioste%20tin%20kataponisi-emporio.pdf)
- Lighten the Load - Information for employers and workers in the construction sector. *DLI 2008*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7BDE0F8AE42BD25FC225769300423BC2/\\$file/Mioste%20tin%20kataponisi-kataskeves.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7BDE0F8AE42BD25FC225769300423BC2/$file/Mioste%20tin%20kataponisi-kataskeves.pdf)
- Lighten the Load - Prevention of lower back disorders in the Transport Sector. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6656D3EC36710DC3C22573600025988F/\\$file/Kataponisi-Tomeas%20Metaforon.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6656D3EC36710DC3C22573600025988F/$file/Kataponisi-Tomeas%20Metaforon.pdf)
- Lighten the Load - Prevention of lower back disorders in Healthcare / Care. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D2ABDF91CE859E4BC225736000256F83/\\$file/Meiwste%20tin%20kataponisi%202011.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D2ABDF91CE859E4BC225736000256F83/$file/Meiwste%20tin%20kataponisi%202011.pdf)
- Manual Handling of Loads. *DLI 2013*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6E0942D3407AE956C2257C1C00257AA2/\\$file/Xironaktiki%20Diakinisi%20Fortion.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6E0942D3407AE956C2257C1C00257AA2/$file/Xironaktiki%20Diakinisi%20Fortion.pdf)

#### **Council Directive 90/270/EEC (display screen equipment)**

- Safety and Health at Work with display screen equipment Imaging. *DLI 2007-2012*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/037299514940C42AC2256E4C003FB1E9/\\$file/Monitors.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/037299514940C42AC2256E4C003FB1E9/$file/Monitors.pdf)
- Safety and Health at Work with display screen equipment Imaging. *DLI 2013*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5AF905EACC90EFB3C2257C1A00256054/\\$file/Othones%20Optikis%20Apikonisis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5AF905EACC90EFB3C2257C1A00256054/$file/Othones%20Optikis%20Apikonisis.pdf)



#### **Directive 2002/44/EC (vibration)**

- Vibrations. *DLI 2005*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/CFFB3277FFFE0274C22570B50051FAB3/\\$file/Vibrations.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/CFFB3277FFFE0274C22570B50051FAB3/$file/Vibrations.pdf)
- Guide for the Implementation of the European Directive 2002/44/EC on Vibrations. *DLI 2007*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/8EF177F2299D2FD4C22575BB001D84BB/\\$file/vibrations\\_final\\_guides\\_EN\\_1.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/8EF177F2299D2FD4C22575BB001D84BB/$file/vibrations_final_guides_EN_1.pdf)

#### **Directive 2003/10/EC (noise)**

- Noise at work. *DLI 2012*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/556A2D24EC961B3CC2257A16001EC117/\\$file/Noise.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/556A2D24EC961B3CC2257A16001EC117/$file/Noise.pdf)
- Approved code of practice for workplace noise in the music and entertainment sectors  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/658ED64D624BF91CC2256E470042A582/\\$file/KODIKAS%20PRAKTIKHS%20-%20NOISE.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/658ED64D624BF91CC2256E470042A582/$file/KODIKAS%20PRAKTIKHS%20-%20NOISE.pdf)

#### **Directive 2004/40/EC (electromagnetic fields)**

N/A

#### **Directive 2006/25/EC (artificial optical radiation)**

No accompanying action identified

#### **Directive 2004/37/EC (carcinogens or mutagens)**

- Department of Labour Inspection website. *DLI 2007-2012*  
<http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/22980F5E213A6999C2256E47003FBA35?OpenDocument>

#### **Council Directive 98/24/EC (chemical agents at work)**

- Chemicals in the Workplace. *DLI 2003*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/0037AADC70350CEBC2256E4C004173B0/\\$file/Chemical%20Substances.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/0037AADC70350CEBC2256E4C004173B0/$file/Chemical%20Substances.pdf)
- Risk assessment of the use of hazardous chemicals - European Campaign. *DLI 2009*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5943F0D494F5AE4EC225779600342B73/\\$file/Epikindines%20Ousies%20-%20Europaiki%20Ekstratia.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5943F0D494F5AE4EC225779600342B73/$file/Epikindines%20Ousies%20-%20Europaiki%20Ekstratia.pdf)
- Chemistry Lab Guide. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7431E4729E19F266C2256F020021AD7F/\\$file/2011201-TEE%20Chemistry%20lab%20guide-final.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7431E4729E19F266C2256F020021AD7F/$file/2011201-TEE%20Chemistry%20lab%20guide-final.pdf)
- Hazardous Substances: Information, Prevention, Protection - Woodworking - Furniture Workshops. *DLI 2013*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/F010408AE52229A8C2257C78002C0BB8/\\$file/Wood\\_shops.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/F010408AE52229A8C2257C78002C0BB8/$file/Wood_shops.pdf)
- Hazardous Substances: Information, Prevention, Protection - Dry Cleaning - Cleaning Contractors. *DLI 2013*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/73DB227A4D228ED7C2257C78002B7ECE/\\$file/Dry\\_cleaning.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/73DB227A4D228ED7C2257C78002B7ECE/$file/Dry_cleaning.pdf)
- Hazardous Substances: Information, Prevention, Protection – Garages. *DLI 2013*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/BD30F423004C03D7C2257C78002AC1BD/\\$file/Cars\\_repairs.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/BD30F423004C03D7C2257C78002AC1BD/$file/Cars_repairs.pdf)

#### **Directive 2009/148/EC (asbestos)**

- Asbestos: What You Should Know. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/C969F5C94288998DC2256E5B002975D4/\\$file/A](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/C969F5C94288998DC2256E5B002975D4/$file/A)

[MIANTOS%20booklet%202011.pdf](#)

- Department of Labour Inspection – website. *DLI 2007-2012*  
<http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/292464D49846DEE7C2256E470042CF7B?OpenDocument>

#### **Directive 2000/54/EC (biological agents)**

- Legionnaires' disease - General Principles and Guidelines for the Assessment and Management of Risk. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/29DCBBFD05D6AEE5C22574BB0018407A/\\$file/NOSOS%20LEGEONARION.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/29DCBBFD05D6AEE5C22574BB0018407A/$file/NOSOS%20LEGEONARION.pdf)
- Department of Labour Inspection – website. *DLI 2007-2012*  
<http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/13BB2EC8424EA67BC2256E47003FC41E?OpenDocument>

#### **Council Directive 92/57/EEC (temporary or mobile construction sites)**

- Non-binding guide to good practice for understanding and application of the Directive 92/57/EEC on construction sites. *DLI 2010*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/63E1A03B438CC209C2257B2E003072ED/\\$file/Odigos%20gia%20Odigia%2092-57-EOK.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/63E1A03B438CC209C2257B2E003072ED/$file/Odigos%20gia%20Odigia%2092-57-EOK.pdf)
- Safety and Health in Construction Projects. *DLI 2012*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/82BC3AE3C82458A8C2256FA30023A37D/\\$file/Asfaleia%20kai%20Ygeia%20sta%20kataskeuastika%20Erga.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/82BC3AE3C82458A8C2256FA30023A37D/$file/Asfaleia%20kai%20Ygeia%20sta%20kataskeuastika%20Erga.pdf)
- Earthworks. *DLI 2009*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/F61ACED837AE7E01C22577E40025893B/\\$file/Xomatourgikes%20Ergasies.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/F61ACED837AE7E01C22577E40025893B/$file/Xomatourgikes%20Ergasies.pdf)
- Good Practice Guide for Construction Projects. *DLI 2009*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D4CCE0965930E805C225759800285B04/\\$file/Odigos-Kalis-Praktikis-Kataskeves.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D4CCE0965930E805C225759800285B04/$file/Odigos-Kalis-Praktikis-Kataskeves.pdf)
- Safety Instructions on Construction. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/0A7469B086D921F9C2257535003F16F5/\\$file/ASFALEIA%20OIKODOMES%202011.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/0A7469B086D921F9C2257535003F16F5/$file/ASFALEIA%20OIKODOMES%202011.pdf)
- Guide to the Safety and Health Plan in Construction Projects. *DLI 2006*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/351038D82592696BC2256E58003812CD/\\$file/Odigos%20to%20Sxedio%20Asfaleias.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/351038D82592696BC2256E58003812CD/$file/Odigos%20to%20Sxedio%20Asfaleias.pdf)
- Safety Instructions in the Construction Industry. *DLI 2009*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5D5358C7A12A612CC225752F002972D3/\\$file/Safety-Instructions-Construction-Industry.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5D5358C7A12A612CC225752F002972D3/$file/Safety-Instructions-Construction-Industry.pdf)
- Project: Technical Assistance for the improvement of the capacity of the Cyprus Competent Authority, the Social Partners and the workers of the Construction Industry, Extractive Industry and Dockworks on safety and health at work issues<sup>63</sup>.  
<http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/500049E6EE38939BC22571BD0031B9CC?OpenDocument&t=d&e=>
- Grant scheme for building contractors of small and medium enterprises<sup>64</sup>

#### **Council Directive 92/104/EEC (surface and underground mineral-extracting industries)**

- Guidance document standards on Safety and Health for the Extractive Industries. *DLI 2009*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/A94D62C00166646AC2257598002940F9/\\$file/Kathodigitika-Protitypa-AkaiY.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/A94D62C00166646AC2257598002940F9/$file/Kathodigitika-Protitypa-AkaiY.pdf)
- Good Practice Guide for the mines – Mining. *DLI 2009*

<sup>63</sup> Project purpose: To enhance the capacity of the public services and the private enterprises [management staff and workers (2000 people)] of the above sectors to effectively comply with the Legislation on Safety and Health at Work.

<sup>64</sup> The objective of the scheme was to improve metal scaffoldings industry in Cyprus, as well as to better place the metal scaffoldings industry better on the market and in line with European standards.

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/425DDFE528C67E3FC225759800290DAF/\\$file/Odigos-Kalis-Praktikis-Metallia.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/425DDFE528C67E3FC225759800290DAF/$file/Odigos-Kalis-Praktikis-Metallia.pdf)

- Good Practice Guide for the mines – Quarries. *DLI 2009*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/E082C2723B639476C22575980028C1F0/\\$file/Odigos-Kalis-Praktikis-Latomia.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/E082C2723B639476C22575980028C1F0/$file/Odigos-Kalis-Praktikis-Latomia.pdf)
- Project: Technical Assistance for the improvement of the capacity of the Cyprus Competent Authority, the Social Partners and the workers of the Construction Industry, Extractive Industry and Dockworks on safety and health at work issues.  
<http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/500049E6EE38939BC22571BD0031B9CC?OpenDocument&t=d&e=>

#### **Council Directive 92/91/EEC (mineral-extracting industries through drilling)**

- Guidance document standards on Safety and Health for the Extractive Industries. *DLI 2009*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/A94D62C00166646AC2257598002940F9/\\$file/Kathodigitika-Protypa-AkaiY.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/A94D62C00166646AC2257598002940F9/$file/Kathodigitika-Protypa-AkaiY.pdf)

#### **Council Directive 92/85/EEC (pregnant/breastfeeding workers)**

- The protection of maternity. *DLI 2012*  
[http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/All/3C17E01D427E6382C2257ACA0046164C/\\$file/Theraprotectionofmaternity2012.pdf?OpenElement](http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/All/3C17E01D427E6382C2257ACA0046164C/$file/Theraprotectionofmaternity2012.pdf?OpenElement)

#### **Council Directive 91/383/EEC (temporary workers)**

- Guide for the Undertaking of Work through Temporary Employment Act of 2012 and Regulations 2012. *DI 2007-2012*  
[http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/dmlissu2\\_gr/dmlissu2\\_gr?OpenDocument](http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/dmlissu2_gr/dmlissu2_gr?OpenDocument)

#### **Council Directive 94/33/EC (young people at work)**

- Department of Labour Inspection – website. *DLI 2007-2012*  
<http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B5DB9BDC2BDCD3DBC2257AFC00454888?OpenDocument>
- Informative Guide. *DLI 2012*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B5DB9BDC2BDCD3DBC2257AFC00454888/\\$file/Odigos%20gia%20prostasia%20ton%20neon.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B5DB9BDC2BDCD3DBC2257AFC00454888/$file/Odigos%20gia%20prostasia%20ton%20neon.pdf)

For each identified document/action, the table indicates:

- The name of the action
- The type of accompanying action: guidance (G)/awareness-raising programme (AR)/support tool (IT) financial incentive (FI)/ education and training actions (ET);
- The entity who initiated it: authorities (A)/social partners (SP);
- The target groups of the action: specific sectors, specific groups, SMEs.

**Table 4- 1 Accompanying Actions**

Name	Type	Initiated by (and date)	Target groups
<b>Directive 89/391/EEC (Framework Directive)</b>			
Main Provisions of the Safety and Health at Work Laws	G	A 2011	Public, in particular Employers, workers, prevention advisors researchers
Brief Guide to the obligations of employers and workers	G	A 2010	In particular employers, workers prevention advisors

Name	Type	Initiated by (and date)	Target groups
Guidance Guide to preparing and implementing an effective safety and health management system	G	A 2009	In particular employers, workers prevention advisors
Promoting Healthy Working for sufferers of Chronic Illness: Good Practice Guide	G	A 2009	In particular employers, workers prevention advisors
Code of Practice - Heat Strain of Workers	G	A 2012	In particular employers, workers prevention advisors
Safety and Health of Domestic Workers	G	A 2011	In particular employers, workers
Guide - Organization and Management of Health & Safety in Public Service	G	A 2011	In particular employers, workers prevention advisors
Management Issues Related to the Use of Alcohol and other Addictive Substances in the Workplace	G	A 2010	In particular employers, workers prevention advisors
Instructions for Safe Working in Garages	G	A 2010	In particular employers, workers prevention advisors
First Aid in the Workplace	G	A 2009	In particular employers, workers prevention advisors
Notification of Occupational Diseases	G	A 2008	In particular employers, workers prevention advisors
Notification of Accidents and Dangerous Incidents	G	A 2011	In particular employers, workers prevention advisors
On line Risk Assessment Tool for Hairdressers in Cyprus	IT	A 2009-2012	employers
On line Risk Assessment Tool for Office Works in Cyprus	IT	A 2010-2012	employers
E-learning system E-GNOSIS	IT	A 2009	Public, in particular Employers, workers, prevention advisors researchers
TRIA Project	ET	SP	Employers and workers
Annual Campaign on the Prevention of Work Accidents and Occupational Diseases within the framework of the European Week for Safety and Health at Work 2008 (20/10/2008 and 23/10/2009, Nicosia) focussing on the risk assessment	ET	A 2008 2009	Public, in particular Employers, workers, prevention advisors researchers
European Campaign on the Prevention of Work Accidents and Occupational Diseases (18/10/2010 and 27/10/2011, Nicosia) focussing on Safe Maintenance.	ET	A 2010 2011	Public, in particular Employers, workers, prevention advisors researchers
<b>Council Directive 89/654/EEC (workplace)</b>			
Basic provisions of the Minimum Requirements for Safety and Health at Work Regulations 2002	G	A 2011	Public, in particular Employers, workers, prevention advisors
Electricity in the Workplace	G	A 2011	Public, in particular Employers, workers, prevention advisors
A document with guidance terms for new and modified premises which will be used as workplaces.	G	A 2011	Designers (architects and engineers), the owners and the employers
OIRA tool for hairdressers (+ interactive tool and 14	G/ET	A	Employers, workers

Name	Type	Initiated by (and date)	Target groups
training seminars)		2007-2012	
OIRA interactive tool for office work (plus 14 training seminars)	G/ET	A 2007-2012	Employers, workers
<b>Directive 2009/104/EC (work equipment)</b>			
Wood-working work equipment	ET	A 2007	Employers, workers
Forklift and related work equipment	ET	A 2008	Employers, workers
Code of Practice for the execution of work at height	G	A 2012	Employers, workers, prevention advisors
Lifting People By Cart Mounted from Mobile Crane	G	A 2012	Employers, workers, prevention advisors
Code of Practice for Training Operators of Mobile Cranes	G	A 2011	Employers, workers, prevention advisors
<b>Council Directive 89/656/EEC (PPE)</b>			
A two day seminar on Safety and Health Advances in PPE, with references to the relevant legislation (2009).	ET	A 2009	Employers, workers
Personal Protective Equipment	G	A 2012	Employers, workers, prevention advisors
<b>Council Directive 92/58/EEC (OSH signs)</b>			
OSH Signs at the place of work	G	A 2012	Employers, workers, prevention advisors
Poster	G	A 2007-2012	Employers, workers, prevention advisors
<b>Directive 1999/92/EC (ATEX)</b>			
Good Practice Guide ATEX	G	A 2006	Employers, prevention advisors,
Risks Derived from Explosions - Guide to Risk Assessment in Small and Medium Enterprises	G	A 2010	Employers, prevention advisors,
<b>Council Directive 90/269/EEC (manual handling of loads)</b>			
Lifting loads manually	G	A 2003	Employers, workers, prevention advisors
Lighten the Load - Information for employers and workers in the commercial sector	G	A 2008	Employers, workers, prevention advisors
Lighten the Load - Information for employers and workers in the construction sector	G	A 2008	Employers, workers, prevention advisors
Lighten the Load - Prevention of lower back disorders in the Transport Sector	G	A 2011	Employers, workers, prevention advisors
Lighten the Load - Prevention of lower back disorders in Healthcare / Care	G	A 2011	Employers, workers, prevention advisors
Manual Handling of Loads	G	A 2013	Employers, workers, prevention advisors
<b>Council Directive 90/270/EEC (display screen equipment)</b>			
Safety and Health at Work with display screen equipment Imaging	G	A 2007-2012	Employers, workers, prevention advisors
Safety and Health at Work with display screen equipment Imaging - New	G	A 2013	Employers, workers, prevention advisors
<b>Directive 2002/44/EC (vibration)</b>			
Vibrations	G	A 2005	Employers, workers, prevention advisors
Guide for the Implementation of the European Directive 2002/44/EC on Vibrations	G	A 2007	employers, prevention advisors,
<b>Directive 2003/10/EC (noise)</b>			
Approved code of practice for workplace noise in the music and entertainment sectors	G	A 2010	Public, in particular employers, workers, prevention advisors researchers
Noise at work	G	A	Employers, workers,

Name	Type	Initiated by (and date)	Target groups
		2012	prevention advisors,
<b>Directive 2004/40/EC (electromagnetic fields)</b>			
N/A	N/A	N/A	N/A
<b>Directive 2006/25/EC (artificial optical radiation)</b>			
No accompanying action identified			
<b>Directive 2004/37/EC (carcinogens or mutagens)</b>			
Department of Labour Inspection website	IT	A 2007-2012	Employers, prevention advisors
<b>Council Directive 98/24/EC (chemical agents at work)</b>			
Chemicals in the Workplace	G	A 2003	Employers, workers, prevention advisors
Risk assessment of the use of hazardous chemicals - European Campaign	G	A 2009	Employers, prevention advisors
Chemical substances in the working environment	G	A 2011	Employers, prevention advisors
Chemistry Lab Guide	G	A 2013	Employers, prevention advisors
Hazardous Substances: Information, Prevention, Protection - Woodworking - Furniture Workshops	G	A 2013	Employers, prevention advisors
Hazardous Substances: Information, Prevention, Protection - Dry Cleaning - Cleaning Contractors	G	A 2013	Employers, prevention advisors
Hazardous Substances: Information, Prevention, Protection – Garages	G	A 2013	Employers, prevention advisors
<b>Directive 2009/148/EC (asbestos)</b>			
Asbestos: What You Should Know	G	A 2011	Employers, workers, prevention advisors
<b>Directive 2000/54/EC (biological agents)</b>			
Legionnaires' disease - General Principles and Guidelines for the Assessment and Management of Risk	G	A 2011	Employers, prevention advisors
Department of Labour Inspection – website	IT	A 2007-2012	Employers, prevention advisors
<b>Council Directive 92/57/EEC (temporary or mobile construction sites)</b>			
Non-binding guide to good practice for understanding and application of the Directive 92/57/EEC on construction sites	G	A 2010	Employers, prevention advisors
Safety and Health in Construction Projects	G	A 2012	Employers, workers, prevention advisors
Earthworks	G	A 2009	Employers, prevention advisors
Good Practice Guide for Construction Projects	G	A 2009	Employers, prevention advisors
Safety Instructions on Construction	G	A 2011	Employers, prevention advisors
Guide to the Safety and Health Plan in Construction Projects	G	A 2006	Employers, prevention advisors
Safety Instructions in the Construction Industry	G	A 2009	Workers
Technical Assistance for the improvement of the capacity of the Cyprus Competent Authority, the Social Partners and the workers of the Construction Industry, Extractive Industry and Dockworks on safety and health at work issues.	ET	A 2005-2008	Workers
Grant scheme for building contractors of small and medium enterprises	ET	A 2008	Employers
<b>Council Directive 92/104/EEC (surface and underground mineral-extracting industries)</b>			
Guidance document standards on Safety and Health for the Extractive Industries	G	A 2009	Employers, prevention advisors
Good Practice Guide for the mines – Mining	G	A	Employers, prevention

Name	Type	Initiated by (and date)	Target groups
		2009	advisors
Good Practice Guide for the mines – Quarries	G	A 2009	Employers, prevention advisors
Technical Assistance for the improvement of the capacity of the Cyprus Competent Authority, the Social Partners and the workers of the Construction Industry, Extractive Industry and Dockworks on safety and health at work issues.	ET	A 2005-2008	Workers
<b>Council Directive 92/91/EEC (mineral-extracting industries through drilling)</b>			
Guidance document standards on Safety and Health for the Extractive Industries	G	A 2009	Employers, prevention advisors
<b>Council Directive 92/29/EEC (medical treatment on board vessels)</b>			
No accompanying action identified			
<b>Council Directive 93/103/EC (work on board fishing vessels)</b>			
No accompanying action identified			
<b>Council Directive 92/85/EEC (pregnant/breastfeeding workers)</b>			
The protection of maternity	G	A 2012	Employers, workers, prevention advisors
<b>Council Directive 91/383/EEC (temporary workers)</b>			
Guide for the Undertaking of Work through Temporary Employment Act of 2012 and Regulations 2012	IT	A 2007-2012	Employers, workers, prevention advisors
<b>Council Directive 94/33/EC (young people at work)</b>			
Department of Labour Inspection – website	IT	A 2007-2012	Employers, prevention advisors
Informative Guide	G	A 2012	Employers, workers, prevention advisors
Annual Campaign on the Prevention of Work Accidents and Occupational Diseases within the framework of the European Week for Safety and Health at Work (22/10/2007, Nicosia) focussing on the protection of young people at work and the theme adopted was «Lighten the Load»	ET	A 2007	Public, in particular Employers, workers, prevention advisors researchers

## 4.2 USE OF ACCOMPANYING ACTIONS

This sub-section assess to what extent the accompanying actions are actually used by establishments to pursue the objective of protecting health and safety of workers.

**Project: Technical Assistance for the improvement** of the capacity of the Cyprus Competent Authority, the Social Partners and the workers of the Construction Industry, Extractive Industry and Dockworks on safety and health at work issues.

**As a result:** Two thousand people (1000 from the public sector and 1000 from the private sector) participated in the project and received appropriate training on safety and health at work<sup>65</sup>.

**In 2008, a grant scheme for building contractors<sup>66</sup>** of small and medium enterprises has been implemented. The objective of the scheme was to improve metal scaffoldings industry in Cyprus, as well as to better place the metal scaffoldings industry on the market and in line with European standards. One of the objectives was also to improve the quality of the equipment for work at heights.

<sup>65</sup>Summary of the Results of evaluation Research of the project  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/80CF53B10A2B784BC22578A3003AB3E5/\\$file/20110428%20-%20Apotelesmata%20Erevnas.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/80CF53B10A2B784BC22578A3003AB3E5/$file/20110428%20-%20Apotelesmata%20Erevnas.pdf)

<sup>66</sup> Department of Labour Inspection Cyprus Republic, Report on the practical implementation of the EU OSH directives for years 2007-2012

**As a result:** 421 companies were subsidised for the amount of €2,8 billion from the national budget, and equipment worth over €10.000.000 was brought into the construction sites.

**On line Risk Assessment Tool:**

Accumulated assessments so far for the<sup>67</sup>:

- On line Risk Assessment Tool for Hairdressers in Cyprus: 222
- On line Risk Assessment Tool for Office Works in Cyprus: 474

The OIRA role in Cyprus is currently being expanded to cover butcheries, catering and primary and secondary education sectors.

The Cyprus Workers' Confederation (SEK) was the coordinator of TRIA Project: The project was developed with support by the European Commission within the framework of the Leonardo Program and the participants from Cyprus were the Department of Labour Inspection, the Cyprus Safety and Health Association and the Cyprus Employers & Industrialists Federation. The material developed within the TRIA project responds to the sectoral need for training of workers and employers, especially those that work in small firms and/or are self-employed in all states of the European Community. It includes the basis for a comprehensive training course dealing with the risk assessment process at workplace of different economic activity sectors and the safety measures to be taken in order to improve safety and quality of work. The basic incentive for the present training course is the provision of integrated, high quality, in-house training to people working in small firms that have limited or non-existing training resources, as well as harmonization of training in the area of risk assessment.

### **4.3 GAPS**

This sub-section aims at determining whether there are any information needs that are not met.

On the basis of the interviews more information needs should be met regarding:

- Teleworking
- Extraction of hydrocarbons and liquefaction of natural gas
- Nanotechnology
- Ageing workforce
- Hospitals and Clinics
- Simple publications with pictograms
- More publications on psychosocial issues especially focus on risk assessment
- Publications specific for medical professors regarding reporting of occupational diseases
- Good practice guide focus on specific sectors of economic activity
- Regarding the Exposure of Workers to the Risks arising from Physical Agents (Noise), specifically SME related

---

<sup>67</sup> Statistics provided by EU-OSHA



## 5 MAPPING QUESTION 5: ENFORCEMENT

The following section provides information on enforcement of the 24 directives. It describes the structure in place for enforcement.

In Cyprus, the main authority in charge of OSH legislation enforcement is the Department of Labour Inspection, which is part of the Ministry of Labour and Social Insurance, which covers all industrial sectors and all directives, with the exception of Directives 92/29/EEC and 93/103/EC. For the latter, the Department of Merchant Shipping enforces shipping legislation including OSH issues on board vessels. In addition, the Department of Labour has joint enforcement responsibilities with regard to the OSH directives aiming at vulnerable workers.

In terms of statistical information on inspections, it can be noted that there is quite detailed information available, for example with regard to the number of inspections per sector of activity. There are also various strategies for inspection identified (see, e.g., National Strategy of Cyprus 2007-2012, Action Plan 2007-2012, and the DLI Annual Reports), and there are specific inspection campaigns on a whole year and on a monthly basis.

### *Structure for enforcement*

The table below provides a list of the bodies in charge of enforcement in the Member State, by Directive if applicable.

**Table 5- 1 Enforcement authorities**

Name	Type of authority
<b>Directive 89/391/EEC (Framework Directive)</b>	
Department of Labour Inspection	<p>Occupational health and safety in Cyprus falls under the responsibility of the Ministry of Labour and Social Insurance (MLSI).</p> <p>The Department of Labour Inspection (DLI) is part of the MLSI and is responsible for the implementation and surveillance of OSH policy and standards. In the field of OSH, the DLI has the general responsibility for all industrial sectors. The organization of their activities and work is based on the guidelines and the requirements of the I.L.O. Convention n.81 (Labour Inspection Convention) ratified by Cyprus in 1960.</p> <p>The top administrator of the DLI is a Director who reports to the Permanent Secretary (Director General) of the Ministry of Labour and Social Insurance. DLI is based at the Labour Department Headquarters, established in Nicosia, and has four District Labour Offices (one for each major towns of Cyprus).</p> <p>Whenever a contravention constitutes a criminal offence, the Court may apply penalties to imprisonment (not exceeding four years) or to a fine (not exceeding eighty thousand euros) or to both such penalties.</p>

Name	Type of authority
<b>Council Directive 89/654/EEC (workplace)</b>	
Department of Labour Inspection	See Framework Directive
<b>Directive 2009/104/EC (work equipment)</b>	
Department of Labour Inspection	See Framework Directive
<b>Council Directive 89/656/EEC (PPE)</b>	
Department of Labour Inspection	See Framework Directive
<b>Council Directive 92/58/EEC (OSH signs)</b>	
Department of Labour Inspection	See Framework Directive
<b>Directive 1999/92/EC (ATEX)</b>	
Department of Labour Inspection	See Framework Directive
<b>Council Directive 90/269/EEC (manual handling of loads)</b>	
Department of Labour Inspection	See Framework Directive
<b>Council Directive 90/270/EEC (display screen equipment)</b>	
Department of Labour Inspection	See Framework Directive
<b>Directive 2002/44/EC (vibration)</b>	
Department of Labour Inspection	See Framework Directive
<b>Directive 2003/10/EC (noise)</b>	
Department of Labour Inspection	See Framework Directive
<b>Directive 2004/40/EC (electromagnetic fields)</b>	
N/A	N/A
<b>Directive 2006/25/EC (artificial optical radiation)</b>	
Department of Labour Inspection	See Framework Directive
<b>Directive 2004/37/EC (carcinogens or mutagens)</b>	
Department of Labour Inspection	See Framework Directive
<b>Council Directive 98/24/EC (chemical agents at work)</b>	
Department of Labour Inspection	See Framework Directive
<b>Directive 2009/148/EC (asbestos)</b>	
Department of Labour Inspection	See Framework Directive
<b>Directive 2000/54/EC (biological agents)</b>	
Department of Labour Inspection	See Framework Directive
<b>Council Directive 92/57/EEC (temporary or mobile construction sites)</b>	
Department of Labour Inspection	See Framework Directive
<b>Council Directive 92/104/EEC (surface and underground mineral-extracting industries)</b>	
Department of Labour Inspection	See Framework Directive
<b>Council Directive 92/91/EEC (mineral-extracting industries through drilling)</b>	
Department of Labour Inspection	See Framework Directive
<b>Council Directive 92/29/EEC (medical treatment on board vessels)</b>	
Department of Merchant Shipping	<p>The Department of Merchant Shipping is one of the Departments of the Ministry of Communication and Works.</p> <p>The Department's activities include: registration of ships, administration and enforcement of the merchant shipping legislation, control of ships and enforcement of international conventions, investigation of marine casualties, resolving labour disputes on board Cyprus ships, and providing training and certification to seafarers.</p>
<b>Council Directive 93/103/EC (work on board fishing vessels)</b>	
Department of Merchant Shipping	See Directive 92/29/EEC (medical treatment on board vessels)
<b>Council Directive 92/85/EEC (pregnant/breastfeeding workers)</b>	
Department of Labour Inspection	<p>See Framework Directive</p> <p>Cyprus has designated specific Labour Inspectors responsible for the enforcement of the Pregnant / Breastfeeding Worker Directive.</p>

Name	Type of authority
Department of Labour	The Department of Labour is one of the Departments of the Ministry of Labour and Social Insurance.  Responsibilities of the Department include, among other things, protection of special groups in employment, public employment services, free movement of European Union workers, employment of workers from third countries, and some aspects of human resource development.
<b>Council Directive 91/383/EEC (temporary workers)</b>	
Department of Labour Inspection	See Framework Directive
Department of Labour	See Framework Directive
<b>Council Directive 94/33/EC (young people at work)</b>	
Department of Labour Inspection	See Framework Directive
Department of Labour	See Framework Directive

In addition, information is provided on any interactions between the enforcement bodies listed above.

There are no interactions between the enforcement bodies listed above. Every Department is responsible for the implementation of specific legislation for which it is appointed.

## Inspections

### Statistical Information

The table below provides information on the statistical data available in relation to inspections in order to gain an understanding of the level of enforcement activities in Cyprus.

**Table 5- 2 Inspections statistical data**

Year	Number of labour inspectors <sup>68</sup>	Number of workers per labour inspector <sup>69</sup>	Number of inspections per 100.000 workers <sup>70</sup>	Number of workers	Frequency of inspections	Comments
2007	29	10381.21	1560.18	377948	203 inspections/inspector (according to data received from DLI) [number of inspections per 100.000 workers X 3.779] / number of labour inspectors]377948 workers/ 100.000 = 3.779	The numbers provided correspond solely to inspections concerning the implementation of OSH legislation.
2008	25.5	12019.14	1596.15	382852	239.61 inspections/inspector	
2009	22.75	13502.77	1387.42	382919	233.51 inspections/inspector	
2010	22	14631.18	1297.98	395223	233.16 inspections/inspector	

<sup>68</sup> See National Implementation Report for Cyprus, 2013, Section I, 1.1

<sup>69</sup> See National Implementation Report for Cyprus, 2013, Section I, 1.1

<sup>70</sup> See National Implementation Report for Cyprus, 2013, Section I, 1.1

Year	Number of labour inspectors <sup>68</sup>	Number of workers per labour inspector <sup>69</sup>	Number of inspections per 100.000 workers <sup>70</sup>	Number of workers	Frequency of inspections	Comments
2011	22.5	14522.00	1428.33	398214	252.78 inspections/inspector	
2012	21	15433.10	1432.30	388605	265.04 inspections/inspector	
					63.97 % of undertakings participating in ESENER survey <sup>71</sup> were subject to an inspection once in the past 3 years. <b>Per Sector</b> Production sector 84.90 % Private Services 50.55 % Public Services 56.46 % <b>Per Company Size</b> 10 to 19 employees 57.42 % 20 to 49 employees 62.27 % 50 to 249 employees 67.51 % 250 to 499 employees 84.28 % 500 or more employees 72.11 %	

**Table 5 -2 a Inspections statistical data (per sector)<sup>72</sup>**

Sector		2007	2008	2009	2010	2011	2012
S/N	ECONOMIC ACTIVITY						
1	SECTION A — AGRICULTURE, FORESTRY AND FISHING	N <sup>73</sup>	112	162	133	106	66
2	SECTION B — MINING AND QUARRYING		39	50	43	48	34
3	SECTION C — MANUFACTURING		1371	1216	1418	1730	1249
4	SECTION D — ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY		9	11	17	26	22
5	SECTION E — WATER SUPPLY SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES		46	63	48	47	28
6	SECTION F — CONSTRUCTION		1033	1655	1893	1921	1781

<sup>71</sup> ESENER1, question MM170

<sup>72</sup> Inspections of Undertakings for the Years 2007-2012 by economic sectors [DLI Annual Reports 2007-2012 – [http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/dmlpublications\\_New\\_gr?openform&p=10&t=f&e=](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/dmlpublications_New_gr?openform&p=10&t=f&e=)

<sup>73</sup> The classification of sectors of economic activity for years 2008-2012 is in accordance to NACE, rev.2. This is not the case for year 2007.

Sector		2007	2008	2009	2010	2011	2012
7	SECTION G — WHOLESALE AND RETAIL TRADE, REPAIR OF MOTOR VEHICLES AND MOTORCYCLES		306	614	572	759	294
8	SECTION H — TRANSPORTATION AND STORAGE		220	303	444	356	85
9	SECTION I — ACCOMMODATION AND FOOD SERVICE ACTIVITIES		12	320	583	1152	479
10	SECTION J — INFORMATION AND COMMUNICATION		17	12	23	5	17
11	SECTION K — FINANCIAL AND INSURANCE ACTIVITIES		2	4	19	11	11
12	SECTION L — REAL ESTATE ACTIVITIES		63	0	3	9	6
13	SECTION M — PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES		21	39	32	37	30
14	SECTION N — ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES		132	21	18	26	10
15	SECTION O — PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY		35	170	98	139	125
16	SECTION P — EDUCATION		33	83	59	64	63
17	SECTION Q — HUMAN HEALTH AND SOCIAL WORK ACTIVITIES		98	282	196	447	114
18	SECTION R — ARTS, ENTERTAINMENT AND RECREATION		51	118	126	136	131
19	SECTION S — OTHER SERVICE ACTIVITIES		2201	95	227	129	89
20	SECTION T — ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS UNDIFFERENTIATED GOODS AND SERVICES PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE		3	11	78	50	8
21	SECTION U — ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES		1	2	0	0	0
	TOTAL NO. OF INSPECTIONS:	5870	5805	5231	6030	7198	4642

### *Strategies for inspection*

The box below provides a short description of the strategic documents for enforcement.

#### Strategic documents for enforcement

- The National Strategy of Cyprus 2007-2012<sup>74</sup>
- The Action Plan 2007-2012<sup>75</sup>
- The DLI Annual Reports<sup>76</sup>
  - The DLI Annual Report 2013

<sup>74</sup> The National Strategy of Cyprus 2007-2012 -

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B567C0DABC3FB692C22573EE0043E519/\\$file/Stratigiki-AKAIY-2007-2012-EL.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B567C0DABC3FB692C22573EE0043E519/$file/Stratigiki-AKAIY-2007-2012-EL.pdf)

<sup>75</sup> The Action Plan 2007-2012 -

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B567C0DABC3FB692C22573EE0043E519/\\$file/Sxedio%20Drasis-Energieis%20mexri%202012.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B567C0DABC3FB692C22573EE0043E519/$file/Sxedio%20Drasis-Energieis%20mexri%202012.pdf)

<sup>76</sup> The DLI Annual Reports - [http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/dmlpublications\\_New\\_gr?openform&p=10&t=f&e=](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/dmlpublications_New_gr?openform&p=10&t=f&e=)

- The DLI Annual Report 2012
  - The DLI Annual Report 2011
  - The DLI Annual Report 2010
  - The DLI Annual Report 2009
  - The DLI Annual Report 2008
  - The DLI Annual Report 2007
- Specific Inspection Campaigns<sup>77</sup>

**(I) Whole Year Activities**

- a) Management of Safety and Health at Work issues.
- b) Safety Committees – Consultation and Participation of Workers.
- c) Psychosocial Risks Assessment (hospitals, private clinics, kindergartens, nursing homes, restaurants, hotels).
- d) Construction Sector
- e) Hospital activities (hospitals, private clinics)
- f) Inspections of sport venues and facilities
- g) Enforcement of Employers Liability Legislation.
- h) Manual Handling of Loads (Packing of potatoes)
- i) Control of smoking in the workplaces.

**(II) Activities on a Monthly Basis**

- a) European Good Practice competition – January to June.
- b) Manufacture of Basic Metal articles, Machinery and Metal Recycling – January and February.
- c) Manufacture of chemicals (pesticides, basic pharmaceutical products, plastics and rubber) – Storage of chemical substances – Printing Services (e.g. printing of newspapers) - March.
- d) Recreation Areas (playgrounds, waterparks, Go Carts) – April
- e) Hotels and Restaurants – May and June.
- f) Protection against heat stress (mobile construction sites - construction, warehouses and storages, ports, laundries, foundries, kitchens at restaurants and hotels) – July and August.
- g) Non-Metallic Mineral Industries (stone cutting and processing, construction marble, bricks, cement and building products, cutting, editing and formatting of glass) - September.
- h) Food and Beverage Industry (bakery, pastry, breweries, wineries) – October and November.
- i) Woodworking Industry (manufacture of furniture, forestry activities, storage of wood) December.
- j) Extractive Industry – March to October
- k) Construction campaigns:
  - (i) Work at Height – January to April
  - (ii) Earth works and Heat stress - May to July
  - (iii) Safety and Health Plan (Coordination during the design and the execution phase) – September to December

The table below presents how priorities are set within strategic documents for inspections in relation to the different topics covered by the OSH Directives.

<sup>77</sup> SLIC Annual Report Year 2012.

**Table 5- 3 Data on enforcement strategy**

Priorities set in terms of			
size of companies targeted	sectors	groups or workers	other criteria
First Priority criterion	Second priority criterion	Third priority criterion	<ul style="list-style-type: none"> <li>• Safety Committees (Fourth priority criterion)</li> <li>• Type of risks (Fifth priority criterion)</li> <li>• Number of accidents (Sixth priority criterion)</li> </ul>
Priorities set on the basis of			
risk assessment	result of inspections	Others	
✓	✓	<ul style="list-style-type: none"> <li>• European Strategy for Safety and Health 2007-2012</li> <li>• The National Strategy of Cyprus 2007-2012</li> <li>• SLIC Campaign</li> </ul>	

### Sanctions

The table below presents the type and level of sanctions provided by law for infringements as defined in the national legislation for each of the Directive covered in the study for both criminal and administrative sanctions. Only the maximum sanctions are provided.

In Cyprus, as a rule, there are no administrative sanctions applicable to non-compliance with OSH legislation. However, the inspectors can issue ‘Improvement Notices’ imposing compliance requirements within a specific period of time or ‘Prohibition Notices’ prohibiting the use of the premises, plant or place of work or the carrying on of activities which may expose serious risks to the safety and health of the workers or/and the public, until the risk is eliminated or reduced to an acceptable level for the inspector. They also have the right to request a court’s order in relation to hazardous conditions and practices in order to prohibit the use of machines, plants or workplaces, until the risk is eliminated or/and impose compliance requirements<sup>78</sup>.

**Table 5- 4 Result table – type and level of sanctions**

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
<b>Directive 89/391/EEC (Framework Directive)</b>		
In accordance with the provisions of Art. 53(1) of the Safety and Health at Work Law, any person upon which obligations are imposed by this Law, or by Regulations issued there under who fails to comply with any of these provisions.	Shall be guilty of an offence and shall be liable to imprisonment not exceeding four years or to a fine not exceeding eighty thousand Euros or to both such penalties.	Inspectors have no authority to impose any fines
In accordance with the provisions of Art. 53(2) of the Safety and Health at Work Law, any person who contravenes any obligation or prohibition	Shall be guilty of an offence and shall be liable to imprisonment not exceeding four years or to a fine not exceeding eighty thousand Euros or to both such	Inspectors have no authority to impose any fines

<sup>78</sup> Cyprus Labour Inspection Structure and Organization, ILO, 2013. Available at [http://www.ilo.org/labadmin/info/WCM\\_041785/lang--en/index.htm](http://www.ilo.org/labadmin/info/WCM_041785/lang--en/index.htm).

Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
imposed by a prohibition notice or an improvement notice; including any notice which has been modified after appeal	penalties.	
In accordance with the provisions of Art. 53(3) of the Safety and Health at Work Law, any person who intentionally obstructs or delays an Inspector in the exercise of his powers or the performance of his duties under this Law;	Shall be guilty of an offence and shall be liable to imprisonment not exceeding two years or to a fine not exceeding forty thousand Euros or to both such penalties.	Inspectors have no authority to impose any fines
<b>Council Directive 89/654/EEC (workplace)</b>		
The employer who has violated the provisions of the Safety and Health at Work Law and its implementing decisions.  Note: There are no specific sanctions applicable for infringement of the Workplace Regulations: the general provisions laid down in the Criminal Code apply.	Shall be guilty of an offence and shall be liable to imprisonment not exceeding four years or to a fine not exceeding eighty thousand Euros or to both such penalties.	Inspectors have no authority to impose any fines
<b>Directive 2009/104/EC (work equipment)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Council Directive 89/656/EEC (PPE)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Council Directive 92/58/EEC (OSH signs)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Directive 1999/92/EC (ATEX)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Council Directive 90/269/EEC (manual handling of loads)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Council Directive 90/270/EEC (display screen equipment)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Directive 2002/44/EC (vibration)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Directive 2003/10/EC (noise)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Directive 2004/40/EC (electromagnetic fields)</b>		
N/A	N/A	N/A
<b>Directive 2006/25/EC (artificial optical radiation)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Directive 2004/37/EC (carcinogens or mutagens)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Council Directive 98/24/EC (chemical agents at work)</b>		



Offence under national legislation	Criminal sanctions (and quasi-criminal when relevant) – Types and levels of penalties	Administrative sanctions – Types and levels of penalties
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Directive 2009/148/EC (asbestos)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Directive 2000/54/EC (biological agents)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Council Directive 92/57/EEC (temporary or mobile construction sites)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Council Directive 92/104/EEC (surface and underground mineral-extracting industries)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Council Directive 92/91/EEC (mineral-extracting industries through drilling)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Council Directive 92/29/EEC (medical treatment on board vessels)</b>		
In accordance with the provisions of Art. 13 of the Merchant Shipping (Minimum Requirements on Medical Treatment on Board Vessels) Law of 2002, any person who fails to comply with obligations imposed by this Law	Shall be guilty of an offence and shall be liable to imprisonment not exceeding two years or to a fine not exceeding seventeen thousand Euros or to both such penalties.	Violation of the provisions of this Law shall be punished by an administrative fine not exceeding eight thousand five hundred Euros, depending on the seriousness of the offense. The administrative fine imposed on the exploiter of the vessel or the skipper, by a reasoned decision of the Competent Authority confirming the contravention.
<b>Council Directive 93/103/EC (work on board fishing vessels)</b>		
In accordance with the provisions of Art. 17 of the Merchant Shipping (Minimum Requirements on Safety and Health at Work on Board Cyprus Fishing Vessels) Law of 2002, any person who fails to comply with obligations imposed by this Law	Shall be guilty of an offence and shall be liable to imprisonment not exceeding two years or to a fine not exceeding seventeen thousand Euros or to both such penalties.	Violation of the provisions of this Law shall be punished by an administrative fine not exceeding eight thousand five hundred Euros, depending on the seriousness of the offense. The administrative fine imposed on the exploiter of the vessel or the skipper, by a reasoned decision of the Competent Authority confirming the contravention.
<b>Council Directive 92/85/EEC (pregnant/breastfeeding workers)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Council Directive 91/383/EEC (temporary workers)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above
<b>Council Directive 94/33/EC (young people at work)</b>		
Same as in Directive 89/391/EEC (Framework Directive) above	Same as in Directive 89/391/EEC (Framework Directive) above	Same as above

### ***Enforcement actions***

**Table 5-5 a Number of infringements and court cases**

	2007	2008	2009	2010	2011	2012
<b>Total number of infringement which resulted in legal action</b>	289	257	162	215	161	149
<b>Other data on the number of court cases specific to OSH issues in the period 2007-2012</b>	<p>In 2012, 42 pending cases on the grounds of health and safety at work legislation were terminated before national courts<sup>79</sup>. The fines imposed upon those who were convicted were €167.000 in total, increased by 25.1% compared to the fines imposed in 2011 (that year the total cost of the fines imposed was €133.550).</p> <p>Also, in 2012, in a case of a fatal work accident, a six months prison sentence was imposed by the Court, whereas in another case of a fatal accident the Court imposed a sentence of three months' imprisonment (with a three year suspension).</p> <p>Additionally, in 2012, a total of 38 new penal cases were filed and sent to the Legal Service of the Republic for approval and promotion of the penal proceedings of the defendants. Besides the 42 cases which have been concluded before the national courts during 2012, the DLI compiled 38 new cases of criminal prosecution. The new cases have been forwarded to the Legal Service of the Republic for approval and prosecution of the defendants. These cases may be concluded before national courts in a year or two.</p> <p>In 2013, 31 pending cases<sup>80</sup> were terminated before national courts on the grounds of infringements of Labour Laws in the area of health and safety of workers and other persons affected by the execution of work. The relevant fines imposed in 2013 amounted to €98.350 in total.</p> <p>Also in 2013, two cases concerning fatal accidents resulted to sentences of three months and two months imprisonment, respectively.</p>					

**Table 5-5 b Number of infringements and court cases per Law/Regulation<sup>81</sup>**

No.	Law/Regulation	Number of Violations <sup>82</sup>				Total fines imposed in €			
		2009	2010	2011	2012	2009	2010	2011	2012
1	The Safety and Health at Work Laws of 1996 to 2011	47	51	45	3783	59600	40400	62050	66500
2	Factories Act, CAP. 134	0	1	0	0	0	0	0	0
3	The Maternity Protection Laws of 1997 to 2002	1	2	0	0	600	400	0	0
4	The Safety and Health at Work (Notification of Accidents and Dangerous Incidents) Regulations 2007	4	8	4	2	1850	1800	1750	1000
5	The Minimum Requirements for Safety and Health at the Workplace Regulations of 2002	29	21	13	16	17450	10100	6800	9950
6	The Safety and Health (Minimum	46	111	75	71	60150	57800	47250	75500

<sup>79</sup> Department of Labour Inspection - The Annual Report 2012

<sup>80</sup> Department of Labour Inspection – The Annual Report 2013

<sup>81</sup> Number of Violations and penalties imposed in 42 cases disposed in 2012 on Occupational Safety and Health issues [http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D4F952EED046E300C2256E5300376338/\\$file/2009-2012%20Pinakas%20-%20Xrimatikes%20Poines.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D4F952EED046E300C2256E5300376338/$file/2009-2012%20Pinakas%20-%20Xrimatikes%20Poines.pdf)

<sup>82</sup> Note that a case pending may include more than one infringement

<sup>83</sup> In one of the convictions the Court sentenced the guilty to three months imprisonment (with a three year suspension)

No.	Law/Regulation	Number of Violations <sup>82</sup>				Total fines imposed in €			
		2009	2010	2011	2012	2009	2010	2011	2012
	Requirements for Temporary or Mobile Construction Sites) Regulations 2002								
7	Minimum Requirements for Safety and Health (Use of Personal Protective Equipment at Work) Regulations of 2001	0	2	0	3	0	0	0	1000
8	Minimum Requirements for Safety and Health (Use of Work Equipment at Work) Regulations of 2001 and 2004.	16	16	13	15	26250	29650	10800	11600
9	Minimum Requirements for Safety and Health at the Workplace Regulations of 2002 and 2004.	9	0	6	1	3200	0	2600	400
10	The Employers' Liability Law of 1989	4	1	1	1	3200	600	0	500
11	Safety and Health at Work (Manual Handling of Loads) Regulations of 2001.	2	0	0	0	750	0	0	0
12	Safety and Health at Work (Chemical Agents) Regulations of 2001	2	0	0	2	1700	0	0	350
13	The Safety Committee at Work Regulations 1997	2	1	0	0	400	500	0	0
14	Minimum Requirements for Safety and Health Signs at Work Regulations of 2000	-	1	1	1	-	450	200	200
15	Safety and Health at Work (Protection from Asbestos) Regulations of 2006.	0	0	2	0	0	0	1600	0
16	The Basic Requirements (Machinery) Regulations 2003 (been abolished) 29/12/2009)	0	0	1	0	0	0	500	0
	<b>Total</b>	<b>162</b>	<b>215</b>	<b>161</b>	<b>149</b>	<b>175150</b>	<b>141700</b>	<b>133550</b>	<b>167000</b>

**Table 5-5 c Number of infringements and court cases - delinquency**

	2007	2008	2009	2010	2011	2012
<b>Total number of infringement which resulted in legal action</b>	289	257	162	215	161	149
<b>Total number of inspections per year</b>	5870	5805	5231	6030	7198	4642
<b>DELINQUENCY %</b>	5%	5%	3.1%	3.6%	2.2%	3.21%

The delinquency percentages shown above for the period 2007-20012 are derived by dividing the Total number of infringement which resulted in legal action by total number of inspections per year.

## 6 MAPPING QUESTION 6: SPECIFIC GROUPS OF WORKERS

Cyprus has designated specific Labour Inspectors responsible for the enforcement of the Pregnant / Breastfeeding Worker Directive.

No other specific approaches to vulnerable groups are taken in Cyprus beyond the requirements set out in the transposed Directives. However, some guidance documents address specific vulnerable groups, namely young workers, migrant workers, ageing workers and pregnant or breastfeeding workers.

The table 6-1 below provides an overview of the documents, including legislation, strategies, guidelines, roadmaps or plans, as well as other documents addressing the question of vulnerable groups.

**Table 6- 1 Tools addressing risk factors for all vulnerable groups**

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks of occupational risk factors	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
Safety and Health Law 1996-2011 <sup>84</sup>	All	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Safety Instructions in the Construction Industry <sup>85</sup>	Migrant workers															✓			
Guidance-Management Issues	Young workers,	✓								✓		✓	✓						

<sup>84</sup> [http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/F19749E8F2C58E19C2256E6800324B1E/\\$file/UNOFFICIAL%20TRANSLATION%20SAFETY%20AND%20HEALTH%20LAWS%201996-2011.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/F19749E8F2C58E19C2256E6800324B1E/$file/UNOFFICIAL%20TRANSLATION%20SAFETY%20AND%20HEALTH%20LAWS%201996-2011.pdf)

<sup>85</sup> Safety Instructions in the Construction Industry [http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5D5358C7A12A612CC225752F002972D3/\\$file/Safety-Instructions-Construction-Industry.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5D5358C7A12A612CC225752F002972D3/$file/Safety-Instructions-Construction-Industry.pdf)

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks of occupational risk factors	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
Related to the Use of Alcohol and other Addictive Substances in the Workplace <sup>86</sup>	Migrant workers, Part-time workers																		
Promoting Healthy Working for sufferers of Chronic Illness: Good Practice Guide <sup>87</sup>	Ageing			v		v	v	v		v								v	v
Brochure Quick Reference - Issues non-discrimination on grounds of pregnancy and maternity protection	Women	v																	
Brochure for the Protection of Maternity <sup>88</sup>	Women	v																	

<sup>86</sup> Management Issues Related to the Use of Alcohol and other Addictive Substances in the Workplace

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6C730B5857846A98C22577E40024F6DD/\\$file/Alkool%20kai%20Exartisiogones%20-%20Xoroi%20Ergasias.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6C730B5857846A98C22577E40024F6DD/$file/Alkool%20kai%20Exartisiogones%20-%20Xoroi%20Ergasias.pdf)

<sup>87</sup> Promoting Healthy Working for sufferers of Chronic Illness: Good Practice Guide

[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7B90776B9776480FC2257AB400264F33/\\$file/Proagogi%20Ygiuous%20Ergasias-Odigos%20Kalis%20Praktikis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7B90776B9776480FC2257AB400264F33/$file/Proagogi%20Ygiuous%20Ergasias-Odigos%20Kalis%20Praktikis.pdf)

<sup>88</sup> The protection of maternity

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks of occupational risk factors	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
A guide for the Protection of Young on Employment <sup>89</sup>	Young workers					√												√	√

[http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/All/3C17E01D427E6382C2257ACA0046164C/\\$file/The%20Protection%20of%20Maternity%202012.pdf?OpenElement](http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/All/3C17E01D427E6382C2257ACA0046164C/$file/The%20Protection%20of%20Maternity%202012.pdf?OpenElement)

<sup>89</sup> Informative Guide [http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B5DB9BDC2BDCD3DBC2257AFC00454888/\\$file/Odigos%20gia%20prostasia%20ton%20neon.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B5DB9BDC2BDCD3DBC2257AFC00454888/$file/Odigos%20gia%20prostasia%20ton%20neon.pdf)

## 7 MAPPING QUESTION 7: SMEs AND MICRO-ENTERPRISES

This question focuses on the identification of measures adopted by Member States in order to assist SMEs and micro-enterprises in the implementation of OSH requirements. Measures provided by other actors, such as social partners, are not included. The concept of ‘measures’ is considered as covering national legislation and soft measures, i.e. incentives. Other measures such as guidance are included in section 4.

Three elements should be checked for each Directive:

- Exemptions: are there thresholds of number of workers to be exempted from certain key requirements? If so, what are the thresholds? To what requirements does it apply?
- Lighter regime: are certain norms/ regulatory standards provided by law differentiated for SMEs?
- Incentives: have financial measures/tax reductions been adopted to support SMEs?

The results are summarised in Table 7-1 and then detailed in Table 7-2. It should be taken into account that the SME measures laid down in the national legislation transposing the Framework Directive are equally applicable to all of the transpositions of the other OSH individual Directives.

Cyprus does not have any directive-specific guidance for SMEs or micro-enterprises. This is not surprising as SME-related guidance is not deemed to be especially helpful for the Micro — Enterprises and SMEs which make up the great majority of enterprises in Cyprus. Such enterprises require a holistic approach to OSH, not piecemeal information.

Nevertheless two EU non-binding guides (related to the ATEX Directive and related to Work at Height) have been approved as code of practice in national legislation to help SMEs. A third specific guide on Music and Entertainment has also been introduced to protect workers in SMEs.

Furthermore, Cyprus has introduced a number of accompanying actions, such as awareness raising campaigns, seminars and workshops, as well as education and training activities for SMEs representatives.

Cyprus has only introduced one grant scheme for SMEs, namely the grant scheme for building contractors. The objective of the scheme was to improve the metal scaffoldings industry in Cyprus, as well as to better place the metal scaffoldings industry on the market and in line with European standards. In addition, Cyprus makes use of the European OiRa tool and the national eGnosis online information system. Other measures targeting SMEs include guidance documents and campaigns, and have been discussed in section 4.

**Table 7- 1 Overview of measures targeting SMEs and micro-enterprises**

	<i>Exemptions</i>	<i>Lighter regime</i>	<i>Incentives</i>
<b>Directive 89/391/EEC (FW)</b>	-	-	(non-financial)
<b>Directive 89/654/EEC (workplace)</b>	-	-	-
<b>Directive 2009/104/EC (work equipment)</b>	-	-	✓
<b>Council Directive 89/656/EEC (PPE)</b>	-	-	-
<b>Council Directive 92/58/EEC (OSH signs)</b>	-	-	-
<b>Directive 1999/92/EC (ATEX)</b>	-	-	-

	<b>Exemptions</b>	<b>Lighter regime</b>	<b>Incentives</b>
	-	-	-
<b>Council Directive 90/269/EEC (manual handling of loads)</b>			
	-	-	-
<b>Council Directive 90/270/EEC (display screen equipment)</b>			
	-	-	-
<b>Directive 2002/44/EC (vibration)</b>			
	-	-	-
<b>Directive 2003/10/EC (noise)</b>			
	-	-	-
<b>Directive 2004/40/EC (electromagnetic fields)</b>			
	N/A	N/A	N/A
<b>Directive 2006/25/EC (artificial optical radiation)</b>			
	-	-	-
<b>Directive 2004/37/EC (carcinogens or mutagens)</b>			
	-	-	-
<b>Directive 2009/148/EC (asbestos)</b>			
	-	-	-
<b>Directive 2000/54/EC (biological agents)</b>			
	-	-	-
<b>Council Directive 98/24/EC (chemical agents at work)</b>			
	-	-	-
<b>Council Directive 92/57/EEC (temporary or mobile construction sites)</b>			
	-	-	✓
<b>Council Directive 92/104/EEC (surface and underground mineral-extracting industries)</b>			
	-	-	-
<b>Council Directive 92/91/EEC (mineral-extracting industries through drilling)</b>			
	-	-	-
<b>Council Directive 92/29/EEC (medical treatment on board vessels)</b>			
<b>Council Directive 93/103/EC (work on board fishing vessels)</b>			
	-	-	-
<b>Council Directive 92/85/EEC (pregnant/breastfeeding workers)</b>			
	-	-	-
<b>Council Directive 91/383/EEC (temporary workers)</b>			
	-	-	-
<b>Council Directive 94/33/EC (young people at work)</b>			
	-	-	-

**Table 7- 2 Description of measures targeting SMEs and micro-enterprises**

	<b>Exemptions</b>	<b>Lighter regime</b>	<b>Incentives</b>
<b>Directive 89/391/EEC (FW)</b>			
			Non-financial incentive: The Department of Labour Inspection utilises the interactive web tool for the assessment of risks at work (OIRA - On line Interactive Risk Assessment) of the European Agency for Safety and Health. This tool aims to help micro and small enterprises to deal with their weaknesses in the risk assessment process in the workplace. The tool is available for



	<b>Exemptions</b>	<b>Lighter regime</b>	<b>Incentives</b>
			hairdressers/barbers, office work, butchery and catering sectors.
<b>Directive 89/654/EEC (workplace)</b>			
	-	-	-
<b>Directive 2009/104/EC (work equipment)</b>			
			<p>In 2008, a grant scheme for building contractors of small and medium enterprises has been implemented. The objective of the scheme was to improve metal scaffoldings industry in Cyprus, as well as to better place the metal scaffoldings industry better on the market and in line with European standards. One of the objectives was also to improve the quality of the equipment for work at heights.</p> <p>Overall, 421 companies were subsidised for the amount of €2,8 billion from the national budget, and equipment worth over €10.000.000 was brought into the construction sites.</p>
<b>Council Directive 89/656/EEC (PPE)</b>			
	-	-	-
<b>Council Directive 92/58/EEC (OSH signs)</b>			
	-	-	-
<b>Directive 1999/92/EC (ATEX)</b>			
	-	-	-
<b>Council Directive 90/269/EEC (manual handling of loads)</b>			
	-	-	-
<b>Council Directive 90/270/EEC (display screen equipment)</b>			
	-	-	-
<b>Directive 2002/44/EC (vibration)</b>			
	-	-	-
<b>Directive 2003/10/EC (noise)</b>			
	-	-	-
<b>Directive 2004/40/EC (electromagnetic fields)</b>			
	N/A	N/A	N/A
<b>Directive 2006/25/EC (artificial optical radiation)</b>			
	-	-	-
<b>Directive 2004/37/EC (carcinogens or mutagens)</b>			
	-	-	-
<b>Directive 2009/148/EC (asbestos)</b>			
	-	-	-
<b>Directive 2000/54/EC (biological agents)</b>			
	-	-	-
<b>Council Directive 98/24/EC (chemical agents at work)</b>			
	-	-	-

	<b>Exemptions</b>	<b>Lighter regime</b>	<b>Incentives</b>
<b>Council Directive 92/57/EEC (temporary or mobile construction sites)</b>			
			<p>In 2008, a grant scheme for building contractors of small and medium enterprises has been implemented. The objective of the scheme was to improve metal scaffoldings industry in Cyprus, as well as to better place the metal scaffoldings industry better on the market and in line with European standards. One of the objectives was also to improve the quality of the equipment for work at heights.</p> <p>Overall, 421 companies were subsidised for the amount of €2,8 billion from the national budget, and equipment worth over €10.000.000 was brought into the construction sites.</p>
<b>Council Directive 92/104/EEC (surface and underground mineral-extracting industries)</b>			
	-	-	-
<b>Council Directive 92/91/EEC (mineral-extracting industries through drilling)</b>			
	-	-	-
<b>Council Directive 92/29/EEC (medical treatment on board vessels)</b>			
	-	-	-
<b>Council Directive 93/103/EC (work on board fishing vessels)</b>			
	-	-	-
<b>Council Directive 92/85/EEC (pregnant/breastfeeding workers)</b>			
	-	-	-
<b>Council Directive 91/383/EEC (temporary workers)</b>			
	-	-	-
<b>Council Directive 94/33/EC (young people at work)</b>			
	-	-	-

## ANNEX I- BIBLIOGRAPHY

- Department of Labour Inspection Cyprus Republic, National Implementation Report on the practical implementation of the EU OSH directives for years 2007-2012, November 2013
- National OSH Strategy of Cyprus 2007-2012,  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B567C0DABC3FB692C22573EE0043E519/\\$file/Stratigiki-AKAIY-2007-2012-EL.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B567C0DABC3FB692C22573EE0043E519/$file/Stratigiki-AKAIY-2007-2012-EL.pdf)
- Action Plan until 2012  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B567C0DABC3FB692C22573EE0043E519/\\$file/Sxedio%20Drasis-Energieis%20mexri%202012.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B567C0DABC3FB692C22573EE0043E519/$file/Sxedio%20Drasis-Energieis%20mexri%202012.pdf)
- Department of Labour Inspection Annual Report 2004  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/24505A5FE0B68517C2256FD300312146/\\$file/ETHSIA%20EKTHESI%202004.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/24505A5FE0B68517C2256FD300312146/$file/ETHSIA%20EKTHESI%202004.pdf)
- Department of Labour Inspection Annual Report 2005  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/80F0E18826F95884C225722100416017/\\$file/ETHSIA%20EKTHESI%202005.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/80F0E18826F95884C225722100416017/$file/ETHSIA%20EKTHESI%202005.pdf)
- Department of Labour Inspection Annual Report 2007  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B4CBDA5733ACD1BDC22573E000210BBA/\\$file/ETHSIA%20EKTHESI%202007.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B4CBDA5733ACD1BDC22573E000210BBA/$file/ETHSIA%20EKTHESI%202007.pdf)
- Department of Labour Inspection Annual Report 2008  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/57D0EE5FAEBCEFF5C2257546003DF76D/\\$file/ETISIA%20EKTHESI%202008.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/57D0EE5FAEBCEFF5C2257546003DF76D/$file/ETISIA%20EKTHESI%202008.pdf)
- Department of Labour Inspection Annual Report 2009  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/767FDC743EB68A1EC22576CE00231B97/\\$file/ETHSIA%20EKTHESI%202009.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/767FDC743EB68A1EC22576CE00231B97/$file/ETHSIA%20EKTHESI%202009.pdf)
- Department of Labour Inspection Annual Report 2010  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/0AAC0D2D1198F3F3C225787300291EEA/\\$file/ETHSIA%20EKTHESI%202010.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/0AAC0D2D1198F3F3C225787300291EEA/$file/ETHSIA%20EKTHESI%202010.pdf)
- Department of Labour Inspection Annual Report 2011  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/C4B6FBE1BB95DD29C22579AC0050AD69/\\$file/Etisia%20Ekthesi%202011.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/C4B6FBE1BB95DD29C22579AC0050AD69/$file/Etisia%20Ekthesi%202011.pdf)
- Department of Labour Inspection Annual Report 2012  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/852563EF500FDC6AC2257B2700200114/\\$file/Etisia%20Ekthesi%202012.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/852563EF500FDC6AC2257B2700200114/$file/Etisia%20Ekthesi%202012.pdf)
- Department of Labour Inspection - SLIC ANNUAL REPORT YEAR 2012 No link available
- Department Labour Inspection Website – Statistical Data  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/dmlstatistics\\_New\\_gr?openform&p=1&t=f&e=](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/dmlstatistics_New_gr?openform&p=1&t=f&e=)
- European Agency for Safety and Health at Work, Enterprise survey on new and emerging risks (ESENER1), 2009,  
<https://osha.europa.eu/sub/esener/en/front-page>

## Survey

- Management of health and safety in micro enterprises in Cyprus. Boustras G., Hadjimanolis A. European University in Cyprus, CERISE.  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf//All/FD299F5E5AC11ABCC2257A9C0023D309/\\$file/Nicosia%2018.10%20Safety%20microfirms.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf//All/FD299F5E5AC11ABCC2257A9C0023D309/$file/Nicosia%2018.10%20Safety%20microfirms.pdf)
- Cyprus Statistical Service  
[http://www.mof.gov.cy/mof/cystat/statistics.nsf/All/41BC65F47B6EC920C2257C690033B70A/\\$file/ENTERPRISES\\_NACE2\\_SIZE-2012-230114.pdf?OpenElement](http://www.mof.gov.cy/mof/cystat/statistics.nsf/All/41BC65F47B6EC920C2257C690033B70A/$file/ENTERPRISES_NACE2_SIZE-2012-230114.pdf?OpenElement)

## OSH Publications

- Main Provisions of the Safety and Health at Work Laws. DLI 2011  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/CBC684B5511A864BC22570B50051BE32/\\$file/KYRIOTERES%20PRONOIES%202011.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/CBC684B5511A864BC22570B50051BE32/$file/KYRIOTERES%20PRONOIES%202011.pdf)
- Brief Guide to the obligations of employers and workers. DLI 2010  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4D6CBC3E7E504527C2257840002745F0/\\$file/ASFALEIA%20%20YGEIA%20STHN%20ERGASIA%20el.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4D6CBC3E7E504527C2257840002745F0/$file/ASFALEIA%20%20YGEIA%20STHN%20ERGASIA%20el.pdf)
- Guidance Guide to preparing and implementing an effective safety and health management system. DLI 2009  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/A3AF79802FC348CEC225753C00355B34/\\$file/praktikos\\_odigos\\_ekdosi-2.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/A3AF79802FC348CEC225753C00355B34/$file/praktikos_odigos_ekdosi-2.pdf)
- Promoting Healthy Working for sufferers of Chronic Illness: Good Practice Guide. DLI 2012  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7B90776B9776480FC2257AB400264F33/\\$file/Pr\\_oagogi%20Y\\_gious%20Ergasias-Odigos%20Kalis%20Praktikis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7B90776B9776480FC2257AB400264F33/$file/Pr_oagogi%20Y_gious%20Ergasias-Odigos%20Kalis%20Praktikis.pdf)
- Code of Practice - Heat Strain of Workers. DLI 2011  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/BD5E8B231C153E60C2257A4D003D9B2B/\\$file/Heat%20Stress%20-%20Code%20of%20Practice\\_Final.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/BD5E8B231C153E60C2257A4D003D9B2B/$file/Heat%20Stress%20-%20Code%20of%20Practice_Final.pdf)
- Safety and Health of Domestic Workers. DLI 2011  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/2333157F854F7A6FC2257961001DD7F6/\\$file/A&Y%20Oikiakon%20Ergazomenon.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/2333157F854F7A6FC2257961001DD7F6/$file/A&Y%20Oikiakon%20Ergazomenon.pdf)
- Guide - Organization and Management of Health & Safety in Public Service. DLI 2011  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4CDF3537271C6D6AC225786A002CD1AF/\\$file/Odigos%20gia%20Systima%20sti%20Dimosia%20Dioiikisi.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4CDF3537271C6D6AC225786A002CD1AF/$file/Odigos%20gia%20Systima%20sti%20Dimosia%20Dioiikisi.pdf)
- Management Issues Related to the Use of Alcohol and other Addictive Substances in the Workplace. DLI 2010  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6C730B5857846A98C22577E40024F6DD/\\$file/Alkool%20kai%20Exartisiogones%20-%20Xoroi%20Ergasias.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6C730B5857846A98C22577E40024F6DD/$file/Alkool%20kai%20Exartisiogones%20-%20Xoroi%20Ergasias.pdf)
- Instructions for Safe Working in Garages. DLI 2010  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4E2DDD5FA1393E87C225776500241EC3/\\$file/Odigies%20asfalous%20ergasias%20se%20synergia.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4E2DDD5FA1393E87C225776500241EC3/$file/Odigies%20asfalous%20ergasias%20se%20synergia.pdf)
- First Aid in the Workplace. DLI 2009  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/58040FD3ED1E0F0FC2257693004274A3/\\$file/Paroxi%20Proton%20Boitheion.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/58040FD3ED1E0F0FC2257693004274A3/$file/Paroxi%20Proton%20Boitheion.pdf)
- Notification of Occupational Diseases. DLI 2008  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6F5753139192F902C22575080028697E/\\$file/Gnostopoiisi%20Epaggelmatikon%20Astheineion.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6F5753139192F902C22575080028697E/$file/Gnostopoiisi%20Epaggelmatikon%20Astheineion.pdf)
- Notification of Accidents and Dangerous Incidents. DLI 2011  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4F562296019A295BC22574CE001FC3CE/\\$file/Gnostopoiisi%20atyxhmatwn.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/4F562296019A295BC22574CE001FC3CE/$file/Gnostopoiisi%20atyxhmatwn.pdf)
- On line Risk Assessment Tool for Hairdressers in Cyprus. DLI 2009-2012  
[https://client.oiraproject.eu/cy/hairdressers/cyprus\\_hairdressers\\_el/@@login?came\\_from=http%3A%2F%2Fclient.oiraproject.eu%2Fcy%2Fhairdressers%2Fcyprus\\_hairdressers\\_el%2F](https://client.oiraproject.eu/cy/hairdressers/cyprus_hairdressers_el/@@login?came_from=http%3A%2F%2Fclient.oiraproject.eu%2Fcy%2Fhairdressers%2Fcyprus_hairdressers_el%2F)
- On line Risk Assessment Tool for Office Works in Cyprus. DLI 2010-2012

[https://client.oiraproject.eu/cy/civil-service/demosiadioikese/@\\_@login?came\\_from=https%3A%2F%2Fclient.oiraproject.eu%2Fcy%2Fcivil-service%2Fdemosiadioikese%2F](https://client.oiraproject.eu/cy/civil-service/demosiadioikese/@_@login?came_from=https%3A%2F%2Fclient.oiraproject.eu%2Fcy%2Fcivil-service%2Fdemosiadioikese%2F)

- E-learning system E-GNOSIS. DLI 2009  
<http://www.e-gnosis.kepa.mlsi.gov.cy/>
- TRIA Project.  
[http://www.aulbremen.de/triatria/en/en\\_index.html](http://www.aulbremen.de/triatria/en/en_index.html)
- Basic provisions of the Minimum Requirements for Safety and Health at Work Regulations 2002. DLI 2011  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/56446CD2DE13E00DC2256F3400302161/\\$file/E\\_laxistes%20prodiagrafes%202011.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/56446CD2DE13E00DC2256F3400302161/$file/E_laxistes%20prodiagrafes%202011.pdf)
- Electricity in the Workplace. *DLI 2011*  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D9A318846969B599C2257961001DB44B/\\$file/H\\_lektrismos.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D9A318846969B599C2257961001DB44B/$file/H_lektrismos.pdf)
- Guidance terms for new and modified premises which will be used as workplaces. *DLI 2011*
- [http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D7FEDB0763589CD8C2256E470043957F/\\$file/Poleodomikes%20adeies%20kai%20adeies%20okodomis%20-Oroi%20TEE.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D7FEDB0763589CD8C2256E470043957F/$file/Poleodomikes%20adeies%20kai%20adeies%20okodomis%20-Oroi%20TEE.pdf) Code of Practice for the execution of work at height. DLI 2012  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/3CAFA77E8A0B65DAC22579E50026854B/\\$file/Kodikas%20Praktikis%20gia%20Ergasies%20se%20Ypsos-2012.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/3CAFA77E8A0B65DAC22579E50026854B/$file/Kodikas%20Praktikis%20gia%20Ergasies%20se%20Ypsos-2012.pdf)
- Lifting People By Cart Mounted from Mobile Crane. DLI 2012  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/3946F74DDCC65706C22574C70033DF5E/\\$file/Anyposi%20Prosopon.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/3946F74DDCC65706C22574C70033DF5E/$file/Anyposi%20Prosopon.pdf)
- Code of Practice for Training Operators of Mobile Cranes. DLI 2011  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/342CA96F1772723EC225797500435DC1/\\$file/G\\_eranoi.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/342CA96F1772723EC225797500435DC1/$file/G_eranoi.pdf)
- Personal Protective Equipment. DLI 2012  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/38F6279D91B82406C22579FA0026D4F9/\\$file/M\\_esa%20Atomikis%20Prostasias.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/38F6279D91B82406C22579FA0026D4F9/$file/M_esa%20Atomikis%20Prostasias.pdf)
- OSH Signs at the place of work. DLI 2012  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5F861C400B30BE39C2257A16001F36C4/\\$file/L\\_abelling.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5F861C400B30BE39C2257A16001F36C4/$file/L_abelling.pdf)
- Good Practice Guide ATEX. DLI 2006  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/589C9F450F673394C2257110003EC714/\\$file/AT\\_EX%20code%20of%20practise.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/589C9F450F673394C2257110003EC714/$file/AT_EX%20code%20of%20practise.pdf)
- Risks Derived from Explosions - Guide to Risk Assessment in Small and Medium Enterprises. DLI 2010  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/33E1947BBE39A268C22577D20043FF60/\\$file/K\\_indunoi%20Apo%20Ekrixeis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/33E1947BBE39A268C22577D20043FF60/$file/K_indunoi%20Apo%20Ekrixeis.pdf)
- Lifting loads manually. DLI 2003  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/46E30C6FC24205DAC2256E4C003CB222/\\$file/Burden%20Elevation%20by%20Hands.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/46E30C6FC24205DAC2256E4C003CB222/$file/Burden%20Elevation%20by%20Hands.pdf)
- Lighten the Load - Information for employers and workers in the commercial sector. DLI 2008  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5F4CFEB68D5CC060C225769300425F3A/\\$file/Mioste%20tin%20kataponisi-emporio.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5F4CFEB68D5CC060C225769300425F3A/$file/Mioste%20tin%20kataponisi-emporio.pdf)
- Lighten the Load - Information for employers and workers in the construction sector. DLI 2008  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7BDE0F8AE42BD25FC225769300423BC2/\\$file/Mioste%20tin%20kataponisi-kataskeves.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7BDE0F8AE42BD25FC225769300423BC2/$file/Mioste%20tin%20kataponisi-kataskeves.pdf)
- Lighten the Load - Prevention of lower back disorders in the Transport Sector. DLI 2011  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6656D3EC36710DC3C22573600025988F/\\$file/K\\_ataponisi-Tomeas%20Metaforon.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6656D3EC36710DC3C22573600025988F/$file/K_ataponisi-Tomeas%20Metaforon.pdf)
- Lighten the Load - Prevention of lower back disorders in Healthcare / Care. DLI 2011

- [http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D2ABDF91CE859E4BC225736000256F83/\\$file/Meiwste%20tin%20kataponisi%202011.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D2ABDF91CE859E4BC225736000256F83/$file/Meiwste%20tin%20kataponisi%202011.pdf)
- Manual Handling of Loads. DLI 2013  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6E0942D3407AE956C2257C1C00257AA2/\\$file/Xironaktiki%20Diakinisi%20Fortion.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/6E0942D3407AE956C2257C1C00257AA2/$file/Xironaktiki%20Diakinisi%20Fortion.pdf)
  - Safety and Health at Work with display screen equipment Imaging. DLI 2007-2012  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/037299514940C42AC2256E4C003FB1E9/\\$file/Monitors.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/037299514940C42AC2256E4C003FB1E9/$file/Monitors.pdf)
  - Safety and Health at Work with display screen equipment Imaging. DLI 2013  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5AF905EACC90EFB3C2257C1A00256054/\\$file/Othones%20Optikis%20Apikonisis.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5AF905EACC90EFB3C2257C1A00256054/$file/Othones%20Optikis%20Apikonisis.pdf)
  - Vibrations. DLI 2005  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/CFFB3277FFFE0274C22570B50051FAB3/\\$file/Vibrations.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/CFFB3277FFFE0274C22570B50051FAB3/$file/Vibrations.pdf)
  - Guide for the Implementation of the European Directive 2002/44/EC on Vibrations. DLI 2007  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/8EF177F2299D2FD4C22575BB001D84BB/\\$file/vibrations\\_final\\_guides\\_EN\\_1.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/8EF177F2299D2FD4C22575BB001D84BB/$file/vibrations_final_guides_EN_1.pdf)
  - Noise at work. DLI 2012  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/556A2D24EC961B3CC2257A16001EC117/\\$file/Noise.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/556A2D24EC961B3CC2257A16001EC117/$file/Noise.pdf)
  - Chemicals in the Workplace. DLI 2003  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/0037AADC70350CEBC2256E4C004173B0/\\$file/Chemical%20Substances.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/0037AADC70350CEBC2256E4C004173B0/$file/Chemical%20Substances.pdf)
  - Risk assessment of the use of hazardous chemicals - European Campaign. DLI 2009  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5943F0D494F5AE4EC225779600342B73/\\$file/Epikindines%20Ousies%20-%20Europaiki%20Ekstratia.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5943F0D494F5AE4EC225779600342B73/$file/Epikindines%20Ousies%20-%20Europaiki%20Ekstratia.pdf)
  - Chemistry Lab Guide. DLI 2011  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7431E4729E19F266C2256F020021AD7F/\\$file/20111201-TEE%20Chemistry%20lab%20guide-final.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/7431E4729E19F266C2256F020021AD7F/$file/20111201-TEE%20Chemistry%20lab%20guide-final.pdf)
  - Hazardous Substances: Information, Prevention, Protection - Woodworking - Furniture Workshops. DLI 2013  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/F010408AE52229A8C2257C78002C0BB8/\\$file/Wood\\_shops.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/F010408AE52229A8C2257C78002C0BB8/$file/Wood_shops.pdf)
  - Hazardous Substances: Information, Prevention, Protection - Dry Cleaning - Cleaning Contractors. DLI 2013  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/73DB227A4D228ED7C2257C78002B7ECE/\\$file/Dry\\_cleaning.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/73DB227A4D228ED7C2257C78002B7ECE/$file/Dry_cleaning.pdf)
  - Asbestos: What You Should Know. DLI 2011  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/C969F5C94288998DC2256E5B002975D4/\\$file/MIANTOS%20booklet%202011.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/C969F5C94288998DC2256E5B002975D4/$file/MIANTOS%20booklet%202011.pdf)
  - Legionnaires' disease - General Principles and Guidelines for the Assessment and Management of Risk. DLI 2011  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/29DCBBFD05D6AEE5C22574BB0018407A/\\$file/NOSOS%20LEGEONARION.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/29DCBBFD05D6AEE5C22574BB0018407A/$file/NOSOS%20LEGEONARION.pdf)
  - Non-binding guide to good practice for understanding and application of the Directive 92/57/EEC on construction sites. DLI 2010  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/63E1A03B438CC209C2257B2E003072ED/\\$file/Odigos%20gia%20Odigia%2092-57-EOK.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/63E1A03B438CC209C2257B2E003072ED/$file/Odigos%20gia%20Odigia%2092-57-EOK.pdf)
  - Safety and Health in Construction Projects. DLI 2012  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/82BC3AE3C82458A8C2256FA30023A37D/\\$file/Asfaleia%20kai%20Ygeia%20sta%20kataskeuastika%20Erga.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/82BC3AE3C82458A8C2256FA30023A37D/$file/Asfaleia%20kai%20Ygeia%20sta%20kataskeuastika%20Erga.pdf)
  - Earthworks. DLI 2009  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/F61ACED837AE7E01C22577E40025893B/\\$file/](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/F61ACED837AE7E01C22577E40025893B/$file/)

- [Xomatourgikes%20Ergasies.pdf](#)
- Good Practice Guide for Construction Projects. DLI 2009  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D4CCE0965930E805C225759800285B04/\\$file/Odigos-Kalis-Praktikis-Kataskeves.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/D4CCE0965930E805C225759800285B04/$file/Odigos-Kalis-Praktikis-Kataskeves.pdf)
- Safety Instructions on Construction. DLI 2011  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/0A7469B086D921F9C2257535003F16F5/\\$file/ASFALeia%20OIKODOMES%202011.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/0A7469B086D921F9C2257535003F16F5/$file/ASFALeia%20OIKODOMES%202011.pdf)
- Guide to the Safety and Health Plan in Construction Projects. DLI 2006  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/351038D82592696BC2256E58003812CD/\\$file/Odigos-Gia%20to-Sxedio-Asfaleias.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/351038D82592696BC2256E58003812CD/$file/Odigos-Gia%20to-Sxedio-Asfaleias.pdf)
- Safety Instructions in the Construction Industry. DLI 2009  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5D5358C7A12A612CC225752F002972D3/\\$file/Safety-Instructions-Construction-Industry.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/5D5358C7A12A612CC225752F002972D3/$file/Safety-Instructions-Construction-Industry.pdf)
- Project: Technical Assistance for the improvement of the capacity of the Cyprus Competent Authority, the Social Partners and the workers of the Construction Industry, Extractive Industry and Dockworks on safety and health at work issues.  
<http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/500049E6EE38939BC22571BD0031B9CC?OpenDocument&t=d&e=>
- Guidance document standards on Safety and Health for the Extractive Industries. DLI 2009  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/A94D62C00166646AC2257598002940F9/\\$file/Kathodigitika-Protypa-AkaiY.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/A94D62C00166646AC2257598002940F9/$file/Kathodigitika-Protypa-AkaiY.pdf)
- Good Practice Guide for the mines – Mining. DLI 2009  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/425DDFE528C67E3FC225759800290DAF/\\$file/Odigos-Kalis-Praktikis-Metallia.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/425DDFE528C67E3FC225759800290DAF/$file/Odigos-Kalis-Praktikis-Metallia.pdf)
- Good Practice Guide for the mines – Quarries. DLI 2009  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/E082C2723B639476C22575980028C1F0/\\$file/Odigos-Kalis-Praktikis-Latomia.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/E082C2723B639476C22575980028C1F0/$file/Odigos-Kalis-Praktikis-Latomia.pdf)
- The protection of maternity. DLI 2012  
[http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/All/3C17E01D427E6382C2257ACA0046164C/\\$file/The%20Protection%20of%20Maternity%202012.pdf?OpenElement](http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/All/3C17E01D427E6382C2257ACA0046164C/$file/The%20Protection%20of%20Maternity%202012.pdf?OpenElement)
- Guide for the Undertaking of Work Through Temporary Employment Act Of 2012 and Regulations 2012. DI 2007-2012  
[http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/dmlissu2\\_gr/dmlissu2\\_gr?OpenDocument](http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/dmlissu2_gr/dmlissu2_gr?OpenDocument)
- Young people at work - Department of Labour Inspection – website. DLI 2007-2012  
<http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B5DB9BDC2BDCD3DBC2257AFC00454888?OpenDocument>
- Informative Guide. DLI 2012  
[http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B5DB9BDC2BDCD3DBC2257AFC00454888/\\$file/Odigos%20gia%20prostasia%20ton%20neon.pdf](http://www.mlsi.gov.cy/mlsi/dli/dli.nsf/All/B5DB9BDC2BDCD3DBC2257AFC00454888/$file/Odigos%20gia%20prostasia%20ton%20neon.pdf)

## ANNEX II – INTERVIEWS

How many interviews...	... in total		... with national authorities		... with labour inspectorates		... with workers' representatives		... with employers' representatives		... with research institutes, academia, OSH professional bodies, etc.	
	Contacted	Completed	Contacted	Completed	Contacted	Completed	Contacted	Completed	Contacted	Completed	Contacted	Completed
<b>CY</b>	32	27	4	3	5	5	5	4	8	5	10	10

This table details all the interviews that were completed with stakeholders in Cyprus, and includes as well the number of stakeholders contacted for these interviews. A further distinction is made on the basis of the category of stakeholders.