

## ANNEX XVIII – ANDORRA PROTOCOL

### HEALTH AND SAFETY AT WORK, LABOUR LAW, AND EQUAL TREATMENT FOR MEN AND WOMEN, FOR PERSONS WITH DISABILITIES, FOR LGBTIQ PERSONS AND BETWEEN PERSONS IRRESPECTIVE OF RACIAL OR ETHNIC ORIGIN, RELIGION AND AGE

List provided for in Articles 51 to 54 of the Framework Agreement

#### TABLE OF CONTENTS

1	Health and safety at work .....	2
2	Equal treatment for men and women, for persons with disabilities, for LGBTIQ persons and between persons irrespective of racial or ethnic origin, religion and age .....	15
3	Labour law .....	19

#### INTRODUCTION

When the legal acts referred to in this Annex contain notions or refer to procedures which are specific to the EU legal order, such as:

- recitals;
- the addressees of the EU legal acts;

- references to territories or languages of the EU;
- references to rights and obligations of EU Member States, their public entities, undertakings or individuals in relation to each other; and
- references to information and notification procedures;

Framework Protocol 1 on horizontal adaptations shall apply, unless otherwise provided for in this Annex.

## CHAPTER 1

### HEALTH AND SAFETY AT WORK

#### ACTS REFERRED TO

1. 31989 L 0391: Council Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work (OJ L 183, 29.6.1989, p. 1), as corrected by OJ L 275, 5.10.1990, p. 42, as amended by:
  - 32003 R 1882: Regulation (EC) No 1882/2003 of the European Parliament and of the Council 29 September 2003 (OJ L 284, 31.10.2003, p. 1),
  - 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),
  - 32008 R 1137: Regulation (EC) No 1137/2008 of the European Parliament and of the Council of 22 October 2008 (OJ L 311, 21.11.2008, p. 1).

2. 31989 L 0654: Council Directive 89/654/EEC of 30 November 1989 concerning the minimum safety and health requirements for the workplace (first individual directive within the meaning of Article 16 (1) of Directive 89/391/EEC) (OJ L 393, 30.12.1989, p. 1), as amended by:
  - 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),
  - 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241).
3. 32009 L 0104: Directive 2009/104/EC of the European Parliament and of the Council of 16 September 2009 concerning the minimum safety and health requirements for the use of work equipment by workers at work (second individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (codified version) (OJ L 260, 3.10.2009, p. 5).
4. 31989 L 0656: Council Directive 89/656/EEC of 30 November 1989 on the minimum health and safety requirements for the use by workers of personal protective equipment at workplace (third individual directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 393, 30.12.1989, p. 18), as amended by:
  - 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21).
  - 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241),

- 32019 R 1832: Regulation (EU) 2019/1832 of the European Parliament and of the Council of 24 October 2019 (OJ L 279, 31.10.2019, p. 35).
5. 31990 L 0269: Council Directive 90/269/EEC of 29 May 1990 on the minimum health and safety requirements for the manual handling of loads where there is a risk particularly of back injury to workers (fourth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 156, 21.6.1990, p. 9), as amended by:
- 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),
  - 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241).
6. 31990 L 0270: Council Directive 90/270/EEC of 29 May 1990 on the minimum safety and health requirements for work with display screen equipment (fifth individual Directive within the meaning of Article 16(1) of Directive 87/391/EEC) (OJ L 156, 21.6.1990, p. 14), as amended by:
- 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),
  - 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241).

7. 31992 L 0058: Council Directive 92/58/EEC of 24 June 1992 on the minimum requirements for the provision of safety and/or health signs at work (ninth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 245, 26.8.1992, p. 23), as amended by:
  - 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),
  - 32014 L 0027: Directive 2014/27/EU of the European Parliament and of the Council of 26 February 2014 (OJ L 65, 5.3.2014, p. 1),
  - 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241).
  
8. 31992 L 0057: Council Directive 92/57/EEC of 24 June 1992 on the implementation of minimum safety and health requirements at temporary or mobile construction sites (eighth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 245, 26.8.1992, p. 6), as amended by:
  - 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),
  - 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241).

9. 31992 L 0091: Council Directive 92/91/EEC of 3 November 1992 concerning the minimum requirements for improving the safety and health protection of workers in the mineral-extracting industries through drilling (eleventh individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 348, 28.11.1992, p. 9), as amended by:
  - 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21).
  
10. 31992 L 0104: Council Directive 92/104/EEC of 3 December 1992 on the minimum requirements for improving the safety and health protection of workers in surface and underground mineral-extracting industries (twelfth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 404, 31.12.1992, p. 10), as amended by:
  - 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21).
  
11. 31992 L 0029: Council Directive 92/29/EEC of 31 March 1992 on the minimum safety and health requirements for improved medical treatment on board vessels (OJ L 113, 30.4.1992, p. 19), as amended by:
  - 32003 R 1882: Regulation (EC) No 1882/2003 of the European Parliament and of the Council 29 September 2003 (OJ L 284, 31.10.2003, p. 1),
  - 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),

- 32008 R 1137: Regulation (EC) No 1137/2008 of the European Parliament and of the Council of 22 October 2008 (OJ L 311, 21.11.2008, p. 1),
  - 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241),
  - 32019 L 1834: Commission Directive (EU) 2019/1834 of 24 October 2019 (OJ L 279, 31.10.2019, p. 80).
12. 31993 L 0103: Council Directive 93/103/EC of 23 November 1993 concerning the minimum safety and health requirements for work on board fishing vessels (thirteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 307, 13.12.1993, p. 1), as amended by:
- 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),
  - 32019 L 1832: Commission Directive 2019/1832 of 24 October 2019 amending Annexes I, II and III to Council Directive 89/656/EEC as regards purely technical adjustments (OJ L 279, 31.10.2019, p. 35).
13. 32000 L 0054: Directive 2000/54/EC of the European Parliament and of the Council of 18 September 2000 on the protection of workers from risks related to exposure to biological agents at work (seventh individual directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 262, 17.10.2000, p. 21) as amended by:
- 32019 L 1833: Commission Directive (EU) 2019/1833 of 24 October 2019 (OJ L 279, 31.10.2019, p. 54),

- 32020 L 0739: Commission Directive (EU) 2020/739 of 3 June 2020 (OJ L 175, 4.6.2020, p. 11).
14. 31999 L 0092: Directive 1999/92/EC of the European Parliament and of the Council of 16 December 1999 on minimum requirements for improving the safety and health protection of workers potentially at risk from explosive atmospheres (15th individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 23, 28.1.2000, p. 57), as amended by:
- 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21).
15. 32002 L 0044: Directive 2002/44/EC of the European Parliament and of the Council of 25 June 2002 on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (vibration) (sixteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 177, 6.7.2002, p. 13), as amended by:
- 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),
  - 32008 R 1137: Regulation (EC) No 1137/2008 of the European Parliament and of the Council of 22 October 2008 (OJ L 311, 21.11.2008, p. 1),
  - 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241).

16. 32003 L 0010: Directive 2003/10/EC of the European Parliament and of the Council of 6 February 2003 on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (noise) (Seventeenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 42, 15.2.2003, p. 38), as amended by:
- 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),
  - 32008 R 1137: Regulation (EC) No 1137/2008 of the European Parliament and of the Council of 22 October 2008 (OJ L 311, 21.11.2008, p. 1),
  - 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241).
17. 32006 L 0025: Directive 2006/25/EC of the European Parliament and of the Council of 5 April 2006 on the minimum health and safety requirements regarding the exposure of workers to risks arising from physical agents (artificial optical radiation) (19th individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 114, 27.4.2006, p. 38), as amended by:
- 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),
  - 32008 R 1137: Regulation (EC) No 1137/2008 of the European Parliament and of the Council of 22 October 2008 (OJ L 311, 21.11.2008, p. 1),

- 32013 L 0064: Council Directive 2013/64/EU of 17 December 2013 (OJ L 353, 28.12.2013, p. 8),
  - 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241).
18. 32010 L 0032: Council Directive 2010/32/EU of 10 May 2010 implementing the Framework Agreement on prevention from sharp injuries in the hospital and healthcare sector concluded by HOSPEEM and EPSU (OJ L 134, 1.6.2010, p. 66).
19. 32013 L 0035: Directive 2013/35/EU of the European Parliament and of the Council of 26 June 2013 on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (electromagnetic fields) (20th individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) and repealing Directive 2004/40/EC (OJ L 179, 29.6.2013, p. 1).
20. 31991 L 0322: Commission Directive 91/322/EEC of 29 May 1991 on establishing indicative limit values by implementing Council Directive 80/1107/EEC on the protection of workers from the risks related to exposure to chemical, physical and biological agents at work (OJ L 177, 5.7.1991, p. 22), as amended by:
- 32006 L 0015: Commission Directive 2006/15/EC of 7 February 2006 (OJ L 38, 9.2.2006, p.36),
  - 32017 L 164: Commission Directive (EU) 2017/164 of 31 January 2017 (OJ L 27, 1.2.2017, p. 115).

21. 31998 L 0024: Council Directive 98/24/EC of 7 April 1998 on the protection of the health and safety of workers from the risks related to chemical agents at work (fourteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 131, 5.5.1998, p. 11), as amended by:
- 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),
  - 32014 L 0027: Directive 2014/27/EU of the European Parliament and of the Council of 26 February 2014 (OJ L 65, 5.3.2014, p. 1),
  - 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241).
22. 32000 L 0039: Commission Directive 2000/39/EC of 8 June 2000 establishing a first list of indicative occupational exposure limit values in implementation of Council Directive 98/24/EC on the protection of the health and safety of workers from the risks related to chemical agents at work (OJ L 142, 16.6.2000, p. 47), as amended by:
- 32006 L 0015: Commission Directive 2006/15/EC of 7 February 2006 establishing a second list of indicative occupational exposure limit values (OJ L 38, 9.2.2006, p. 36),
  - 32009 L 0161: Commission Directive 2009/161/EU of 17 December 2009 establishing a third list of indicative occupational exposure limit values (OJ L 338, 19.12.2009, p. 87),
  - 32017 L 0164: Directive 2017/164/EU of 31 January 2017 establishing a fourth list of indicative occupational exposure limit values (OJ L 27, 1.2.2017, p. 115),

- 32019 L 1831: Commission Directive (EU) 2019/1831 of 24 October 2019 establishing a fifth list of indicative occupational exposure limit values (OJ L 279, 31.10.2019, p. 31).
23. 32004 L 0037: Directive 2004/37/EC of the European Parliament and of the Council of 29 April 2004 on the protection of workers from the risks related to exposure to carcinogens or mutagens at work (Sixth individual Directive within the meaning of Article 16(1) of Council Directive 89/391/EEC) (OJ L 158, 30.4.2004, p. 50), as corrected by OJ L 229, 29.6.2004, p. 23., as amended by:
- 32014 L 0027: Directive 2014/27/EU of the European Parliament and of the Council of 26 February 2014 (OJ L 65, 5.3.2014, p. 1),
  - 32017 L 2398: Directive 2017/2398/EU of the European Parliament and of the Council of 12 December 2017 amending Directive 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work (OJ L 345, 27.12.2017, p. 87),
  - 32019 L 0130: Directive (EU) 2019/130 of the European Parliament and of the Council of 16 January 2019 (OJ L 30, 31.1.2019, p. 112),
  - 32019 L 0983: Directive (EU) 2019/983 of the European Parliament and of the Council of 5 June 2019 (OJ L 164, 20.6.2019, p. 23),
  - 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241),

- 32022 L 0431: Directive (EU) 2022/431 of the European Parliament and of the Council of 9 March 2022 amending Directive 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work (OJ L 88, 16.3.2022, p. 1).
24. 32009 L 0148: Directive 2009/148/EC of the European Parliament and of the Council of 30 November 2009 on the protection of workers from the risks related to exposure to asbestos at work (codified version) (OJ L 330, 16.12.2009, p. 28), as amended by:
- 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241).
25. 31991 L 0383: Council Directive 91/383/EEC of 25 June 1991 supplementing the measures to encourage improvements in the safety and health at work of workers with a fixed-duration employment relationship or a temporary employment relationship (OJ L 206, 29.7.91, p. 19), as amended by:
- 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21).

#### ACTS OF WHICH THE ASSOCIATED PARTIES SHALL TAKE NOTE

1. 52000 DC 0466: Communication from the Commission on the Guidelines on the assessment of the chemical, physical and biological agents and industrial processes considered hazardous for the safety or health of pregnant workers and workers who have recently given birth or are breastfeeding (Council Directive 92/85/EEC) (COM(2000) 466 final, as corrected by COM(2000) 466 final/2).

2. 32003 H 0134: Council Recommendation 2003/134/EC of 18 February 2003 concerning the improvement of the protection of the health and safety at work of self-employed workers (OJ L 53, 28.2.2003, p. 45).
3. 52021 DC 0323: Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions EU strategic framework on health and safety at work 2021-2027 Occupational safety and health in a changing world of work of 28 June 2021 (COM/2021/323 final).
4. 32022 H 2337: Commission Recommendation (EU) 2022/2337 of 28 November 2022 concerning the European schedule of occupational diseases (OJ L 309, 30.11.2022, p. 12).

## CHAPTER 2

### EQUAL TREATMENT FOR MEN AND WOMEN, FOR PERSONS WITH DISABILITIES, FOR LGBTIQ PERSONS AND BETWEEN PERSONS IRRESPECTIVE OF RACIAL OR ETHNIC ORIGIN, RELIGION AND AGE

#### ACTS REFERRED TO

1. 31979 L 0007: Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security (OJ L 6, 10.1.1979, p. 24).
2. 32010 L 0041: Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC (OJ L 180, 15.7.2010, p. 1).
3. 32006 L 0054: Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast) (OJ L 204, 26.7.2006, p. 23).
4. 32004 L 0113: Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services (OJ L 373, 21.12.2004, p. 37).

5. 32019 L 1158: Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU (OJ L 188, 12.7.2019, p. 79).
6. 31992 L 0085: Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 348, 28.11.1992, p.1), as amended by:
  - 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),
  - 32014 L 0027: Directive 2014/27/EU of the European Parliament and of the Council of 26 February 2014 (OJ L 65, 5.3.2014, p. 1),
  - 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241).
7. 32000 L 0078: Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation (OJ L 303, 2.12.2000, p. 16).
8. 32019 L 0882: Directive 2019/882 of the European Parliament and of the Council of 17 April 2019 on the accessibility requirements for products and services (OJ L 115, 7.6.2019, p 70).
9. 32000 L 0043: Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin (OJ L 180, 19.7.2000, p. 22).

## ACTS OF WHICH THE ASSOCIATED PARTIES SHALL TAKE NOTE

1. 32010 D 0048: Council Decision of 26 November 2009 concerning the conclusion, by the European Community, of the United Nations Convention on the Rights of Persons with Disabilities (2010/48/EC).
2. 52020 DC 0620: Communication from the Commission: A Union of Equality: EU Roma strategic framework for equality, inclusion and participation (COM/2020/620 final).
3. 32021 H 0319: Council Recommendation of 12 March 2021 on Roma equality, inclusion and participation (2021/C 93/01).
4. 32018 H 0951: Commission Recommendation of 22 June 2018 on standards for equality bodies (notified under document number C(2018) 3850) (OJ L 167, 4.7.2018, p. 28).
5. 52020 DC 0698: Communication from the Commission of 12 November 2020: Union of Equality: LGBTIQ Equality Strategy 2020-2025 (COM(2020) 698 final).
6. 52021 DC 0101: COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS Union of Equality: Strategy for the Rights of Persons with Disabilities 2021-2030, COM/2021/101 final.
7. 52020 DC 0565: COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS A Union of equality: EU anti-racism action plan 2020-2025, COM/2020/565 final.

8. 52021 DC 0615: COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS EU Strategy on Combating Antisemitism and Fostering Jewish Life (2021-2030), COM/2021/615 final.
  
9. 52020 DC 0152: COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS A Union of Equality: Gender Equality Strategy 2020-2025, COM/2020/152 final.

## CHAPTER 3

### LABOUR LAW

#### ACTS REFERRED TO

1. 31998 L 0059: Council Directive 98/59/EC of 20 July 1998 on the approximation of the laws of the Member States relating to collective redundancies (OJ L 225, 12.8.1998, p. 16), as amended by:
  - 32015 L 1794: Directive (EU) 2015/1794 of the European Parliament and of the Council of 6 October 2015 amending Directives 2008/94/EC, 2009/38/EC and 2002/14/EC of the European Parliament and of the Council, and Council Directives 98/59/EC and 2001/23/EC, as regards seafarers (OJ L 263, 8.10.2015, p. 1).
2. 32008 L 0094: Directive 2008/94/EC of the European Parliament and of the Council of 22 October 2008 on the protection of employees in the event of the insolvency of their employer (Codified version) (OJ L 283, 28.10.2008, p. 36), as amended by:
  - 32015 L 1794: Directive (EU) 2015/1794 of the European Parliament and of the Council of 6 October 2015 amending Directives 2008/94/EC, 2009/38/EC and 2002/14/EC of the European Parliament and of the Council, and Council Directives 98/59/EC and 2001/23/EC, as regards seafarers (OJ L 263, 8.10.2015, p. 1)

3. 32015 L 1794: Directive (EU) 2015/1794 of the European Parliament and of the Council of 6 October 2015 amending Directives 2008/94/EC, 2009/38/EC and 2002/14/EC of the European Parliament and of the Council, and Council Directives 98/59/EC and 2001/23/EC, as regards seafarers (OJ L 263, 8.10.2015, p. 1).
4. 32019 L 1152: Directive (EU) 2019/1152 of the European Parliament and of the Council of 20 June 2019 on transparent and predictable working conditions in the European Union (OJ L 186, 11.7.2019, p. 105).
5. 32009 L 0038: Directive 2009/38/EC of the European Parliament and of the Council of 6 May 2009 on the establishment of a European Works Council or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees (Recast) (OJ L 122, 16.5.2009, p. 28), as amended by:
  - 32015 L 1794: Directive (EU) 2015/1794 of the European Parliament and of the Council of 6 October 2015 amending Directives 2008/94/EC, 2009/38/EC and 2002/14/EC of the European Parliament and of the Council, and Council Directives 98/59/EC and 2001/23/EC, as regards seafarers (OJ L 263, 8.10.2015, p. 1).
6. 31994 L 0033: Council Directive 94/33/EC of 22 June 1994 on the protection of young people at work (OJ L 216, 20.8.1994, p. 12), as amended by:
  - 32007 L 0030: Directive 2007/30/EC of the European Parliament and of the Council of 20 June 2007 (OJ L 165, 27.6.2007, p. 21),
  - 32014 L 0027: Directive 2014/27/EU of the European Parliament and of the Council of 26 February 2014 (OJ L 65, 5.3.2014, p. 1),

- 32019 R 1243: Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019 (OJ L 198, 25.7.2019, p. 241).
7. 31996 L 0071: Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services (OJ L 18, 21.1.1997, p. 1), as amended by:
- 32018 L 0957: Directive 2018/957/EU of the European Parliament and of the Council of 28 June 2018 amending Directive 96/71/EC concerning the posting of workers in the framework of the provision of services (OJ L 173, 9.7.2018, p. 16).

The provisions of this Directive shall, for the purposes of this Agreement, be read with the following adaptation:

Article 3 of Framework Protocol 1 to this Agreement shall apply. The period referred to in Article 3(2) of Framework Protocol 1 shall be three years from the date of entry into force of this Agreement.

8. 32014 L 0067: Directive 2014/67/EU of the European Parliament and of the Council of 15 May 2014 on the enforcement of Directive 96/71/EC concerning the posting of workers in the framework of the provision of services and amending Regulation (EU) No 1024/2012 on administrative co-operation through the Internal Market Information System ("the IMI Regulation") (OJ L 159, 28.5.2014, p. 11).

The provisions of this Directive shall, for the purposes of this Agreement, be read with the following adaptation:

Article 3 of Framework Protocol 1 to this Agreement shall apply. The period referred to in Article 3(2) of Framework Protocol 1 shall be three years from the date of entry into force of this Agreement.

9. 31997 L 0081: Council Directive 97/81/EC of 15 December 1997 concerning the Framework Agreement on part-time work concluded by UNICE, CEEP and the ETUC (OJ L 14, 20.1.1998, p. 9), as amended by:
  - 31998 L 0023: Council Directive 98/23/EC of 7 April 1998 (OJ L 131, 5.5.1998, p. 10).
  
10. 31999 L 0070: Council Directive 1999/70/EC of 28 June 1999 concerning the framework agreement on fixed-term work concluded by ETUC, UNICE and CEEP (OJ L 175, 10.7.1999, p. 43), as corrected by OJ L 244, 16.9.1999, p. 64.
  
11. 31999 L 0063: Council Directive 1999/63/EC of 21 June 1999 concerning the Agreement on the organisation of working time of seafarers concluded by the European Community Shipowners' Association (ECSA) and the Federation of Transport Workers' Unions in the European Union (FST) (OJ L 167, 2.7.1999, p. 33), as corrected by OJ L 244, 16.9.1999, p. 64, as amended by:
  - 32009 L 0013: Council Directive 2009/13/EC of 16 February 2009 (OJ L 124, 20.5.2009, p. 30).

12. 32000 L 0079: Council Directive 2000/79/EC of 27 November 2000 concerning the European Agreement on the organization of Working Time of Mobile Workers in Civil Aviation concluded by the Association of European Airlines (AEA), the European Transport Workers' Federation (ETF), the European Cockpit Association (ECA), the European Regions Airline Association (ERA) and the International Air Carrier Association (IACA) (OJ L 302, 1.12.2000, p. 57).
  
13. 32001 L 0023: Council Directive 2001/23/EC of 12 March 2001 on the approximation of the laws of the Member States relating to the safeguarding of employees' rights in the event of transfers of undertakings, businesses or parts of undertakings or businesses (OJ L 82, 22.3.2001, p. 16), as corrected by OJ L 181, 9.7.2015, p. 84,), as amended by:
  - 32015 L 1794: Directive (EU) 2015/1794 of the European Parliament and of the Council of 6 October 2015 amending Directives 2008/94/EC, 2009/38/EC and 2002/14/EC of the European Parliament and of the Council, and Council Directives 98/59/EC and 2001/23/EC, as regards seafarers (OJ L 263, 8.10.2015, p. 1).
  
14. 32001 L 0086: Council Directive 2001/86/EC of 8 October 2001 supplementing the Statute for a European company with regard to the involvement of employees (OJ L 294, 11.10.2001, p. 22).

15. 32002 L 0014: Directive 2002/14/EC of the European Parliament and of the Council of 11 March 2002 establishing a general framework for informing and consulting employees in the European Community (OJ L 80, 23.3.2002, p. 29),) Directive 2002/14/EC, as amended by:
  - 32015 L 1794: Directive (EU) 2015/1794 of the European Parliament and of the Council of 6 October 2015 amending Directives 2008/94/EC, 2009/38/EC and 2002/14/EC of the European Parliament and of the Council, and Council Directives 98/59/EC and 2001/23/EC, as regards seafarers (OJ L 263, 8.10.2015, p. 1).
16. 32003 L 0072: Council Directive 2003/72/EC of 22 July 2003 supplementing the Statute for a European Cooperative Society with regard to the involvement of employees (OJ L 207, 18.8.2003, p. 25).
17. 32003 L 0088: Directive 2003/88/EC of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organisation of working time (OJ L 299, 18.11.2003, p. 9).
18. 32005 L 0047: Council Directive 2005/47/EC of 18 July 2005 on the Agreement between the Community of European Railways (CER) and the European Transport Workers' Federation (ETF) on certain aspects of the working conditions of mobile workers engaged in interoperable cross-border services in the railway sector (OJ L 195, 27.7.2005, p. 15).
19. 32002 L 0015: Directive 2002/15/EC of the European Parliament and of the Council of 11 March 2002 on the organisation of the working time of persons performing mobile road transport activities (OJ L 80, 23.3.2002, p. 35).

20. 32009 L 0013: Council Directive 2009/13/EC of 16 February 2009 implementing the Agreement concluded by the European Community Shipowners' Associations (ECSA) and the European Transport Workers' Federation (ETF) on the Maritime Labour Convention, 2006, and amending Directive 1999/63/EC (OJ L 124, 20.5.2009, p. 30),), as amended by:
  - 32018 L 0131: Council Directive (EU) 2018/131 of 23 January 2018 implementing the Agreement concluded by the European Community Shipowners' Associations (ECSA) and the European Transport Workers' Federation (ETF) to amend Directive 2009/13/EC in accordance with the amendments of 2014 to the Maritime Labour Convention, 2006, as approved by the International Labour Conference on 11 June 2014, (OJ L 22, 26.1.2018, p. 28).
21. 32017 L 0159: Council Directive (EU) 2017/159 of 19 December 2016 implementing the Agreement concerning the implementation of the Work in Fishing Convention, 2007 of the International Labour Organisation, concluded on 21 May 2012 between the General Confederation of Agricultural Cooperatives in the European Union (Cogeca), the European Transport Workers' Federation (ETF) and the Association of National Organisations of Fishing Enterprises in the European Union (Europêche) (OJ L 25, 31.1.2017, p. 12).
22. 32008 L 0104: Directive 2008/104/EC of the European Parliament and of the Council of 19 November 2008 on temporary agency work (OJ L 327, 5.12.2008, p. 9).
23. 32014 L 0112: Council Directive 2014/112/EU of 19 December 2014 implementing the European Agreement concerning certain aspects of the organisation of working time in inland waterway transport, concluded by the European Barge Union (EBU), the European Skippers Organisation (ESO) and the European Transport Workers' Federation (ETF) (OJ L 367, 23.12.2014, p. 86).

24. 32016 D 0344: Decision (EU) 2016/344 of the European Parliament and of the Council of 9 March 2016 on establishing a European Platform to enhance cooperation in tackling undeclared work (OJ L 65, 11.03.2016, p. 12).
25. 32019 L 1937: Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law (OJ L 305, 26.11.2019, p. 17), as amended by:
  - 32020 R 1503: Regulation (EU) 2020/1503 of the European Parliament and of the Council of 7 October 2020 on European crowdfunding service providers for business, and amending Regulation (EU) 2017/1129 and Directive (EU) 2019/1937 (OJ L 347, 20.10.2020, p. 1),
  - 32022 R 1925: Regulation (EU) 2022/1925 of the European Parliament and of the Council of 14 September 2022 on contestable and fair markets in the digital sector and amending Directives (EU) 2019/1937 and (EU) 2020/1828 (Digital Markets Act) (OJ L 265, 12.10.2022, p. 1).
26. 32022 L 2041: Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union (OJ L 275, 25.10.2022, p. 33).

## ACTS OF WHICH THE ASSOCIATED PARTIES SHALL TAKE NOTE

1. 41995 Y 1110(01): Resolution 95/C 296/06 of the Council and of the representatives of the Governments of the Member States, meeting within the Council, of 5 October 1995, on the image of women and men portrayed in advertising and the media (OJ C 296, 10.11.1995, p. 15).
2. 31995 Y 0704(02): Council Resolution 95/C 168/02 of 27 March 1995 on the balanced participation of men and women in decision-making (OJ C 168, 4.7.1995, p. 3).
3. 31996 H 0694: Council Recommendation 96/694/EC of 2 December 1996 on the balanced participation of men and women in the decision-making process (OJ L 319, 10.12.1996, p. 11).
4. 52013 DC 0882: Communication of the Commission of 13 December 2013 on an EU Quality Framework for anticipation of change and restructuring (COM(2013)882 final).
5. 32014 H 0327 (01): Council recommendation of 10 March 2014 on a Quality Framework for Traineeships (OJ C 88, 27.3.2014, p. 1).
6. 52017 X C0524(01): Interpretative Communication C(2017)2601 on Directive 2003/88/EC of the European Parliament and of the Council concerning certain aspects of the organisation of working time (OJ C 165, 24.5.2017, p. 1).

7. 52017 DC 0254: Report from the Commission to the European Parliament, the Council and the European Economic and Social Committee Report on the implementation by Member States of Directive 2003/88/EC concerning certain aspects of the organisation of working time (COM/2017/0254 final).
  
8. 32021 H 0402: Commission Recommendation (EU) 2021/402 of 4 March 2021 on an effective active support to employment following the COVID-19 crisis (EASE) (OJ L 80, 8.3.2021, p. 1).