ANNEX XVIII

HEALTH AND SAFETY AT WORK, LABOUR LAW, AND EQUAL TREATMENT FOR MEN AND WOMEN

List provided for in Articles 67 to 70

INTRODUCTION

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

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

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

ACTS REFERRED TO

Health and safety at work

1. [ ] [‘]
2. [ ] [‘]
3. [ ] [‘]


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3b. [ ] [\textsuperscript{4}]

4. [ ] [\textsuperscript{4}]


6. [ ] [\textsuperscript{4}]

7. [ ] [\textsuperscript{4}]


\[\textsuperscript{4}\] The transitional arrangements set out in the Annexes to the Act of Accession of 16 April 2003 for Latvia (Annex VIII, Chapter 8, Point 1), shall apply.


(18) Indent above added by Decision No 223/2022 (OJ L 85, 23.3.2023, p. 41 and EEA Supplement No 24, 23.3.2023, p. 40), e.i.f. 9.7.2022.


(22) Indent and words “as amended by” added by Decision No 239/2014 (OJ L 230, 3.9.2015, p. 46 and EEA Supplement No 52, 3.9.2015, p. 45), e.i.f. 1.11.2014.


(24) Indent added by Decision No 110/2020 (OJ L 172, 6.7.2023, p. 29 and EEA Supplement No 51, 6.7.2023, p. 28), e.i.f. 15.7.2020.

(25) Indent added by Decision No 110/2020 (OJ L 172, 6.7.2023, p. 29 and EEA Supplement No 51, 6.7.2023, p. 28), e.i.f. 15.7.2020.


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

With regard to [ ] [37] Norway, the measures necessary to comply with this Directive shall enter into force by 1 January 1995.


[29] Indent and words “", as amended by: “ added by Decision No 177/2021 (OJ L. 2024/169, 1.2.2024 and EEA Supplement No 10, 1.2.2024, p. 27), e.i.f. pending.


\textsuperscript{(27)} Indent added by Decision No 239/2014 (OJ L 230, 3.9.2015, p. 46 and EEA Supplement No 52, 3.9.2015, p. 45), e.i.f. 1.11.2014.


The transitional arrangements set out in the Annexes to the Act of Accession of 16 April 2003 for Slovenia (Annex XIII, Chapter 7, Point 3), shall apply.


{[*]} The transitional arrangements set out in the Annexes to the Act of Accession of 16 April 2003 for Slovenia (Annex XIII, Chapter 7, Point 4), shall apply.


16jc. {[*]} 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

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{[*]} Point 16j (Directive 2004/40/EC) inserted by Decision No 124/2006 (OJ L 333, 30.11.2006, p. 53 and EEA Supplement No 60, 30.11.2006, p. 40), e.i.f. 1.6.2007, and subsequently corrected by Corrigendum noted in the Joint Committee Meeting on the


**ACTS OF WHICH THE CONTRACTING PARTIES SHALL TAKE NOTE**

16k.\[**\] 52000DC/0466: Communication from the Commission (COM(2000) 466 final, as corrected by COM(2000) 466 final/2) 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).


**Equal treatment for men and women**


17. [ ]
18. [ ]

[ ]
20. [ ]

[ ]
21a. [ ]

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

(a) The text of Article 3 shall be replaced by the following:

“With a view to ensuring full equality in practice between men and women in working life, the principle of equal treatment shall not prevent any Member State from maintaining or adopting measures providing for specific advantages in order to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers”.

(b) The following paragraph shall be added in Article 12:

“5. For Iceland and Norway the date of 17 May 1990 in the first sentence of paragraph 1 shall be replaced by 1 January 1994 and for Liechtenstein it shall be replaced by 1 May 1995.”

(c) In Article 19(4)(a), the words “Article 141 of the Treaty” shall be replaced by the words “Article 69 of the EEA Agreement”.


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

(a) In Articles 5 and 17, the references to “21 December 2007” shall be read as “30 June 2010”.

(b) Article 5(2) shall not apply.

Labour law


23.  


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

With regard to Iceland and Norway the measures necessary to comply with this Directive shall enter into force by 1 July 1994.

26.  


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:


27a.  [ ] [*]

28.  [ ] [*]


[*] The transitional arrangements set out in the Annexes to the Act of Accession of 16 April 2003 for the Czech Republic (Annex V, Chapter 1), Estonia (Annex VI, Chapter 1), Latvia (Annex VII, Chapter 1), Lithuania (Annex IX, Chapter 2), Hungary (Annex X, Chapter 1), Poland (Annex XII, Chapter 2), Slovenia (Annex XIII, Chapter 2) and the Slovak Republic (Annex XIV, Chapter 1) shall apply.

[*] The transitional arrangements set out in the Annexes to the Act of Accession of 25 April 2005 for Bulgaria (Annex VI, Chapter 1) and Romania (Annex VII, Chapter 1), shall apply.

[*] The transitional arrangements set out in the Annexes to the Act of Accession of 9 December 2011 for Croatia (Annex V, Chapter 2) shall apply.

[*] With regard to the safeguard mechanisms contained in the transitional arrangements referred to in the previous paragraphs, PROTOCOL 44 ON SAFEGUARD MECHANISMS PURSUANT TO ENLARGEMENTS OF THE EUROPEAN ECONOMIC AREA shall apply.


[*] Indent and words “as amended by:” added by Decision No 19/2022 (OJ L 175, 30.6.2022, p. 32 and EEA Supplement No 42, 30.6.2022, p. 30), e.i.f. 1.1.2023.


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

In Article 3(10), the word “Treaties” shall read “EEA Agreement”.


Modalities for the association of the EFTA States in accordance with Article 101 of the Agreement:

Each EFTA State may, in accordance with Article 3 of Commission Decision 2009/17/EC, appoint two persons to participate as observers in the meetings of the Committee of Experts on Posting of Workers.


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

In Article 4(3)(c), as regards the EFTA States, the words “according to Regulation (EC) No 593/2008 (Rome I) and/or the Rome Convention” shall not apply.


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

In Article 2, the words “and of the EFTA Court, in accordance with the EEA Agreement” shall be added after the words “the Court of Justice”.


The provisions of the Directive shall, for the purposes of the present Agreement, be read with the following adaptations:

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(111) Point inserted by Decision No 104/98 (OJ L 197, 29.7.1999, p. 56 and EEA Supplement No 33, 29.7.1999, p. 27), e.i.f. 1.4.1999.

(112) Point inserted by Decision No 40/2011 (OJ L 171, 30.6.2011, p. 41 and EEA Supplement No 37, 30.6.2011, p. 48), e.i.f. 1.5.2012 and subsequently replaced by Decision No 74/2024 (OJ L 1, 2024/1596, 4.7.2024 and EEA Supplement No 52, 4.7.2024, p. 57), e.i.f. pending.


as regards the EFTA States, “Commission” shall read “EFTA Surveillance Authority” and “Court of Justice” shall read “EFTA Court” in situations referred to in point 6 of Clause 4 in the Annex to the Directive.


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

References to Union law shall be understood as references to the EEA Agreement.

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**ACTS OF WHICH THE CONTRACTING PARTIES SHALL TAKE NOTE**

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The Contracting Parties take note of the content of the following acts:

33.[128] 495 Y 1110(02): 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 No C 296, 10.11.1995, p. 15).


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