

Regulation on Minimum Health and Safety Requirements in Workplaces
Translation of the Regulation issued under the Occupational Health and Safety Law
(Law No. 35/2008), Official Gazette 74, dated 21.04.2009, Northern Cyprus.

Short Title

1. This Regulation shall be cited as the “Regulation on Minimum Health and Safety Requirements in Workplaces.”

PART ONE
General Rules

Commentary

2. Unless the text otherwise requires in this Regulation:
“Ministry” refers to the Ministry responsible for labor affairs.
“Employee” refers to natural persons employed in public and private workplaces covered under the Occupational Health and Safety Law, regardless of their status under their own special laws, who work in return for wages, salaries, daily payments, etc., under any employment relationship.
“Department” refers to the Department of Labour.
“Occupational Health and Safety” refers to all preventive measures planned and implemented at every stage of workplace or work-related activities in order to protect employees from occupational risks or minimize such risks, and to safeguard employees’ working capacities, lives, and health.
“Employer” refers to natural or legal persons interpreted as Main Employer or Sub-Employer under the Occupational Health and Safety Law, who have an employment relationship with employees and bear responsibility for the establishment or workplace.
“Workplace” refers to the place where work is carried out and includes all related annexes and facilities connected to the workplace in terms of the nature and execution of the work, such as rest areas, breastfeeding rooms, dining areas, sleeping quarters, washing facilities, examination and care rooms, physical and vocational training areas, courtyards, and other areas and vehicles that employees may enter and exit.
“Hazard” refers to potential dangers to the health and life of employees.

Purpose

3. The purpose of this Regulation is to determine the minimum health and safety requirements that must be present in buildings used as workplaces.

Scope

4. (1) This Regulation applies to all workplaces covered under the Occupational Health and Safety Law.
- (2) This Regulation shall not apply to:
 - (A) Means of transport used outside the workplace or workplaces located inside such means of transport;
 - (B) Temporary or mobile construction sites;
 - (C) Mining, petroleum, and gas extraction works;
 - (C) Fishing vessels;
 - (D) Agricultural or forestry fields, forests, and land arrangement areas belonging to agricultural or forestry workplaces that are located away from workplace buildings.

PART TWO Employers' Responsibilities

New Workplaces

Schedule I

5. Employers are obliged to fulfill the minimum health and safety conditions specified in Schedule I attached to this Regulation for workplaces that will be opened after the date this Regulation enters into force.

Existing Workplaces

Schedule II

6. Employers are obliged to fulfill the minimum health and safety conditions specified in Schedule II attached to this Regulation within thirty-six months from the date this Regulation enters into force for workplaces established before the Regulation came into effect.

Modifications in Existing Workplaces

7. Employers are obliged to take the necessary measures to ensure the minimum health and safety requirements specified in Schedule I whenever expansion, change of work, or any other modification is made in existing workplaces after the Regulation enters into force.

PART THREE

Other Rules

General Conditions

8. Employers are obliged to fulfill the following matters in order to protect the health and safety of employees:
 - (1) Emergency exit routes and doors shall always be kept usable.
 - (2) The workplace and all equipment, machinery, and tools within the workplace, especially those specified in Schedule I and Schedule II, shall undergo regular technical maintenance, and any defects that may endanger the health and safety of employees shall be remedied as soon as possible.
 - (3) The workplace and all workplace equipment and tools, especially ventilation systems, shall be regularly cleaned in a manner that ensures appropriate hygiene conditions.
 - (4) Safety equipment and tools intended to prevent or eliminate workplace hazards, particularly those specified in Schedule I and Schedule II, shall undergo regular maintenance and inspection.

Information of Employees

35/2008

9. Without prejudice to the matters specified in Article 14 of the Occupational Health and Safety Law, employers shall inform employees and/or their representatives about all health and safety measures taken in the workplace.

Obtaining Employees' Opinions and Ensuring Participation

35/2008

10. Employers are obliged to obtain the opinions of employees or their representatives and ensure their participation, in accordance with Article 15 of the Occupational Health and Safety Law, regarding the matters specified in this Regulation and its attached schedules.

PART FOUR
Final Provisions

Authority for Enforcement

11. This Regulation shall be enforced by the Ministry responsible for labor affairs.

Entry into Force

12. This Regulation shall enter into force as of the date of its publication in the Official Gazette.

Schedule I (Article 5)

MINIMUM HEALTH AND SAFETY REQUIREMENTS FOR WORKPLACES TO BE ESTABLISHED AFTER THE ENTRY INTO FORCE OF THE REGULATION

1. The matters specified in this Schedule shall apply whenever required by the nature and hazards of the workplace and the work performed.

2. Structure and Stability of Buildings

Workplace buildings shall be constructed with sufficient strength and suitability for the nature of the work performed.

3. Electrical Installations

Electrical installations shall be designed and installed in a manner that does not create fire or explosion hazards and shall protect employees against accidents resulting from direct or indirect contact.

The design, installation, materials, and protective devices of electrical systems shall be suitable for the voltage used and environmental conditions. Parts of the installation shall be accessible to competent persons as specified under applicable legislation. The main switch shall be located in an easily recognizable place.

Temporary electrical installations shall not be used in flammable or explosive environments. In rooms where flammable and explosive substances are stored, electrical switches shall be located outside the room. Lighting systems used in temporary workplaces and construction sites shall have sufficient durability.

Electrical installations shall be grounded and three-pin plugs shall be used.

4. Emergency Exit Routes and Doors

4.1 Emergency exit routes and doors shall open directly to the outside or to a safe area and shall be free from obstructions.

4.2 In the event of danger, all employees shall be able to evacuate the workplace immediately and safely.

4.3 The number, dimensions, and locations of emergency exit routes and doors shall be appropriate to the nature of the work, workplace size, and number of employees.

4.4 Emergency exit doors shall open outward.

Sliding or revolving doors shall not be used as emergency exits.

Emergency exit doors shall be capable of being opened immediately and easily by any person during emergencies.

4.5 Emergency exit routes and doors shall be marked in accordance with the Safety and Health Signs Regulation. Signs shall be permanent and placed appropriately.

4.6 Emergency exit doors shall not be locked. Exit routes and access ways shall remain unobstructed. Exit route width after the door shall be at least 110 centimeters.

4.7 Emergency exits requiring lighting shall have backup lighting systems in case of power failure.

5. Fire Protection

5.1 Appropriate and sufficient fire-fighting equipment, detectors, and alarm systems shall be provided according to workplace size, work characteristics, materials used, and employee numbers.

5.2 Fire-fighting equipment shall be easy to use, visible, and accessible. Equipment shall be inspected at least once a year and inspection dates shall be marked on devices.

5.3 Stocks of highly flammable substances exceeding daily use quantities shall be stored in fire-resistant warehouses or safe locations outside the building.

5.4 Workplaces storing explosive or highly flammable substances and workplaces employing more than twenty persons shall have at least one audible fire alarm system.

5.5 Objects in workrooms shall not obstruct fire escape routes.

6. Ventilation of Enclosed Workplaces

6.1 Sufficient clean air shall be provided according to working conditions and activities. Mechanical ventilation systems shall remain operational at all times and warning systems shall indicate malfunctions where necessary.

6.2 Artificial ventilation systems shall not cause discomfort to employees.

7. Ambient Temperature

7.1 Workplace temperature shall be appropriate to the nature of work and physical effort.

7.2 Rest rooms, changing rooms, showers, toilets, cafeterias, and first aid rooms shall have suitable temperatures.

7.3 Windows and roof lighting systems shall prevent excessive sunlight exposure.

7.4 Necessary measures shall be taken to maintain workplace temperatures between 15°C and 35°C.

8. Lighting

8.1 Workplaces shall primarily benefit from sufficient daylight. Where inadequate, artificial lighting shall be provided.

8.2 Lighting systems shall not create accident risks.

8.3 Backup lighting shall be available where lighting failures may create risks.

8.4 Minimum lighting intensity requirements:

- Outdoor areas: 20 lux
- Warehouses, corridors, stairs: 50 lux
- Packaging areas, boiler rooms: 100 lux
- Bakeries, machine rooms, shops: 200 lux
- Workshops, control rooms, offices: 500 lux
- Precision workplaces such as watchmaking and tailoring: 1000 lux

9. Floors, Walls, Ceilings, and Roofs

9.1 Floors shall be solid, dry, level, and non-slip.

9.2 Surfaces shall be made of materials suitable for hygienic cleaning.

9.3 Transparent walls and glass partitions shall be made of safe materials or protected against breakage.

9.4 Unsafe roofs shall not be accessed without proper safety equipment.

10. Windows

10.1 Windows and skylights shall open, close, and adjust safely.

10.2 Windows shall be cleanable without creating danger.

11. Doors and Entrances

11.1 Doors and entrances shall be suitable for their intended use and employee movement.

11.2 Transparent doors shall be visibly marked.

11.3 Double-swing doors shall include transparent sections.

11.4 Transparent doors shall be made of safe materials.

11.5 Sliding doors shall include anti-derailment systems.

11.6 Upward-opening doors shall include fall-prevention systems.

11.7 Escape route doors shall always be openable from the inside.

11.8 Separate pedestrian doors shall be provided where vehicle entrances are unsafe for pedestrians.

11.9 Mechanical doors shall include emergency stop systems.

12. Traffic Routes and Hazardous Areas

12.1. All routes, including stairs, loading areas, and ramps, shall be of such shape and dimensions as to ensure the safe movement of pedestrians and vehicles and shall not create hazards for employees working nearby.

12.2. Routes used by pedestrians and/or for the transport of materials by vehicles shall be of dimensions appropriate to the number of users and the nature of the work carried out in the workplace. Sufficient safety distance shall be left for pedestrians on routes where materials are transported.

12.3. Adequate distance shall be maintained between roads open to vehicle traffic and doors, pedestrian walkways, corridors, and stairways.

12.4. Taking into consideration the work performed and the machinery and materials used in work areas, vehicle traffic routes shall be clearly marked for the protection of employees.

12.5. If work areas present risks to employees due to the nature of the work or because of falling objects, such areas shall immediately be protected with appropriate equipment and unauthorized persons shall be prevented from entering. Necessary precautions shall be taken to protect persons authorized to enter hazardous areas, and such areas shall be clearly designated.

12.6. If any person is working in a place where there is a risk of falling from a height of two meters or more, the area around the workplace shall, where reasonably practicable, be enclosed with guardrails or secured by other effective safety measures.

12.7. Any tank, cistern, well, pool, or storage unit whose edge is less than one meter above the adjacent ground or floor level and which contains boiling, corrosive, or toxic liquids shall either be securely covered or enclosed by railings at least one meter high.

13. Escalators and Conveyor Belts

Escalators and moving walkways will be equipped with the necessary safety equipment to ensure safe operation. They will have easily visible and accessible emergency stop devices.

14. Loading Areas and Ramps

14.1. Loading areas and ramps shall be suitable for the dimensions of the loads to be carried.

14.2. Loading areas shall have at least one exit point. In loading areas exceeding a certain width, exit points shall, where technically possible, be provided at both ends.

14.3. Loading ramps shall be constructed in a safe manner to prevent employees from falling.

15. Workplace Dimensions and Air Volume

15.1 Workplaces shall provide adequate space, height, and air volume.

Minimum air volume per employee shall be 11 cubic meters.

Ceiling height in continuous work areas shall be at least 2.25 meters.

15.2 Employees shall have sufficient free movement space.

16. Rest Areas, Dining Areas, and Drinking Water

16.1. In cases required for the health and safety of employees due to the nature of the work performed (for example, workplaces involving arsenic, lead, asbestos, silicate dust, etc.) or in workplaces employing ten or more employees, suitable rest and/or dining areas shall be provided. These areas shall also include facilities for eating, such as refrigerators and gas stoves. Separate rest areas shall not be required in offices and similar workplaces where suitable rest opportunities are already available during work breaks.

16.2. Rest areas shall be sufficiently spacious and equipped with an adequate number of tables and chairs with backrests for employees.

16.3. Necessary arrangements shall be made in rest areas to protect non-smokers from tobacco smoke.

16.4. If the working period is interrupted frequently and regularly due to the nature of the work and there is no separate rest area, suitable places shall be provided where employees may rest during such breaks whenever required for health and safety reasons. Necessary arrangements shall also be made in these places to protect non-smokers from tobacco smoke.

16.5. Employers shall provide employees with drinking water suitable for health conditions in the workplace.

17. Pregnant and Nursing Women

Suitable resting conditions shall be provided for pregnant and nursing women.

18. Changing Rooms, Showers, Toilets, and Washbasins

18.1. Changing Rooms and Clothing Lockers

18.1.1. Suitable changing rooms shall be provided for employees who are required to wear work clothes, and employees shall not be permitted to change clothes in places other than designated changing rooms. Changing rooms shall be easily accessible, of sufficient capacity, and equipped with an adequate number of seats.

18.1.2. Changing rooms shall be of adequate size and shall include lockable lockers for each employee to store their clothes during working hours. In damp, dusty, dirty, and similar workplaces, or in workplaces involving hazardous substances, lockers shall either have two separate compartments side by side or two separate lockers shall be provided in order to store work clothes separately from personal clothes.

18.1.3. Separate changing rooms shall be provided for male and female employees.

18.1.4. In workplaces where changing rooms are not required, suitable places shall be provided for employees to store their clothes.

18.2. Showers and Washbasins

18.2.1. Suitable shower facilities shall be provided for employees where required by the nature of the work or for health-related reasons. Separate showers shall be provided for male and female employees.

18.2.2. Showers shall be of sufficient size to allow employees to wash comfortably and shall maintain appropriate hygienic conditions. Hot and cold running water shall be available in showers.

18.2.3. In workplaces where shower facilities are not required, washbasins with running water, and where necessary hot running water, shall be provided near workplaces and changing rooms. Separate washbasins shall be provided for male and female employees.

18.2.4. Where showers or washbasins are located separately from changing rooms, easy access shall be ensured between the showers/washbasins and changing rooms.

18.2.5. In workplaces employing up to seven workers, at least one washbasin shall be provided; in workplaces employing up to fourteen workers, at least two washbasins shall be provided; and for every additional ten workers above fourteen, at least one additional washbasin shall be provided. The number of washbasins shall be calculated separately for male and female employees. Employers shall provide sufficient cleaning materials and towels in these areas.

18.3. Toilets and Washbasins

18.3.1. A sufficient number of toilets and washbasins shall be provided near work areas, rest rooms, changing rooms, showers, and washing areas. Separate toilets and washbasins shall be provided for male and female employees.

18.3.2. Toilets shall be provided at the rate of one toilet for every twenty-five male employees and one toilet for every fifteen female employees, and one urinal for every fifteen male employees. Employers shall provide sufficient cleaning materials, toilet paper, and towels in these areas. Toilets shall not be located more than one floor above or below the work area and shall not open directly into the workplace. Toilets shall open onto corridors or be appropriately screened.

18.3.3. In passages, business centers, and similar places where more than one workplace is located together, the requirements of this Article shall be deemed fulfilled if an inspector determines that there are sufficient and suitable shared toilets available. The criteria specified in Article 18.3.2 shall apply in determining adequacy.

18.3.4. Workplaces constructed before the entry into force of the Factory and Workplace Worker Health and Safety Regulation dated 01.07.1992 and numbered A.E.283, which was repealed by the Occupational Health and Safety Law No. 35/2008, and employing up to five workers, may be exempted from the provisions of this Article if an inspector is satisfied that another toilet facility is immediately accessible.

19. First Aid Rooms

19.1. Depending on the size of the workplace, the nature of the work performed, and the risk of accidents, one or more first aid rooms shall be provided in the workplace.

19.2. First aid rooms shall be equipped with sufficient first aid materials and equipment and shall be located in easily accessible places. These areas shall be marked in accordance with the Safety and Health Signs Regulation.

19.3. In addition, first aid equipment shall be available wherever required by working conditions. Such equipment shall be appropriately marked and kept in easily accessible locations.

19.4. In workplaces employing more than fifty employees, at least one person shall be trained in first aid.

20. Disabled Employees

Necessary arrangements shall be made in workplaces employing disabled employees, taking into consideration the conditions and needs of such employees. These arrangements shall particularly apply to areas where disabled employees work directly, as well as to doors, passageways, stairways, showers, washbasins, and toilets used by them.

21. Special Measures for Outdoor Work

21.1. Open work areas, roads, and other outdoor areas used by employees within the workplace shall be arranged in a manner ensuring the safe movement of pedestrians and vehicles.

The provisions specified in Articles 12, 13, and 14 of this Schedule shall apply to main roads within the workplace premises, roads used for maintenance, supervision, and inspection, as well as loading and unloading areas. The provisions specified in Article 12 shall also apply to outdoor work areas.

21.2. Outdoor work areas shall be appropriately illuminated where daylight is insufficient.

21.3. The following measures shall be implemented in outdoor work areas:

- (a) Employees shall be protected against adverse weather conditions and, where necessary, against falling objects.
- (b) Employees shall be protected from harmful levels of noise and from hazardous external effects such as gas, vapor, and dust.
- (c) Employees shall be able to leave the workplace immediately or receive assistance quickly in the event of danger.
- (ç) Slipping and falling of employees shall be prevented.

SCHEDULE II (Article 6)

MINIMUM HEALTH AND SAFETY CONDITIONS REQUIRED IN WORKPLACES ESTABLISHED BEFORE THE ENTRY INTO FORCE OF THE REGULATION

1. The matters specified in this Schedule shall apply in every case required by the nature and hazards of the workplace and the work performed.

2. Structure and Durability of Buildings

Workplace buildings shall be suitable for the nature of the work performed and shall have sufficient structural strength.

3. Electrical Installations

Electrical installations shall be designed and installed in such a way as not to create fire or explosion hazards, and employees shall be protected against accident risks arising from direct or indirect contact.

The design, installation, materials, and protective devices of electrical installations shall be suitable for the voltage used and environmental conditions. Parts of the installation shall be located in places accessible to competent persons as specified in the applicable legislation. Temporary electrical installations may not be used in flammable and explosive environments. In rooms where flammable and explosive materials are stored, electrical switches shall be located outside the room. Lighting systems used in temporary workplaces and construction sites shall have sufficient durability.

Electrical installations shall be grounded and three-pin plugs shall be used.

4. Emergency Exit Routes and Doors

4.1. Emergency exit routes and doors shall open directly to the outside or to a safe area, and no obstruction preventing exit shall exist.

4.2. In the event of any danger, all employees shall be able to leave the workplace immediately and safely.

4.3. The workplace shall contain a sufficient number of escape routes and emergency exit doors.

4.4. Emergency exit doors shall be constructed to open outward.

Sliding or revolving doors shall not be used as emergency exit doors.

Emergency exit doors shall be capable of being opened immediately and easily by any person during emergencies (unlocked and unfastened).

4.5. Emergency exit routes and doors shall be marked in accordance with the Safety and Health Signs Regulation. Signs shall be placed appropriately and shall be permanent.

4.6. Emergency exit doors shall not be locked.

No obstruction that may hinder exit shall exist on emergency exit routes, exits, or access routes leading thereto.

4.7. Emergency exit routes and doors requiring illumination shall have backup lighting systems to provide adequate lighting in case of power failure.

5. Fire Protection

5.1. Depending on the size of the workplace, the nature of the work performed, the physical and chemical characteristics of the materials used, and the number of employees, adequate and effective fire-fighting equipment and, where necessary, fire detectors and alarm systems shall be provided in the workplace.

5.2. Fire-fighting equipment shall be easy to use, visible, and easily accessible, and no obstruction shall exist in front of them. Such equipment shall be inspected at least once a year, and inspection dates shall be indicated on the devices.

Fire-fighting equipment and their locations shall be marked in accordance with the Safety and Health Signs Regulation. Signs shall be placed appropriately and shall be permanent.

5.3. Stocks of highly flammable substances exceeding the amount used daily in the workplace shall be stored in a fire-resistant warehouse or in a safe place outside the building. However, such a warehouse shall be located so as not to obstruct escape and rescue routes in the event of fire.

5.4. Workplaces where explosive or highly flammable substances are stored or used, and workplaces employing more than twenty persons, shall contain at least one alarm system audible throughout the building for use in case of fire.

5.5. Objects located in any room where persons work shall be arranged so as not to obstruct fire escape routes. The maximum distance required for persons in any part of the workplace to reach a fire-protected staircase or a compartment preventing the spread of fire shall be 15 meters in workplaces where explosive or highly flammable substances are stored or used, and 30 meters in other workplaces.

6. Ventilation of Enclosed Workplaces

6.1. Enclosed workplaces shall provide sufficient fresh air according to the working method and the work performed by employees.

Where a forced ventilation system is used, the system shall always remain operational.

If the failure of the ventilation system poses a danger to employees' health, a warning system indicating malfunction shall be provided.

6.2. Airflow in artificial ventilation systems shall not cause discomfort to employees.

Residues and impurities that may pollute workplace air and harm employees' health shall be immediately removed outside.

7. Ambient Temperature

7.1. The temperature of the working environment shall be suitable for the working conditions and the physical effort exerted by employees.

7.2. Rest areas, changing rooms, showers and toilets, waiting areas, dining halls, cafeterias, and first aid rooms shall be maintained at suitable temperatures according to their intended use.

8. Lighting

8.1. Workplaces shall primarily be sufficiently illuminated by daylight. Where sufficient daylight cannot be utilized due to the nature of the work or the design of the workplace, or during night work, appropriate and adequate artificial lighting shall be provided.

8.2. Areas where lighting system failures may create risks for employees shall have emergency and adequate backup lighting systems.

8.3. The minimum illumination intensity required for various types of workplaces, measured at a horizontal level one meter above the floor, shall be as follows:

- Outdoor areas, including roads, courtyards, or areas with emergency backup lighting: 20 lux
- Large and open areas, including warehouses, corridors, and staircases: 50 lux
- Small and open areas, including packaging areas, boiler rooms, and cleaning rooms: 100 lux
- Intermediate areas, including bakeries, machine rooms, and shops: 200 lux
- Special areas, including workshops, control rooms, and offices: 500 lux
- Special precision areas, including watch manufacturing and repair workshops and tailoring shops performing highly delicate sewing: 1000 lux

9. Doors and Entrances

9.1. Transparent doors shall be marked in a clearly visible manner.

9.2. Doors capable of opening in both directions shall be made of transparent material or shall contain transparent sections enabling visibility of the opposite side.

9.3. Doors located on escape routes shall be appropriately marked. As long as employees are present in the workplace, these doors shall always be capable of being opened from the inside without assistance and under all circumstances.

10. Hazardous Areas

10.1. If workplaces present a risk to employees due to the nature of the work performed or because of falling objects, such places shall immediately be protected with suitable equipment and unauthorized persons shall be prevented from entering. Appropriate measures shall be taken to protect persons authorized to enter hazardous areas, and such areas shall be clearly designated.

10.2. If any person is working in a place where there is a possibility of falling from a height of two meters or more, the area around the workplace shall, as far as reasonably practicable, be enclosed with guardrails or secured with other effective safety measures.

10.3. Any tank, cistern, well, pool, or storage area whose edge is less than one meter above the adjacent ground or floor level and which contains boiling, corrosive, or toxic liquids shall either be securely covered or enclosed by railings at least one meter high.

11. Workplace Dimensions and Air Volume

The floor area, height, and air volume of the workplace shall be sufficient to allow employees to work comfortably and carry out their duties without endangering their health and safety. The minimum air volume per person shall be eleven cubic meters. In calculating this volume, ceiling height exceeding 4 meters and 25 centimeters shall not be taken into account. In places where employees work continuously, the ceiling height shall be at least 2 meters and 25 centimeters.

12. Rest Rooms and Rest Areas

12.1. In cases required for the health and safety of employees due to the nature of the work performed (for example, workplaces involving arsenic, lead, asbestos, silicate dust, etc.) or in workplaces employing ten or more employees, suitable rest and/or dining areas shall be provided. These places shall also include dining facilities such as refrigerators and gas stoves. Separate rest areas shall not be required in offices and similar workplaces where suitable rest opportunities already exist during work breaks.

12.2. Rest areas shall be sufficiently spacious and equipped with an adequate number of chairs with backrests and tables for employees.

12.3. Necessary arrangements shall be made in rest areas to protect non-smokers from tobacco smoke.

12.4. Employers shall provide employees with drinking water suitable for health conditions.

13. Pregnant and Nursing Women

Suitable conditions shall be provided for pregnant and nursing women to rest in a reclining position.

14. Changing Rooms, Showers, Toilets, and Washbasins

14.1. Changing Rooms and Clothing Lockers

14.1.1. Suitable changing rooms shall be provided for employees who are required to wear work clothes, and employees shall not be permitted to change clothes outside these designated changing areas. Changing rooms shall be easily accessible and of sufficient capacity.

14.1.2. Changing rooms shall contain lockable lockers for each employee to store clothing during working hours. In damp, dusty, dirty, and similar workplaces or workplaces involving hazardous substances, lockers shall either have two separate compartments side by side or two separate lockers shall be provided to allow separate storage of work clothes and personal clothes.

14.1.3. Separate changing rooms shall be provided for male and female employees.

14.2. Showers, Toilets, and Washbasins

14.2.1. Where required by the nature of the work, shower facilities and a sufficient number of washbasins and toilets shall be provided for employees.

14.2.2. Showers and washbasins shall have running water and, where necessary, hot running water shall also be provided.

14.2.3. In workplaces employing up to seven workers, at least one washbasin shall be provided; in workplaces employing up to fourteen workers, at least two washbasins shall be provided; and for every additional ten workers above fourteen, at least one additional washbasin shall be provided. The number of washbasins shall be calculated separately for male and female employees. Employers shall provide sufficient cleaning materials and towels in these areas.

14.2.4. Toilets shall be provided at the rate of one toilet for every twenty-five male employees and one toilet for every fifteen female employees, and one urinal for every fifteen male employees. Employers shall provide sufficient cleaning materials, toilet paper, and towels in these areas. Toilets shall not be located more than one floor above or below the workplace and shall not open directly into the workplace. Toilets shall open onto corridors or be appropriately screened.

14.2.5. In passages, business centers, and similar places where multiple workplaces are located together, the requirements of this Article shall be deemed fulfilled if an inspector determines that sufficient and suitable shared toilets are available. The criteria specified in Article 14.2.4 shall apply in determining adequacy.

14.2.6. Workplaces employing up to five workers and constructed before the entry into force of the Factory and Workplace Worker Health and Safety Regulation dated 01.07.1992 and numbered A.E.283, which was repealed by the Occupational Health and Safety Law No. 35/2008, may be exempted from the provisions of this Article if an inspector is satisfied that another toilet facility is immediately accessible.

14.2.7. Showers and toilets shall be provided separately for male and female employees.

15. First Aid Equipment

Sufficient first aid equipment shall be available in the workplace. First aid equipment shall be kept in easily accessible places and appropriately marked.

In workplaces employing more than fifty employees, at least one person shall be trained in first aid.

16. Disabled Employees

Necessary arrangements shall be made in workplaces employing disabled employees, taking into account the conditions of such employees. These arrangements shall particularly apply to areas where disabled employees work directly, as well as to doors, passageways, stairways, showers, washbasins, and toilets used by them.

17. Movement of Pedestrians and Vehicles

Necessary arrangements shall be made in open and enclosed work areas to ensure the safe movement of pedestrians and vehicles.

18. Special Measures for Outdoor Work

In outdoor workplaces, the following arrangements shall be made:

- (a) Employees shall be protected against adverse weather conditions and, where necessary, against falling objects.
- (b) Employees shall be protected from harmful levels of noise and from hazardous external effects such as gas, vapor, and dust.
- (c) Employees shall be able to leave the workplace immediately or receive assistance quickly in the event of danger.
- (c) Measures shall be taken to prevent employees from slipping or falling.