



Code on Well-being at Work (Codex over het Welzijn op het Werk) The Framework for Workplace Safety in Belgium

Belgian legislation that sets out regulations for ensuring the health, safety, and well-being of workers. Here's a summary of its key aspects.

Structure and Scope

The Codex consists of 10 books, further divided into titles, chapters, and sections. It applies to all workplaces in Belgium and covers a wide range of occupational safety and health topics.

Key Aspects

1. **General Principles**
Establishes the framework for workplace safety and health management.
2. **Organizational Structures**
Outlines the roles and responsibilities of various parties involved in workplace well-being.
3. **Workplaces**
Sets requirements for the design and maintenance of safe work environments.
4. **Environmental Factors and Physical Agents**
Addresses issues like noise, vibration, and indoor air quality.
5. **Chemical, Carcinogenic, and Mutagenic Agents**
Regulates the use and handling of hazardous substances.
6. **Equipment**
Covers safety requirements for work equipment and personal protective equipment.
7. **Special Workplaces and Activities**
Addresses specific risks in certain sectors or activities.
8. **Psychosocial Risks**
Includes measures to prevent and address stress, burnout, and harassment.
9. **Health Surveillance**
Outlines requirements for medical examinations and health monitoring.
10. **Collective Prevention Measures**
Focuses on risk assessment and prevention strategies.

Implementation and Enforcement

Employers are responsible for implementing the Codex requirements.

The Belgian Labor Inspectorate oversees compliance and can impose penalties for violations.

Recent Updates

The Codex is regularly updated to address new workplace challenges and align with EU directives. Recent updates have included provisions for telework and measures related to the COVID-19 pandemic.

Importance

The Codex over het welzijn op het werk plays a crucial role in maintaining high standards of workplace safety and health in Belgium, contributing to the overall well-being and productivity of workers across various sectors.